



Case for Endorsement

Swimming Pool and Spa Building

CPC Construction, Plumbing and Services Training Package

Release 6.0

Submitted by Artibus Innovation
on behalf of the
Construction, Plumbing and Services IRC
April 2020

Artibus Innovation

Artibus Innovation is the Skills Service Organisation supporting the Industry Reference Committees (IRCs) for the Construction, Plumbing and Services, and Property Services sectors in Australia. It develops, manages, and supports nationally recognised Training Packages.

These IRCs are responsible for providing guidance, direction, and advice in relation to the workforce training and skills development needs of these two industry sectors.

Together, industry, employees and enterprises contribute significantly to Australia's infrastructure, underpinning the nation's economic and social fabric.

Artibus Innovation
373 Elizabeth Street
North Hobart, TAS, 7000
Phone: 03 6218 2841
Email: enquiries@artibus.com.au
Webpage: artibus.com.au

Table of Contents

A.	Administrative details of the Case for Endorsement	4
B.	Description of work and request for approval	7
C.	Evidence of industry support.....	11
D.	Industry expectations about training delivery	15
E.	Implementation of new training package components	17
F.	Quality assurance reports	18
G.	Implementation of the COAG Industry Skills Council reforms to training packages	43
H.	Proposed training package components	45
	Appendix A: Industry stakeholders.....	49

A. Administrative details of the Case for Endorsement

Name of allocated Industry Reference Committee

Construction, Plumbing and Services Industry Reference Committee (IRC)

Name of Skills Service Organisation

Artibus Innovation

Training Package components submitted for approval

This submission puts forward the Case for Endorsement for one revised qualification, ten new units of competency, one revised unit of competency and two units of competency for deletion from the national register.

Qualification – revised

Code	Title
CPC40820	Certificate IV in Swimming Pool and Spa Building

Units of competency

Code	Title
CPCSPS4001	Investigate and prepare swimming pool site
CPCSPS4002	Select, procure and store construction materials for swimming pool and spa projects
CPCSPS4003	Install swimming pool and spa subsoil drainage
CPCSPS4004	Install swimming pool and spa circulation systems and components
CPCSPS4005	Install prefabricated fibreglass swimming pools
CPCSPS4006	Apply sprayed concrete to shape and finish swimming pools and spas
CPCSPS4007	Commission ancillary swimming pool and spa systems and hand over to client
CPCSPS4008	Install above-ground swimming pools
CPCSPS4009	Undertake interior finishing of swimming pools and spas
CPCSPS4010	Lay swimming pool and spa coping
CPCSPS4011	Install precast concrete swimming pools

Units of competency proposed for deletion

Code	Title
CPCCBC4048A	Apply building codes and standards to the construction process for swimming pools and spas

CPCBC4049A	Apply structural principles to construction of swimming pools and spas
------------	--

Mapping information is contained in Section H: Proposed training package components.

Activity order details

The Swimming Pool and Spa Building Project was included in the *Artibus Innovation Construction, Plumbing and Services Skills Forecast 2018* and subsequently approved by the Australian Industry and Skills Committee (AISC) as a Case for Change.

Reference number: TPD/2017-18/004-08

Date executed: May 2018

Scope of activity order

To update as appropriate, the CPC40808 Certificate IV in Swimming Pool and Spa Building and to develop up to fifteen new units of competency specific to swimming pool and spa building.

Summary of key changes

Key Changes	Description
KC 1	The CPC40808 Certificate IV in Swimming Pool and Spa Building has been updated to the <i>Standards for Training Packages 2012</i> .
KC 2	Changes have been made to the structure and packaging rules to strengthen relevance to pool and spa building and to support flexibility to meet individual learner and enterprise needs. The revised qualification has nine core units and ten elective units. (Previously, CPC40808 Certificate IV in Swimming Pool and Spa Building had seventeen core units and one elective unit.) The Group A elective units provides specialist technical skills and knowledge, while the Group B elective units provide safety, planning and project management and small business management skills and knowledge.
KC 3	Ten new units have been developed specific to swimming pool and spa building and one unit, <i>CPCBC4050A Select, procure and store construction materials for swimming pools and spa projects</i> has been revised and recoded from CPCBC to CPCSPS.
KC 4	Two units are proposed for deletion: <i>CPCBC4048A Apply building codes and standards to the construction process for swimming pools and spas</i> . Compliance with building codes and standards relevant to swimming pool and spa building is embedded in the relevant new units to ensure that the important concepts are applied in context. <i>CPCBC4049A Apply structural principles to construction of swimming pools and spas</i> . Content is embedded in <i>CPCSPS4001 Investigate and prepare swimming pool site</i> and in other relevant units so that structural principles are applied in context.

Swimming Pool and Spa Building Enrolments, 2015-2018

Year	2015	2016	2017	2018
State/territory of RTO head office	NSW	NSW	NSW	NSW
CPC40808 Certificate IV in Swimming Pool and Spa Building	2	8	98	100

*Source: NCVER VOCSTATS, *qualification enrolments 2015-2018*, Qualifications by Year and State/territory of training organisation

Swimming Pool and Spa Building Completions, 2015-2018

Year	2015	2016	2017	2018**
State/territory of RTO head office	NSW	NSW	NSW	NSW
CPC40808 Certificate IV in Swimming Pool and Spa Building	4	5	25	19

*Source: NCVER VOCSTATS, *qualification completions 2015-2018*, Qualifications by Year and State/territory of training organisation

**Preliminary

B. Description of work and request for approval

Artibus Innovation was commissioned to transition the CPC40808 Certificate IV in Swimming Pool and Spa Building and associated units, which only included three units specific to swimming pool and spa building, to the *Standards for Training Packages 2012*, under the activity order AA/2015-16-001 February 2016.

Initial research and consultation to transition the qualification and units identified inadequacies. To address these issues Artibus Innovation, on behalf of the Construction, Plumbing and Services IRC, prepared a proposal included in the *Construction, Plumbing and Services Industry Skills Forecast 2018* to review the CPC40808 Certificate IV in Swimming Pool and Spa Building and develop up to 15 new units for swimming pool and spa building. The AISC approved the proposal in May 2018 and the TPD/2017-18/004-08 was issued.

The project commenced in July 2018. National forums were undertaken in August 2018.

Industry views expressed in the consultation were consistent:

- the existing qualification does not provide the skills and knowledge required by pool and spa builders
- pool and spa builders need a combination of trade-related and project management and small business management skills.

The consultation findings were used as a basis to develop the new qualification and ten new units of competency specific to swimming pool and spa building.

The pool and spa building industry's major concern with the CPC40808 Certificate IV in Swimming Pool and Spa Building was that it was not fit for purpose. It had significant overlap with the CPC40108 Certificate IV in Building and Construction (Building) and it lacked essential skills relevant to the niche sector of swimming pool and spa building. This project sought to improve the existing qualification by:

- developing ten new units of competency to address the technical skills and knowledge required by swimming pool and spa builders
- embedding content from *CPCBC4048A Apply building codes and standards to the construction process for swimming pools and spas* and *CPCBC4049A Apply structural principles to construction of swimming pools and spas*, in the relevant new units to ensure that the important concepts of compliance with the National Construction Code and structural principles are applied in context. The two units are proposed to be removed from the national register.
- providing flexibility with the packaging rules while strengthening alignment with work functions and job roles – the Group A elective units provide the technical skills and knowledge, while the Group B elective units provide the project management and small business management skills and knowledge.

Technical Advisory Group (TAG)

Expressions of Interest to be a member of the TAG were called through the Artibus Innovation newsletter and SPASA newsletter.

Ten nominations were received, with eight nominees subsequently forming the TAG. The TAG members were well-established pool builders from Western Australia, Queensland, New South Wales

and Victoria. They had technical expertise covering both concrete and fibreglass pools, and extensive experience in project management and small business management.

The TAG provided expert industry input into the training package product review and redevelopment, and guided engagement with the sector. Their work assisted with clarifying the skills and knowledge requirements for occupational tasks in swimming pool and spa building and informed the development of the new units and the qualification structure. A small working group provided expert technical advice on the development of the specialist pool building units. The TAG discussed consultation feedback and considered recommendations. Refer to Appendix A for a list of the TAG members.

The TAG met in August 2018 and then to sign-off the first draft of the qualification and units in April 2019. Due to TAG member work commitments it was difficult to arrange meetings, so communication occurred via email to agree on the second draft of the qualification and units.

Industry consultation

Between 22 August and 6 September 2018, face-to-face consultation forums were held in Sydney, Canberra, Melbourne, Adelaide, Perth and Brisbane. The forums planned for Darwin and Cairns did not proceed due to a lack of registrations.

These forums were promoted in the Artibus Innovation newsletter and on the project page. SPASA provided advertising of the forums at the SPLASH! Pool and SPA Trade Show held on the Gold Coast (1–2 August 2018), and via its regular newsletter and two separate bulletins. SPASA Victoria and SPASA WA notified their members and *Splash!* magazine e-newsletter ran an article on the opportunity for industry to have a say on the review of the CPC40808 Certificate IV in Swimming Pool and Spa Building. Industry support for the review of the qualification was enthusiastic with a total of 56 participants in the consultation forums, including a representative from the regulatory body in Queensland. The feedback across all jurisdictions was consistent:

- The existing qualification does not provide the skills and knowledge required by swimming pool and spa builders. Instead, it comprises planning and supervisory skills applicable to the building and construction qualifications.
- Swimming pool and spa builders need a combination of trade-related and supervisory, project management and small business management skills.

A fit for purpose Certificate IV in Swimming Pool and Spa Building qualification is needed to provide:

- practical trade skills pertinent to swimming pool and spa building
- a career pathway to attract and retain people in this niche industry sector
- opportunities for continuing professional development, and to:
- improve professional standards and so provide consumers with increased confidence in the sector.

There was strong industry support for the Certificate IV in Swimming Pool and Spa Building to be recognised as a traineeship.

Surveys

To gather broad industry input on training package product improvement, two surveys were undertaken.

The first draft of the revised Certificate IV in Swimming Pool and Spa Building and ten units of competency were made available for public comment between 6 May and 22 May 2019. SPASA used its *Splash!* magazine e-newsletter to alert its 5,000 members about the opportunity to have a say on the qualification for the swimming pool and spa building sector. The Artibus Innovation newsletter went to approximately 4,000 general subscribers and 56 targeted emails were sent to swimming pool and spa building stakeholders. TAG members also sought feedback through their networks.

Feedback was constructive and in support of the revised qualification. There were seven completed responses to the survey. Feedback was received from:

- five swimming pool and spa builders (Queensland, South Australia and Victoria)
- one industry trainer
- one industry association representative.

This feedback was compiled into a report, which the TAG discussed and then agreed on items to be actioned, as appropriate, and to further revise the qualification and units of competency.

Consideration of the survey feedback resulted in:

- adjustment to knowledge evidence in relevant units to reference temporary pool fencing, as well as pool fences/barriers and pool covers
- identifying that an additional new unit on the growing trend of precast concrete pools was required
- checking units to confirm that the National Construction Code (NCC) and Australian Standards were addressed.

The second survey of the final draft of eleven swimming pool and spa building units and the CPC40819 Certificate IV in Swimming Pool and Spa Building were made available for public consideration for the period 12–26 July 2019. SPASA and Artibus Innovation communication channels used for the first survey were also used for the second survey, to alert stakeholders to the opportunity to comment on the qualification and units.

There were ten completed responses to the second survey. Feedback was constructive and in support of the qualification except for one respondent, the Master Builders Queensland (MBQld). The other respondents included:

- a pool inspector
- a representative from a systems and components supplier
- six swimming pool and spa builders (Western Australia, New South Wales, South Australia, NT and Victoria)
- one industry trainer
- one industry association representative.

Consideration of the second survey feedback resulted in:

- an additional unit about pool remediation being included in the Group A elective units.

To resolve the issues of concern to the MBQld the qualification structure was revised. This matter is explained more fully in the section 'Dissenting views and alternative approaches explored'. To obtain industry validation for the modification to the CPC40820 Certificate IV in Swimming Pool and Spa Building another round of consultation was undertaken between 13 January and 4 February 2020.

Seventy-two responses were received, all of which supported the qualification structure. The names of the respondents are included in Appendix A Industry Stakeholders.

Engagement with State and Territory Training Authorities

State and Territory Training Authorities (STAs) have been engaged throughout the review process by direct email correspondence, project updates and drafts and Artibus Innovation newsletters.

C. Evidence of industry support

Evidence of consultation with all relevant stakeholders

In May 2018 the Construction, Plumbing and Services IRC appointed Spiros Dassakis as the Chair of the Swimming Pool and Spa Building Technical Advisory Group (TAG). As the Chief Operating Officer of the Swimming Pool and Spa Association of Australia (SPASA) he brought a strong industry background to the role of TAG Chair.

Dissenting views and alternative approaches explored

MBQld did not support the CPC40819 Certificate IV in Swimming Pool and Spa Building, resulting in this proposed CPC40820. The matters they raised about the initial proposal are following:

- the Certificate IV in Swimming Pool and Spa Building was out of step with other Certificate IV qualifications within the CPC Construction, Plumbing and Services Training Package in that Certificate IV qualifications are aligned to a 'builder' job role and have core units that reflect the supervision, management and administration of building works
- in construction a Certificate III must be attained before undertaking a Certificate IV
- the core units in the proposed swimming pool and spa building qualification and the Group A elective units reflect trade-based work, therefore, the core and Group A elective units should be structured to form a Certificate III for workers who work for a pool builder

SPASA met with MBQld to present the rationale for the structure of the Certificate IV in Swimming Pool and Spa Building and explain that due to current licensing arrangements for pool builders in Queensland and NSW why a Certificate III in Swimming Pool and Spa Building was not a viable option. Artibus Innovation responded to the MBQld feedback in a letter 19 September 2019 outlining the reasons that the swimming pool and spa industry's position remained firm to retain the Certificate IV in its final draft form.

- The industry view was that the proposed CPC40819 Certificate IV in Swimming Pool and Spa Building was fit for purpose. The current CPC40408 Certificate IV in Swimming Pool and Spa Building is not fit for purpose because it has significant overlap with the CPC40108 Certificate IV in Building and Construction (Building) and is comprised of generic building construction and business units, which do not address the specialist vocational requirements for swimming pool and spa building.
- The building of swimming pools and spas is a niche occupation with its own specialised skills and knowledge. The construction of a swimming pool and of a spa is different to the construction of a house or other building. If a pool is integrated into the house such a project would involve expert structural engineers.
- The CPC40819 Certificate IV in Swimming Pool and Spa Building was purpose-designed with the skills and knowledge required by the sector, as articulated in the core units. The Group A elective units also provided for skill development in swimming pool and spa building.
- Like the CPC40108 Certificate IV in Building and Construction (Building), the Group B elective units of the CPC40819 Certificate IV in Swimming Pool and Spa Building included BSB Business Services Training Package units of competency to provide project management and small business management skills deemed suitable for small/medium-sized businesses.
- The CPC40819 Certificate IV Swimming Pool and Spa Building sat outside 'the other Certificate IV qualifications within the CPC Construction, Plumbing and Services Training Package

framework' because it did not have the same preceding Certificate I, II and III qualification pathway.

- Throughout consultation with industry stakeholders there was consistent feedback that without a distinct swimming pool and spa building qualification as a benchmark there is ongoing risk to the professionalism of the industry. The CPC40819 Certificate IV in Swimming Pool and Spa Building is strongly supported as an important step in vocational training for the industry.

The project received no further direct communication from MBQld. Indirect communication was received when the Case for Endorsement Swimming Pool and Spa Building was tabled for approval at the Construction IRC meeting, 13 November 2019. The Chair informed the meeting that MBQld had raised some issues with the proposed Certificate IV in Swimming Pool and Spa Building including the cross over with trades. The IRC member representing Master Builders Australia (MBA) was invited to comment.

The MBA was concerned that the qualification over qualifies the people already carrying out this work. Their view was that the qualification should be at the Certificate III level as it lends itself more to a trade. The MBA representative noted that the core of the qualification was trade focused and supervisory competencies had moved to the electives.

The Chair advised that this case would not be supported until the issues were resolved. A motion was passed that the Case for Endorsement be deferred and that the Deputy Chair and the CEO Artibus meet with SPASA to seek responses to the concerns.

A number of meetings were held during the week beginning Monday 16 December attended by Spiros Dassakis and Peter Holland from SPASA, Adam Profke MBQld, and Alan Waldron, Deputy Chair Construction IRC, David Morgan CEO and Frances Lamb Project Manager, Artibus Innovation.

A compromise solution was arrived at and the subsequent CPC40820 was developed. As a Certificate III outcome would not deliver the industry's requirement in relation to licensing, it was agreed that a restructured Certificate IV in Swimming Pool and Spa be put forward.

The revised structure retained all the units that were used in the packaging for the proposed Certificate IV in Swimming Pool and Spa Building. The content remained the same, but the packaging preferences planning, safety and project management related skills as core and provides the specialist trade and business skills in the elective streams.

Six trade related units were moved from the core to the Group A specialist electives and four construction and building units previously in the electives were moved to the core.

In response to MBQld's recommendation two additional units were included *CPCBC4002 Manage work health and safety in the building and construction workplace* was added to the core and *BSBPMG411 Apply project quality management techniques* was added to the Group B Business skills electives.

These changes were accepted as suitable to appease MBQld's and the IRC's concerns subject to the rearranged qualification being supported by the swimming pool and spa industry. This support was provided during the final validation round undertaken between 13 January and 4 February 2020. Seventy-two responses, including a number representing business chains, were received, all of which supported the qualification structure. The names of the respondents are included in Appendix A Industry Stakeholders.

State Training Authority responses were received as follows:

Swimming Pool and Spa Building Certificate IV

STA	Supported	Comment	Date	STA Officer
ACT		No response received		
NSW	Y	Thank you for the opportunity to provide feedback on this Case for Endorsement - Swimming Pool and Spa Building. NSW supports this Case for Endorsement, noting Artibus' advice that the CPCCWHS1001 Prepare to work safely in the construction industry unit has been removed from the core of the Certificate IV in Swimming Pool and Spa Building.	20/03/2020	Sue Bearfield
NT	Y	The NT supports the case for Endorsement of the Certificate IV Swimming Pool and Spa Building.	19/03/2020	Dianne Campbell
Qld	Y	I am satisfied with the information at my disposal that Queensland has provided feedback to the Case for Endorsement process and I am not aware of any issues. Therefore, on the basis of no known issues, Queensland provides support for the Case for Endorsement for CPCSPS40820 Certificate IV in Swimming Pool and Spa Building.	20/03/2020	Filippa Ross
SA		No response received		
TAS	Y	Providing any issues raised by Tasmania stakeholders have been addressed, Skills Tasmania supports the Swimming Pool and Spa Certificate IV Case for Endorsement.	26/03/2020	Anna
VIC	Y	TPU is satisfied that the appropriate and relevant amendments have been made to our advice on Item 3.	31/03/2020	Jacqueline Spencer
WA	Y	Based on the materials provided, the Western Australian State Training Authority supports the Case for Endorsement for the CPC Construction, Plumbing and Services Training Package Release 6, which relates to the Certificate IV in Swimming Pool and Spa Building.	20/03/2020	Frances Parnell

The Construction, Plumbing and Services IRC supports the submission of the submission of the training package components put forward in this Case for Endorsement.

Signed on behalf by the appointed Chair of the Construction, Plumbing and Services IRC.

Name of Chair: Stuart Maxwell

Signature of Chair:

Date:

AISC decision being sought

To note the work undertaken and approve the submission.

Report by exception

Nil

D. Industry expectations about training delivery

Advice about industry's expectations of training delivery

Swimming pool and spa building is a small, niche industry sector and as such there is little statistical information specific to the industry. A study conducted by Roy Morgan Research in 2018 shows that nearly 2.7 million Australians these days live in a house with a swimming pool, equivalent to 13% of the Australian population and up from 12% the last time Roy Morgan looked at the prevalence of swimming pools around Australia in early 2015.¹ (This number does not indicate public swimming pools or private swimming pools such as those in hotels or holiday parks).

Regional Queensland, which includes the Gold Coast, Sunshine Coast, and regional cities up the coast such as Bundaberg, Mackay, Townsville and Cairns, leads the nation. Twenty percent of regional Queenslanders live in a house with a swimming pool. Australia's three most northerly State capitals are all far more likely to have houses with swimming pools than their southerly counterparts. Just under a fifth, or 19%, of Perth residents, 18% of Brisbane residents and 15% of Sydney residents now have a swimming pool at home.

Swimming pool ownership is below the national average in other parts of Australia. Only 9% of residents of Melbourne and Adelaide have a swimming pool and in Australia's most southerly capital city of Hobart only 4% of the locals have a swimming pool – unchanged on four years ago.

Besides a warmer climate there are other factors that determine whether someone will own a swimming pool. These include socio-economic factors and the presence of children in the house. Over 17% of Australians with children aged 6-11 have a pool at home (up 2% on four years ago), a figure that jumps to just over 23% (up 3%) for homes with older children (12-15 years).¹

Entry to the industry has low barriers, which can present quality, safety and reputational issues for the industry. Most jurisdictions do not require swimming pool and spa builders to be licensed. The revised qualification addresses the inadequacies of CPC40808 Certificate IV in Swimming Pool and Spa Building, which comprised of generic building construction and business units. The proposed CPC40820 Certificate IV in Swimming Pool and Spa Building includes the specialist vocational skills required for building swimming pools and spas.

The CPC40820 Certificate IV in Swimming Pool and Spa Building is supported by the industry. It reflects occupational standards through:

- units of competency that provide a clear work activity outcome
- a comprehensive skills and knowledge base that will enhance the quality, safety and professional reputation of the sector.

SPASA is advocating to regulators in all states and territories that the CPC40820 Certificate IV in Swimming Pool and Spa Building be used for licensing swimming pool builders.

Feedback from employers in the consultation forums and the online survey is that they want the CPC40820 Certificate IV in Swimming Pool and Spa Building recognised as a traineeship.

¹Swimming pool ownership increases in Australia, accessed online 14/02/2020 at:

<http://www.roymorgan.com/findings/7811-australian-swimming-pool-ownership-september-2018-201811230555>

IRC recommendations on traineeships and apprentices

The Construction, Plumbing and Services IRC has noted that this qualification is not suitable for an apprenticeship or traineeship.

E. Implementation of new training package components

Advice on occupational and licensing requirements

Currently only two jurisdictions require swimming pool and spa builders to be licensed. The [Queensland Building and Construction Commission](#) licence requirements for swimming pool construction, installation and maintenance (construction) include units of competency from the CPC40808 Certificate IV in Swimming Pool and Spa Building (or what the Commission considers their equivalent).

In [NSW](#), there are two options to obtain a licence or certificate to undertake swimming pool building – one of these options is achieving the CPC40808 Certificate IV In Swimming Pool and Spa Building.

Advice on downstream effects of changes

As the CPC40820 Certificate IV in Swimming Pool and Spa is not equivalent to the CPC40808 Certificate IV in Swimming Pool and Spa Building, RTOs will need to apply to the Australian Skills Quality Authority (ASQA) to have it added to their scope. There are four RTOs listed on training.gov.au with the CPC40808 Certificate IV in Swimming Pool and Spa Building on scope.

Implementation issues of note and management strategy

Predicated on AISC approval, the strategy Artibus Innovation will use to communicate the changes to the swimming pool and spa building components of the CPC Construction, Plumbing and Services Training Package will include:

- direct phone calls and emails to the three RTOs with the qualification on scope
- emails via SPASA to contacts on their database
- emails to Artibus Innovation newsletter subscribers
- emails to all organisations and individuals involved in the consultation processes.

F. Quality assurance reports

Editorial and Equity were undertaken by Sue Hamilton.

Equity Report Template

Section 1 – Cover page

Information required	Detail
Training Package title and code	CPC Construction, Plumbing and Services Training Package, Release 6.0.
Number of new qualifications and their titles ¹	Nil
Number of revised qualifications and their titles	There is one revised qualification: <ul style="list-style-type: none"> • CPC40820 Certificate IV in Swimming Pool and Spa Building
Number of new units of competency and their titles	Ten new units of competency have been developed: <ul style="list-style-type: none"> • CPCSPS4001 Investigate and prepare swimming pool site • CPCSPS4003 Install swimming pool and spa subsoil drainage • CPCSPS4004 Install swimming pool and spa circulation systems and components • CPCSPS4005 Install prefabricated fibreglass swimming pools and spas • CPCSPS4006 Apply and finish sprayed concrete for swimming pool and spa shells • CPCSPS4007 Commission ancillary pool and spa systems and hand over to client • CPCSPS4008 Install above ground swimming pools • CPCSPS4009 Undertake interior finishing to swimming pools and spas • CPCSPS4010 Lay swimming pool and spa coping • CPCSPS4011 Install precast concrete swimming pools
Number of revised units of competency and their titles	There is one revised unit of competency.

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

Information required	Detail
	<ul style="list-style-type: none"> • CPCSPS4002 Select, procure and store construction materials for swimming pool and spa projects
Confirmation that the draft training package components meet the requirements in Section 2 <i>Equity checklist of draft training package components</i>	The draft components reviewed for the swimming pool and spa project meet the requirements in Section 2 <i>Equity checklist of draft training package components</i> .
Is the Equity Report prepared by a member of the Quality Assurance Panel? If 'yes' please provide the name.	Yes - Sue Hamilton is a member of the Quality Assurance Panel.
Date of completion of the report	3 March 2020

Section 2 – Equity checklist of draft training package components

Equity requirements	Equity reviewer comments
	Provide brief commentary on whether the draft endorsed components meet each of the equity requirements
<p>The training package component(s) comply with Standard 2 of the <i>Standards for Training Packages 2012</i>. The standard requires compliance with the <i>Training Package Products Policy</i>, specifically with the access and equity requirements:</p> <ul style="list-style-type: none"> • Training Package developers must meet their obligations under Commonwealth anti-discrimination legislation and associated standards and regulations. • Training Package developers must ensure that Training Packages are flexible and that they provide guidance and recommendations to enable reasonable adjustments in implementation. 	<p>The 11 (new and revised) units of competency and one qualification reviewed comply with Standard 2 of the <i>Standards for Training Packages</i> and the Training Package Products Policy.</p> <p>The <i>CPC Companion Volume Implementation Guide, Release 6</i>. (CPC CVIG) includes guidance to ensure that learners are not discriminated against, and guidance around reasonable adjustment to accommodate learners with disabilities or particular needs. Reference has been made to <i>Disability Standards for Education, 2005</i>.</p>

Section 3 - Training Package Quality Principles

Quality Principle 4

Be **flexible** to meet the diversity of individual and employer needs, including the capacity to adapt to changing job roles and workplaces.

Key features

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

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

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

Equity requirements	Equity reviewer comments
<p>1. What evidence demonstrates that the draft components provide flexible qualifications/units of competency that enable application in different contexts?’</p>	<p>Qualification</p> <p>The Certificate IV in Swimming Pool and Spa Building has been revised with changes to the core and elective units and the inclusion of 11 new and revised swimming pool and spa specific units to address identified industry gaps.</p> <p>The qualification is flexible and promotes mobility across sectors through the inclusion of:</p> <ul style="list-style-type: none"> • CPC units from other sectors • imported units from two training packages (namely BSB Business Services and CPP Property Services) • packaging rules which allow one additional elective from a suitable training package or accredited course to be imported. <p>Units of competency</p> <p>The units are written broadly to support application in multiple contexts including residential and commercial contexts. The assessment requirements of all the units submitted for review, specify that assessment must take place in a workplace or in a simulated workplace environment. This allows for assessment to occur in a range of different contexts.</p>
<p>2. Is there evidence of multiple entry and exit points?’</p>	<p>The CPC CVIG outlines pathway advice via a diagram and advice relating to apprenticeship/traineeship pathways (refer to Quality Principle 5).</p>

Equity requirements	Equity reviewer comments
	The CfE states that the Construction, Plumbing and Services IRC notes that this qualification is suitable for a traineeships.
3. Have prerequisite units of competency been minimised where possible?	There are no units with prerequisite requirements.
4. Are there other examples of evidence that demonstrate how the key features of the flexibility principle are being achieved?	All aspects have been addressed in No 1.

Quality Principle 5

Facilitate **recognition** of an individual's skills and knowledge and support movement between the school, vocational education and higher education sectors.

Key features

Support learner transition between education sectors.

Equity requirements	Equity reviewer comments
1. What evidence demonstrates pathways from entry and preparatory level as appropriate to facilitate movement between schools and VET, from entry level into work, and between VET and higher education qualifications?	<p>The CPC CVIG outlines pathway advice (via a diagram) covering the swimming pool and spa sector and general advice relating to apprenticeship/traineeship pathways.</p> <p>No credit arrangements with Higher Education apply to any qualifications in the CPC Training Package, including the Certificate IV in Swimming Pool and Spa Building.</p>

Quality Principle 6

Support interpretation by training providers and others through the use of simple, concise language and clear articulation of assessment requirements.

Key features

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

Equity requirements	Equity reviewer comments
<p>1. Does the Companion Volume Implementation Guide include advice about:</p> <ul style="list-style-type: none"> • Pathways • Access and equity • Foundation skills? <p>(see Training Package Standard 11)</p>	<p>The <i>CPC CVIG, Release 6.0</i>, includes adequate information about access and equity issues and basic training pathway information. Guidance to ensure that learners are not discriminated against, and guidance about reasonable adjustment to accommodate learners with disabilities or needs are provided in the CPC CVIG.</p> <p>The CPC CVIG also outlines information about Foundation Skills and the framework adopted, namely: the Australian Core Skills Framework (ACSF).</p>
<p>2. Are the foundation skills explicit and recognisable within the training package and do they reflect and not exceed the foundation skills required in the workplace?</p>	<p>Most units include the statement that <i>Foundation skills essential to performance are explicit in the performance criteria of this unit of competency</i>. There are a few units which provide additional information in the Foundation Skills field addressing aspects of the Australian Core Skills Framework (ACSF) and technology.</p> <p>The foundation skills within the performance criteria of the units do not exceed the foundation skills required in the workplace.</p>

Editorial Report Template

1. Cover page	
Information required	Detail
Training Package title and code	CPC Construction, Plumbing and Services Training Package, Release 6.0
Number of new qualifications and their titles ²	Nil
Number of revised qualifications and their titles	<p>There is one revised qualification:</p> <ul style="list-style-type: none"> • CPC40820 Certificate IV in Swimming Pool and Spa Building

² When the number of training products is high the titles can be presented as an attachment.

<p>Number of new units of competency and their titles</p>	<p>Ten new units of competency have been developed:</p> <ul style="list-style-type: none"> • CPCSPS4001 Investigate and prepare swimming pool site • CPCSPS4003 Install swimming pool and spa subsoil drainage • CPCSPS4004 Install swimming pool and spa circulation systems and components • CPCSPS4005 Install prefabricated fibreglass swimming pools and spas • CPCSPS4006 Apply and finish sprayed concrete for swimming pool and spa shells • CPCSPS4007 Commission ancillary pool and spa systems and hand over to client • CPCSPS4008 Install above ground swimming pools • CPCSPS4009 Undertake interior finishing to swimming pools and spas • CPCSPS4010 Lay swimming pool and spa coping • CPCSPS4011 Install precast concrete swimming pools
<p>Number of revised units of competency and their titles</p>	<p>There is one revised unit of competency.</p> <ul style="list-style-type: none"> • CPCSPS4002 Select, procure and store construction materials for swimming pool and spa projects
<p>Confirmation that the draft training package components are publication-ready</p>	<p>The draft components reviewed for the swimming pool and spa project meet the requirements of the Standards for Training Packages 2012.</p> <p>Artibus Innovation states that the proposed components are currently in pre-publishing mode on the TPCMS and will be publication ready on endorsement.</p>
<p>Is the Editorial Report prepared by a member of the Quality Assurance Panel? If 'yes' please provide a name.</p>	<p>Yes - Sue Hamilton is a member of the Quality Assurance Panel.</p>
<p>Date of completion of the report</p>	<p>3 March 2020</p>

2. Content and structure

Units of competency

Editorial requirements	Comments
<p>Standard 5:</p> <ul style="list-style-type: none"> The structure of units of competency complies with the unit of competency template. 	<p>The structure of the ten new and 1 revised unit complies with the unit of competency template.</p> <p>The coding and titling of the units comply with the unit of competency template. The revised unit has been transitioned to meet the requirements of the Standards for Training Packages (2012) and has had content updated.</p> <p>There are no occupational licensing or certification requirements stated within the units submitted.</p> <p>No unit contains a prerequisite unit.</p> <p>Most units include the statement that <i>Foundation skills essential to performance are explicit in the performance criteria of this unit of competency</i>.</p> <p>There are a few units which utilise the Foundation Skills field addressing aspects of the Australian Core Skills Framework (ACSF) and technology.</p> <p>The equivalence (old to revised) is stated in the revised unit. The ten new units indicate that the units have no equivalent unit.</p>
<p>Standard 7:</p> <ul style="list-style-type: none"> The structure of assessment requirements complies with the assessment requirements template. 	<p>All 11 units of competency have associated assessment requirements, which comply with the assessment requirements template and the Standards for Training Packages 2012.</p> <p>The assessment requirements are clearly written and have consistent breadth and depth. The performance evidence is very succinct, reflects workplace tasks and includes appropriate volume and frequency requirements.</p> <p>Wording within the Assessment Conditions is applied consistently and follows Artibus Innovation's style requirements.</p> <p>Artibus Innovation has indicated that all aspects of the assessment requirements are approved by stakeholders and the Construction, Industry Reference Committee (IRC).</p>

Qualifications

Editorial requirements	Comments by the editor
<p>Standard 9:</p> <ul style="list-style-type: none"> The structure of the information for qualifications complies with the qualification template. 	<p>The revised Certificate IV in Swimming Pool and Spa Building qualification complies with the qualification template with all required fields completed.</p> <ul style="list-style-type: none"> Coding and titling are appropriate reflecting changes from the previous version of the qualification. The core of the Certificate IV qualification comprises mainly the new purpose-specific swimming pool and spa units. The electives are listed in two groups with one focussing on technical knowledge and skills and the other (mainly imported units) providing project and business management knowledge and skills. The equivalence of the revised to previous version is stated in the qualification with sufficient information on key changes provided to guide users.
<p>Standard 10:</p> <ul style="list-style-type: none"> Credit arrangements existing between Training Package qualifications and Higher Education qualifications are listed in a format that complies with the credit arrangements template. 	<p>No credit arrangements with Higher Education apply to any qualifications in the CPC Training Package, including the Certificate IV in Swimming Pool and Spa Building. This information is provided in a separate credit arrangements template and in the CPC CVIG 6.0.</p>

Companion Volumes

Editorial requirements	Comments by the editor
<p>Standard 11:</p> <ul style="list-style-type: none"> A quality assured companion volume implementation guide is available and complies with the companion volume implementation guide template. 	<p>The training package components in this submission are accompanied by the <i>CPC Construction, Plumbing and Services Training Package Companion Volume Implementation Guide, Release 6.0</i></p> <p>The CPC CVIG complies with the companion volume implementation guide template included in the 2012 Standards and has been quality assured in line with Artibus Innovation’s internal processes and editorial review.</p>

3. Proofreading

Editorial requirements	Comments by the editor
<ul style="list-style-type: none"> Unit codes and titles and qualification codes and titles are accurately cross-referenced throughout the training package product(s) including mapping information and packaging rules, and in the companion volume implementation guide. 	<p>The unit codes and titles have been proofread and cross-referenced throughout all documentation provided – units, qualification, CfE and CPC CVIG.</p> <p>Artibus Innovation addressed minor edits, sequencing of units and typographical errors noted during the editorial review.</p>
<ul style="list-style-type: none"> Units of competency and their content are presented in full. 	<p>All 11 units of competency and their associated assessment requirements were presented in full.</p>

Editorial requirements	Comments by the editor
<ul style="list-style-type: none"> • The author of the Editorial Report is satisfied with the quality of the training products, specifically with regard to: <ul style="list-style-type: none"> ○ absence of spelling, grammatical and typing mistakes ○ consistency of language and formatting ○ logical structure and presentation of the document ○ compliance with the required templates 	<p>This editorial review has incorporated checking:</p> <ul style="list-style-type: none"> • spelling/typing errors • numbering (codes and performance criteria) • sequencing of units and qualifications • checking acronyms • consistency of language throughout • structure and presentation of documents • compliance with templates. <p>Throughout this process, the Artibus Innovation team incorporated many of the suggestions provided in an interim report during the editorial review or explained their reasoning for why aspects should stay as they are.</p>

Quality Report

A quality report has been undertaken by Kerry Jennings.

Section 1 – Cover page

Information required	Detail
Training Package title and code	CPC Construction, Plumbing and Services Training Package Release 6.0
Number of new qualifications and their titles	0
Number of revised qualifications and their titles	<p>One revised qualification:</p> <ul style="list-style-type: none"> • CPC40820 Certificate IV in Swimming Pool and Spa Building. <p>NOTE: This qualification includes <i>CPCBC4002 Manage work health and safety in the building and construction workplace</i> as a core unit, which was submitted for endorsement at the AISC meeting on Tuesday 25 February 2020 as part of <i>CPC Construction, Plumbing and Services Training Package Release 5.0</i>. Should this unit not be endorsed at this meeting then the qualification will need to revert to <i>CPCBC4002A Manage occupational health and safety in the building and construction workplace</i>.</p>
Number of new units of competency and their titles	<p>Ten new units of competency:</p> <ul style="list-style-type: none"> • CPCSPS4001 Investigate and prepare swimming pool site • CPCSPS4003 Install swimming pool and spa subsoil drainage • CPCSPS4004 Install swimming pool and spa circulation systems and components • CPCSPS4005 Install prefabricated fibreglass swimming pools and spas • CPCSPS4006 Apply sprayed concrete to shape and finish swimming pools and spas • CPCSPS4007 Commission ancillary pool and spa systems and hand over to client • CPCSPS4008 Install above-ground swimming pools • CPCSPS4009 Undertake interior finishing of swimming pools and spas • CPCSPS4010 Lay swimming pool and spa coping • CPCSPS4011 Install precast concrete swimming pools.
Number of revised units of competency and their titles	<p>One revised unit of competency:</p> <ul style="list-style-type: none"> • CPCSPS4002 Select, procure and store construction materials for swimming pool and spa projects.
Confirmation that the panel member is independent of:	

Information required	Detail
<ul style="list-style-type: none"> the Training Package or Training Package components review ('Yes' or 'No') development and/or validation activities associated with the Case for Endorsement ('Yes' or 'No') undertaking the Equity and/or Editorial Reports for the training package products that are the subject of this quality report ('Yes' or 'No') 	<p>Yes</p> <p>Yes</p> <p>Yes</p>
<p>Confirmation of the Training Packages or components thereof being compliant with the Standards for Training Packages 2012</p>	<p>I can confirm that the swimming pool and spa building components of the CPC Construction, Plumbing and Services Training Package Release 6.0 are compliant with the Standards for Training Packages 2012 as outlined in Section 2 below and the Editorial Report.</p>
<p>Confirmation of the Training Packages or components thereof being compliant with the Training Package Products Policy</p>	<p>I can confirm that the swimming pool and spa building components of the CPC Construction, Plumbing and Services Training Package Release 6.0 are compliant with the Training Package Products Policy.</p>
<p>Confirmation of the Training Packages or components thereof being compliant with the Training Package Development and Endorsement Process Policy</p>	<p>I confirm that the swimming pool and spa building components of the CPC Construction, Plumbing and Services Training Package Release 6.0 are compliant with the Training Package Development and Endorsement Process Policy.</p>
<p>Panel member's view about whether:</p> <ul style="list-style-type: none"> the evidence of consultation and validation process being fit for purpose and commensurate with the scope estimated impact of the proposed changes is sufficient and convincing 	<p>I am confident that there is evidence that:</p> <ul style="list-style-type: none"> the consultation and validation processes were 'fit for purpose' and were commensurate with the scope – as is required, Artibus Innovation has taken a national approach to reviewing the CPC40808 Certificate IV in Swimming Pool and Spa Building, a qualification the national register identifies only three registered training organisations (RTOs) are approved to deliver (all three are registered for national delivery), and where enrolments and completions are only registered in one state (the same state) the estimated impact of the proposed changes is sufficient and convincing – the impact on the industry will be significant in that there will be a qualification specifically designed to meet the needs identified by industry and that the three RTOs approved to deliver CPC40808 Certificate IV in Swimming Pool and Spa Building will be sufficiently apprised of the changes should they wish to seek approval to deliver the CPC40820 Certificate IV in Swimming Pool and Spa Building.

Information required	Detail
Name of panel member completing Quality Report	Kerry Jennings
Date of completion of the Quality Report	6 March 2020

Section 2 – Compliance with the *Standards for Training Packages 2012*

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 1</p> <p>Training Packages consist of the following:</p> <ol style="list-style-type: none"> 1. AISC endorsed components: <ul style="list-style-type: none"> • qualifications • units of competency • assessment requirements (associated with each unit of competency) • credit arrangements 2. One or more quality assured companion volumes 	<p>YES</p>	<p>The swimming pool and spa building components of the <i>CPC Construction, Plumbing and Services Training Package Release 6.0</i> include one qualification and eleven units of competency and their associated assessment requirements:</p> <ul style="list-style-type: none"> • CPC40820 Certificate IV in Swimming Pool and Spa Building • CPCSPS4001 Investigate and prepare swimming pool site • CPCSPS4002 Select, procure and store construction materials for swimming pool and spa projects • CPCSPS4003 Install swimming pool and spa subsoil drainage • CPCSPS4004 Install swimming pool and spa circulation systems and components • CPCSPS4005 Install prefabricated fibreglass swimming pools and spas • CPCSPS4006 Apply sprayed concrete to shape and finish swimming pools and spas • CPCSPS4007 Commission ancillary pool and spa systems and hand over to client • CPCSPS4008 Install above-ground swimming pools • CPCSPS4009 Undertake interior finishing of swimming pools and spas • CPCSPS4010 Lay swimming pool and spa coping • CPCSPS4011 Install precast concrete swimming pools. <p>As indicated in the Editorial Report, 'The CPC CVIG complies with the companion volume implementation guide template included in the 2012 Standards and has been quality assured in line with Artibus Innovation's internal processes and editorial review.'</p>

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 2</p> <p>Training Package developers comply with the <i>Training Package Products Policy</i></p>	<p>YES</p>	<p>The coding, titling, mapping and advice complies with the <i>Training Package Products Policy</i>.</p> <p>The Equity Report also indicates that in relation to Standard 2, the Training Package developers have complied with the <i>Training Package Products Policy</i> in that: 'The CPC Companion Volume Implementation Guide, Release 6. (CPC CVIG) includes guidance to ensure that learners are not discriminated against, and guidance around reasonable adjustment to accommodate learners with disabilities or particular needs. Reference has been made to Disability Standards for Education, 2005.'</p>
<p>Standard 3</p> <p>Training Package developers comply with the <i>AISC Training Package Development and Endorsement Process Policy</i></p>	<p>YES</p>	<p>The Case for Endorsement outlines how the Training Package developers comply with the <i>AISC Training Package Development and Endorsement Process Policy</i> by:</p> <ul style="list-style-type: none"> • creating an industry technical advisory group (TAG) • consulting with and involving stakeholders in the development and review process on a national basis • drafting the swimming pool and spa building components outlined in the activity order • making these drafts available on the Artibus Innovation website • using a range of industry avenues to inform stakeholders about the development and review process and how to be involved • working through and responding to all comments received • finalising the swimming pool and spa building components of the <i>CPC Construction, Plumbing and Services Training Package Release 6.0</i> for submission to the AISC through the Construction, Plumbing and Services IRC.

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 4</p> <p>Units of competency specify the standards of performance required in the workplace</p>	YES	<p>In my mind, sign-off by the Construction, Plumbing and Services IRC on the swimming pool and spa building components of the CPC Construction, Plumbing and Services Training Package Release 6.0 indicates that the units of competency specify the standards of performance required in the workplace.</p>
<p>Standard 5</p> <p>The structure of units of competency complies with the unit of competency template</p>	YES	<p>This is confirmed by my reading of the units and the Editorial Report.</p>
<p>Standard 6</p> <p>Assessment requirements specify the evidence and required conditions for assessment</p>	YES	<p>This is confirmed by my reading of the assessment requirements and the Editorial Report, which also states that: 'Wording within the Assessment Conditions is applied consistently and follows Artibus Innovation's style requirements.'</p>
<p>Standard 7</p> <p>Every unit of competency has associated assessment requirements. The structure of assessment requirements complies with the assessment requirements template</p>	YES	<p>This is confirmed by my reading of the assessment requirements and the Editorial Report, which also states that: 'The assessment requirements are clearly written and have consistent breadth and depth. The performance evidence is very succinct, reflects workplace tasks and includes appropriate volume and frequency requirements.'</p>
<p>Standard 8</p> <p>Qualifications comply with the Australian Qualifications Framework specification for that qualification type</p>	YES	<p>The Case for Endorsement establishes that:</p> <ul style="list-style-type: none"> • The CPC40820 Certificate IV in Swimming Pool and Spa Building supersedes but is not equivalent to an existing endorsed qualification, the CPC40808 Certificate IV in Swimming Pool and Spa Building. • Through the nine core units, graduates will have developed theoretical and practical knowledge and skills around planning, safety and project management for a swimming pool and spa context. Through the Group A elective units, graduates will have developed a broad range of cognitive, technical and communication skills related to building swimming pools and spas. And through the Group B elective units, graduates will have developed skills and knowledge required for business management.

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 9</p> <p>The structure of the information for the Australian Qualifications Framework qualification complies with the qualification template</p>	YES	This is confirmed by my reading of the qualification.
<p>Standard 10</p> <p>Credit arrangements existing between Training Package qualifications and Higher Education qualifications are listed in a format that complies with the credit arrangements template</p>	YES	This is confirmed by my reading of the credit arrangements documentation and the Editorial Report, which also states that: 'No credit arrangements with Higher Education apply to any qualifications in the CPC Training Package, including the Certificate IV in Swimming Pool and Spa Building.'
<p>Standard 11</p> <p>A quality assured companion volume implementation guide produced by the Training Package developer is available at the time of endorsement and complies with the companion volume implementation guide template.</p>	YES	This is confirmed by my scanning the CVIG and reading the Case for Endorsement and the Editorial Report.
<p>Standard 12</p> <p>Training Package developers produce other quality assured companion volumes to meet the needs of their stakeholders as required.</p>	YES	Artibus Innovation has confirmed that requests from stakeholders for other quality assured companion volumes will be considered when and if they are received.

Section 3 – Compliance with the training package quality principles

Note: not all training package quality principles might be applicable to every training package or its components. Please provide a supporting statement/evidence of compliance or non-compliance against each principle.

Quality principle 1. Reflect identified workforce outcomes

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance/non compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Driven by industry's needs	YES	<p>The Case for Endorsement:</p> <ul style="list-style-type: none"> • outlines that the swimming pool and spa building project was included in the <i>Artibus Innovation Construction, Plumbing and Services Skills Forecast 2018</i> and approved by the AISC as a Case for Change • documents the relevant activity order for the swimming pool and spa building project.
<p>Compliant and responds to government policy initiatives</p> <p>Training package component responds to the COAG Industry and Skills Council's (CISC) training package-related initiatives or directions, in particular the 2015 training package reforms. Please specify which of the following CISC reforms are relevant to the training product and identify supporting evidence:</p> <ul style="list-style-type: none"> • ensure obsolete and superfluous qualifications are removed from the system • ensure that more information about industry's expectations of training delivery is available to training providers to improve their delivery and to consumers to enable 	YES and N/A	<p>The Case for Endorsement explains that:</p> <ul style="list-style-type: none"> • the one qualification reviewed has been revised and made more relevant for the industry • the ten new units and one revised unit address the swimming pool and spa building industry's expectations of training • the inclusion of project management and business management units of competency in the qualification provides opportunities for people 'with trade skills to move off the tools into supervisory roles' • the removal of the two units of competency proposed for deletion from the national register will improve the efficiency of the training system at unit level • while no industry-specific skill sets have been identified, the range of units in the qualification would enable RTOs to create their own skill sets to suit individual learners or enterprises.

<p>more informed course choices</p> <ul style="list-style-type: none"> • ensure that the training system better supports individuals to move easily from one related occupation to another • improve the efficiency of the training system by creating units that can be owned and used by multiple industry sectors • foster greater recognition of skill sets 		
<p>Reflect contemporary work organisation and job profiles incorporating a future orientation</p>	<p>YES</p>	<p>The Case for Endorsement acknowledges that the <i>CPC40808 Certificate IV in Swimming Pool and Spa Building</i> is no longer fit for purpose – only three of the seventeen core units relate specifically to swimming pool and spa building.</p> <p>The Case for Endorsement is confident that the revised packaging rules for the <i>CPC40820 Certificate IV in Swimming Pool and Spa Building</i> reflect contemporary work organisation and job profiles for swimming pool and spa builders and also emphasise the future needs of the industry and individuals because:</p> <ul style="list-style-type: none"> • the core units now reflect planning, safety and project management skills and knowledge for a swimming pool and spa context • the Group A elective units reflect specialist technical skills and knowledge related to building swimming pools and spas • the Group B units reflect business management skills and knowledge.

Quality principle 2: Support portability of skills and competencies including reflecting licensing and regulatory requirements

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support movement of skills within and across organisations and sectors	YES and N/A	<p>The packaging rules specifically cater for a niche industry sector – that of swimming pool and spa building. Movement of skills is supported across residential and commercial swimming pool and spa organisations.</p> <p>While swimming pool and spa building is part of the construction industry, the qualification structure and packaging rules, and the new units of competency clearly highlight the differences as well as the links to construction industry.</p> <p>Skill Sets have not been identified for swimming pool and spa building.</p>
Promote national and international portability	N/A	

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
N/A and YES	<p>No licensing or certification requirements apply to the units at the time of publication.</p> <p>While licensing, legislative, regulatory and certification requirements will vary across states and territories, two states do refer to the <i>CPC40808 Certificate IV in Swimming Pool and Spa Building</i> in their licensing requirements. Presumably this will also apply to the <i>CPC40820 Certificate IV in Swimming Pool and Spa Building</i> post endorsement.</p>	

Quality principle 3: Reflect national agreement about the core transferable skills and core job-specific skills required for job roles as identified by industry

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Reflect national consensus	YES	<p>The Case for Endorsement (Appendix A) indicates active engagement across industry by Artibus Innovation to achieve a national consensus about the advice being provided to the AISC.</p> <p>National representation is evident through TAG members and attendance at the forums, which is significant given that:</p> <ul style="list-style-type: none"> • only three RTOs have the <i>CPC40808 Certificate IV in Swimming Pool and Spa Building</i> on scope and all three RTOs are registered for delivery in all states and territories • NCVER completion data for <i>CPC40808 Certificate IV in Swimming Pool and Spa Building</i> indicates that NSW is the only state to register completions <ul style="list-style-type: none"> ○ 4 in 2016 ○ 5 in 2016 ○ 25 in 2017 ○ 19 in 2018 • NCVER enrolment data for <i>CPC40808 Certificate IV in Swimming Pool and Spa Building</i> again indicates NSW is the only state to register activity, with the following enrolments <ul style="list-style-type: none"> ○ 2 in 2015 ○ 8 in 2016 ○ 98 in 2017 ○ 100 in 2018.
Recognise convergence and connectivity of skills	N/A	

Quality principle 4: Be flexible to meet the diversity of individual and employer needs including the capacity to adapt to changing job roles and workplaces

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Meet the diversity of individual and employer needs	YES	<p>The Equity Report confirms that the <i>CPC40820 Certificate IV in Swimming Pool and Spa Building</i> is ‘flexible and promotes mobility across sectors through the inclusion of’:</p> <ul style="list-style-type: none"> • CPC coded units developed by other sectors • importing units from the BSB Business Services Training Package and the CPP Property Services Training Package • packaging rules that allow one elective to be imported from a suitable training package or accredited course. <p>The Case for Endorsement highlights how the qualification enables application in different contexts through the qualification structure, which puts planning, safety and project management at the core and accommodates swimming pool and spa building technical skills and knowledge, as well as business management skills and knowledge through two elective groupings.</p> <p>The Equity Report also confirms that: ‘The units are written broadly to support application in multiple contexts including residential and commercial contexts.’</p>
Support equitable access and progression of learners	YES	<p>Artibus Innovation has confirmed that learners who exit the qualification early will receive a Statement of Attainment for individual units of competency attained.</p> <p>The Editorial Report confirms that none of the eleven units has a prerequisite requirement.</p>

Quality principle 5: Facilitate recognition of an individual’s skills and knowledge and support movement between the school, vocational education and higher education sectors

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support learner transition between education sectors	N/A	

Quality principle 6: Support interpretation by training providers and others through the use of simple, concise language and clear articulation of assessment requirements

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support implementation across a range of settings	YES	<p>The Case for Endorsement and the Equity Report confirm that the <i>Companion Volume Implementation Guide</i> for the <i>CPC Construction, Plumbing and Services Training Package</i> will be ready for publication at the same time as the <i>CPC Construction, Plumbing and Services Training Package Release 6.0</i>.</p> <p>The Equity Report confirms that: ‘The CPC CVIG, Release 6.0, includes adequate information about access and equity issues and basic training pathway information. Guidance to ensure that learners are not discriminated against, and guidance about reasonable adjustment to accommodate learners with disabilities or needs are provided in the CPC CVIG. The CPC CVIG also outlines information about Foundation Skills and the framework adopted, namely: the Australian Core Skills Framework (ACSF).’</p>

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support sound assessment practice	YES	<p>The Editorial Report confirms that: ‘The assessment requirements are clearly written and have consistent breadth and depth. The performance evidence is very succinct, reflects workplace tasks and includes appropriate volume and frequency requirements. Wording within the Assessment Conditions is applied consistently and follows Artibus Innovation’s style requirements.’</p> <p>The Equity Report confirms that: ‘The assessment requirements of all the units submitted for review, specify that assessment must take place in a workplace or in a simulated workplace environment. This allows for assessment to occur in a range of different contexts.’</p>
Support implementation	YES	<p>The Case for Endorsement and the Equity Report confirm that:</p> <ul style="list-style-type: none"> • the <i>Companion Volume Implementation Guide for the CPC Construction, Plumbing and Services Training Package</i> will be ready for publication at the same time as the Training Package • the proposed components are currently in pre-publishing mode on the Training Package Content Management System (TPCMS) and will be publication ready on endorsement.

Declaration

Artibus Innovation declares that the proposed components of the CPC Construction, Plumbing and Services Training Package Release 5.0 adhere to the requirements of the *Standards for Training Packages 2012*, the *Training Package Products Policy*, and the *Training Package Development and Endorsement Process Policy*.

The *Companion Volume Implementation Guide for the CPC Construction, Plumbing and Services Training Package Release 6.0* can be located on the VETNet website at:

- <https://vetnet.education.gov.au>
- Artibus Innovation official website, through an external link: www.artibus.com.au.

G. Implementation of the COAG Industry Skills Council reforms to training packages

The table below demonstrates the alignment of the swimming pool and spa building components of the CPC Construction, Plumbing and Services Training Package Release 5.0 with the COAG Industry Skills Council reforms to training packages.

Reform	Evidence of reform being addressed
1. Remove obsolete and superfluous qualifications from the system	No qualification has been removed. However, the CPC40808 Certificate IV in Swimming Pool and Spa Building has been revised and made more relevant for the industry.
2. Make more information about industry's expectations of training delivery available	The ten new units address the swimming pool and spa building industry's expectations of skill training.
3. Ensure the training system better supports individuals to move easily from one related occupation to another	The inclusion of project management and small business management units of competency in the qualification provides opportunities for people with trade skills to move off the tools into supervisory roles.
4. Improve the efficiency of the training system at unit level	Two units have been proposed for deletion from the national register: <i>CPCBC4048A Apply building codes and standards to the construction process for swimming pools and spas.</i> Compliance with building codes and standards relevant to swimming pool and spa building is embedded in relevant new units, which ensures that important concepts are applied in context. <i>CPCBC4049A Apply structural principles to construction of swimming pools and spas.</i> Content is embedded in <i>CPCSPS4001 Investigate and prepare swimming pool site</i> and in other relevant units so that structural principles are applied in context.
5. Foster greater recognition of skill sets	While skill sets have not been formally identified as part of this project, the range of units in the qualification would enable RTOs to create their own skills to suit individual learners or enterprises.

Evidence of completion of the training package development work

This Case for Endorsement will be put forward to the AISC April 2020 meeting.

Evidence that training package components are prepared for publication

The proposed CPC Construction, Plumbing and Services Training Package Release 6.0 components are currently in pre-publishing mode on the Training Package Content Management System (TPCMS).

Approximate publication timeframe

These components will be ready for publication on endorsement and the official release of the AISC communiqué and endorsement by the COAG Skills Council. Implementation will be subject to the full endorsement of CPC Release 5.0.

H. Proposed training package components

Qualification mapping

CPC Construction, Plumbing and Services Training Package	CPC08 Construction, Plumbing and Services Training Package	Comments	Equivalence statement
CPC40820 Certificate IV in Swimming Pool and Spa Building	CPC40808 Certificate IV in Swimming Pool and Spa Building	Supersedes but is not equivalent to CPC40808 Certificate IV in Swimming Pool and Spa Building. Packaging rules changed – previously 17 core units and 1 elective. Greater flexibility has been introduced with 8 core units and 10 elective units. A wider range of imported units are now included in the elective bank.	N

Units of competency mapping

CPC Construction, Plumbing and Services Training Package	CPC08 Construction, Plumbing and Services Training Package	Comments	Equivalence statement
CPCSPS4001 Investigate and prepare swimming pool site	Not applicable	New unit. It includes some content from CPCBC4049A Apply structural principles to construction of swimming pools and spas, which is proposed for deletion.	
CPCSPS4002 Select, procure and store construction materials for swimming pool and spa projects	CPCBC4050A Select, procure and store construction materials for swimming pools and spa projects	Supersedes and is equivalent to CPCBC4050A Select, procure and store construction materials for swimming pools and spa projects. Updated to meet the Standards for Training Packages and recoded.	E
CPCSPS4003 Install swimming pool and spa subsoil drainage	Not applicable	New unit	
CPCSPS4004 Install swimming pool and spa circulation systems and components	Not applicable	New unit	

CPC Construction, Plumbing and Services Training Package	CPC08 Construction, Plumbing and Services Training Package	Comments	Equivalence statement
CPCSPS4005 Install prefabricated fibreglass swimming pools	Not applicable	New unit	
CPCSPS4006 Apply sprayed concrete to shape and finish swimming pools and spas	Not applicable	New unit	
CPCSPS4007 Commission ancillary swimming pool and spa systems and hand over to client	Not applicable	New unit	
CPCSPS4008 Install above-ground swimming pools	Not applicable	New unit	
CPCSPS4009 Undertake interior finishing of swimming pools and spas	Not applicable	New unit	
CPCSPS4010 Lay swimming pool and spa coping	Not applicable	New unit	
CPCSPS4011 Install precast concrete swimming pools	Not applicable	New unit	

Deleted Units

1. CPCCBC4048A Apply building codes and standards to the construction process for swimming pools and spas.
2. CPCCBC4049A Apply structural principles to construction of swimming pools and spas.

Imported units of competency

Code	Title	Training Package
BSBCUS301	Deliver and monitor a service to customers	BSB Business Services
BSBPMG411	Apply project quality management techniques	BSB Business Services
BSBPMG522	Undertake project work	BSB Business Services
BSBSMB305	Comply with regulatory, taxation and insurance requirements for the micro business	BSB Business Services
BSBSMB401	Establish legal and risk management requirements of small business	BSB Business Services
BSBSMB407	Manage a small team	BSB Business Services
BSBSMB420	Evaluate and develop small business operations	BSB Business Services
BSBSMB421	Manage small business finances	BSB Business Services
BSBSUS401	Implement and monitor environmentally sustainable work practices	BSB Business Services
CPCCBC4003	Manage WHS in the building and construction workplace	CPC Construction, Plumbing and Services
CPCCBC4003	Select, prepare and administer a construction contract	CPC Construction, Plumbing and Services
CPCCBC4004	Identify and produce estimated costs for building and construction projects	CPC Construction, Plumbing and Services
CPCCBC4005	Produce labour and material schedules for ordering	CPC Construction, Plumbing and Services
CPCCBC4007	Plan building and construction work	CPC Construction, Plumbing and Services
CPCCBC4012	Read and interpret plans and specifications	CPC Construction, Plumbing and Services
CPCCBC4021	Minimise waste on the building and construction site	CPC Construction, Plumbing and Services
CPCCBC4024	Resolve business disputes	CPC Construction, Plumbing and Services
CPCCCM3005	Calculate costs of construction work	CPC Construction, Plumbing and Services
CPCCCO3046	Repair and rectify concrete	CPC Construction, Plumbing and Services

Code	Title	Training Package
CPCCCO4001	Supervise concreting work	CPC Construction, Plumbing and Services
CPCCWF3008	Tile pools and spas	CPC Construction, Plumbing and Services
CPPSPS4017	Detect leaks in swimming pools and spas	CPP Property Services

Appendix A: Industry stakeholders

Technical Advisory Group (TAG) Members

Name	Organisation	Stakeholder Type	Jurisdiction
Spiros Dassakis	SPASA	Industry Association	National
Russell Watson	Waterama Pools	Employer	NSW
John Lewis	Supreme Pools	Employer	Victoria/NSW border
Marcus Da Silva	Tranquil Pools	Employer	NSW
Andrew Jakovac	Majestic Pools	Employer	QLD
Cal Stanley	Neptune Pools	Retired builder now consultant	WA
Shane Roulstone	Australian Workers Union	Union	NSW
Mark Hine	Current Training	RTO	QLD

Forum attendees

Sydney

Name	Organisation	Stakeholder type	Jurisdiction
Andrew Berriman	All Season Solar	Employer	NSW
Jeff Neate	My Pool Safety	Employer	NSW
John Daniel	Jade Pools	Employer	NSW
Brad Baxter	Award Pools	Employer	NSW
John Curry	Concept Pools Australia P/L	Employer	NSW
Janine Bellifemine	Aquatic Pool Consulting	Employer	NSW
Andrew Meddings	Swim Spa Plunge Pool	Employer	NSW
Bruce Read	Pacific Pools P/L	Employer	NSW
Sebastian Crestani	Pinnacle Pools	Employer	NSW
Sandra Crestani	Pinnacle Pools	Employer	NSW
Peter Moore	Sunrise Pools AND Aquatic Pool Consulting	Employer	NSW
Garth Jackson	Triton Pool & Spa Inspections	Employer	NSW
Jonathon Hatfield	Waterco	Employer	NSW

Canberra

Name	Organisation	Stakeholder Type	Jurisdiction
Dan	Mediterranean Pools	Employer	ACT
Sharyn Duggan	Capital Country Pools	Employer	ACT
Buzz Barnier	Leader Pools	Employer	ACT
Mat Barnier	Leader Pools	Employer	ACT
Andrew Kuzek		Employer	ACT
Andrew White	Total Pools	Employer	ACT
Simon Gainey	Capital Fibreglass Pools	Employer	ACT

Melbourne

Name	Organisation	Stakeholder Type	Jurisdiction
Paul Buckley	MAPEI	Employer	VIC
Matthew Keyhoe	SWIMCO Aquatics	Employer	VIC
Terry Keyhoe	SWIMCO Aquatics	Employer	VIC
Scott Tymkin	Enki Pools	Employer	VIC
Nathan Kinder	Aloha Pools	Employer	VIC
Chris Samartzis	SPASA – VIC	Industry Association	VIC

Adelaide

Name	Organisation	Stakeholder Type	Jurisdiction
Lachlan Scammell	Outside Developments	Employer	SA
Anthony Scaffidi	Elite Pools	Employer	SA
Dean Petersen	Synergy Pool & Spa	Employer	SA
Rodney Smith	SPASA	Peak body	SA
Susie	SPASA	Peak body	SA

Perth

Name	Organisation	Stakeholder Type	Jurisdiction
Elena Moretti	Aqua Leisure Technologies	Employer	WA
Steve Parry	Aqua Leisure Technologies	Employer	WA
Kevin Stone	Aqua Leisure Technologies	Employer	WA

Lynley Papineau	Aqua Leisure Technologies	Employer	WA
John Meli	Dynamic Pools	Employer	WA
Enzo Multari	NM TAFE	RTO	WA
Adrian Tanner	CME WA	Union	WA
Catherine McCracken	Jubilee Pools	Employer	WA
Andrew McCracken	Jubilee Pools	Employer	WA
Ryan McGowan	The Concrete Pool Company	Employer	WA
Bryce Steele	SPASA WA	Association	WA
Mike Wren	SPASA WA	Association	WA
Cal Stanley	Neptune Pools	Employer	WA
Paul Muenchow	Department of Training and Workforce Development WA	State Training Authority	WA
Lisa Barron	Department of Training and Workforce Development WA	State Training Authority	WA
Liz Hollingdale	Pool Controls	Employer	WA
Allan Jones	Construction Industry Training Fund	Industry Association	WA

Brisbane

Name	Organisation	Stakeholder Type	Jurisdiction
Em Ritchie	Conductor Hub	SPASA member	QLD
Kylie Rojahn	Atlantis Pools	Employer	QLD
Mandy Fallon	Construction Skills QLD	Peak body	QLD
Daniel Gibbs	Jagun Pools & Landscapes	Employer	QLD
Andrew Jakovac	Majestic Pools	Employer	QLD
Marcus Da Silva	Tranquil Pools	Employer	QLD
Michael Chapman	Classic Pools	Employer	National
Graham Easterby	QBCC	Regulator	QLD
Ben Petersen	Plunge Pool Company	Employer	QLD

Darwin (email feedback)

Name	Organisation	Stakeholder Type	Jurisdiction
Rod Hardy	Rod Hardy Pools	Employer	NT
Brad Gearn	Viking Pools and Spas	Employer	NT

SPLASH! Conference Gold Coast, August 2018

Name	Organisation	Stakeholder Type	Jurisdiction
Damien Garton	Render Systems Australia	Employer	QLD
Mike Geddes	Poolwerx	Employer	TAS
Lee Moore	AstralPool	Employer	WA
Granville Harris	AstralPool	Employer	WA
Gary Cohen	Sterns	Employer	National
Joshua Chapman	Classic Pools and Spas	Employer	National
Vince Stoneman	Driclad	Employer	VIC
Alex Johnson	Swimart	Employer	National
Bruce Everett	Swimart	Employer	QLD
Dirk Fielding	United Media Group	Publisher – <i>Pool + Outdoor Design</i>	VIC
Grant Burgess	Sports and Venues Australia	Employer	ACT
Sarah Gardiner-Smith	AB Phillips	Insurer	VIC

Other Stakeholders

Name	Organisation	Stakeholder Type	Jurisdiction
Geoff Smith	Brisbane Prestige Plunge Pools	Employer	QLD
Charles Jarrett	Sydney Pool Solutions	Employer	NSW
Cheryl Catalano	Clarke Rubber	Employer	VIC
Adam Profke	Master Builders Queensland	Industry Association	QLD
Mirko Naidofski	Trainer	RTO	NSW
Simon Chippendale	Pool Inspector	Industry	QLD
Zoltan	OMG Pools	Employer	SA
Sandra Lothian	Real Aussie Pools	Employer	NSW
David Daft	Fluidra Australia	Employer	NSW

Name	Organisation	Stakeholder Type	Jurisdiction
Adam Tanko	Impression Pools	Employer	NSW
Adrain Swain	The Other Side	Employer	NSW
Michelle Waters	Aquatic Leisure Technologies	Employer	WA
Amala Kurra	Aloha Pool Pty Ltd	Employer	VIC
Amy Clark	Sarina Russo Apprenticeships	RTO	VIC
Andrew McCracken	Jubilee Pools & Landscapes	Employer	WA
Andrew Meddings	Swim Spa Plunge Pools	Employer	NSW
Bob Biernat	Freedom Pools	Employer	QLD
Brad Baxter	The Award Pools Group	Employer	NSW
Brien Barnier	Leader Pools	Employer	ACT
Cathy Gorrie	Aqualon Interiors	Employer	QLD
Charlotte Walsh	Coastline Pools & Spa	Employer	NSW
Christopher Lothian	Real Aussie Pools	Employer	NSW
Clint Gearside	Riviera Pools	Employer	NSW
Anthony Cross	Compass Pools	Employer	NSW
Conrad Reed	Poolwerx Noosa	Employer	QLD
Con Trifonas	Corfu Pools Pty Ltd	Employer	NSW
Daniel Gibbs	Jagun Pools and Landscapes	Employer	QLD
Daniel Gorrie	Aqualon	Employer	QLD
Daniel Stevens	Outback Pools Pty Ltd	Employer	NSW
Darren Sutherland	Pools By Design	Employer	QLD
Dave Thompson	Endeavour Pools & Spa Pty Ltd	Employer	NSW
David Wegener	Australian Outdoor Living	Employer	National
Dean Pollard	Pollard Pools and Spas	Employer	NSW
Donna Fischer	Mad Pool Interiors	Employer	QLD

Garth Jackson	Triton Pool & Spa Inspections	Employer	NSW
Gary Scicluna	Malibu Pools Spas & Landscapes	Employer	QLD
Gavin Bazley	Aquastone Pools & Landscapes Pty Ltd	Employer	NSW
Giancarlo Meli	Pool Fencing	Employer	NSW
Helen McGowan	The Concrete Pool Company	Employer	WA
Hugo Waibel	HW Technologies	Employer	NSW
Jake Dugan-Gorrie	Aqualon	Employer	QLD
Jason Buchholz	Platinum Water	Employer	QLD
Lachlan Scammel	Outside Developments	Employer	SA
Lisa Tahatos	Corfu Pools Pty Ltd	Employer	NSW
Lorenzo Multari	NM Tafe	RTO	WA
Luke Daly	Cross Pools	Employer	QLD
Margaret & Greg White	Hawkesbury Pools	Employer	NSW
Marina Derra	Corfu Pools	Employer	NSW
Mark Green	Aqualon	Employer	QLD
Mark Pollard	Mark Pollard Pools & Outdoor Design Pty Ltd	Employer	NSW
Matthew Barnier	Leader Pools	Employer	ACT
Matthew Pierce	MJ Pool Transformations	Employer	NSW
Melinda Zoanetti	Swimming Pool & Spa Association SA	Industry Association	SA
Michael Dine	Elite Pools East	Employer	NSW
Michelle McMahon	Splish Splash Pools Pty Ltd	Employer	NSW
Natalie Bugden	Freedom Pools	Employer	WA
Natasha Gorrie	Aqualon Interiors	Employer	QLD
Nicole Daws	Training Consultant	Employer	QLD
Patrick Waters	The Swimpool Team Pty Ltd	Employer	NSW
Paul Attard	Poolwerx	Employer	National

Paul Buckley	Mapei Australia	Employer	National
Peter Moore	Sunrise Pools	Employer	NSW
Rada Olic	Caspian Pools	Employer	NSW
Rainbow Morris	Ultimate Pools Ltd	Employer	NZ
Rick Crambrook	Better Pools & Spas	Employer	NSW
Rodney Hardy	Rod Hardy Plunge Pools Pty Ltd	Employer	NT
Scott Tymkin	Enkipools	Employer	VIC
Sharyn Duggan	Capital Country Pools Pty Ltd	Employer	ACT
Simon Gainey	Capital Fibreglass Pools	Employer	ACT
Steve & Sandra Lothian	Real Aussie Pools	Employer	NSW
Suzie Kent	Swimming Pool & Spa Association SA	Industry Association	SA
Tamara Van Der Boon	Narellan Pools	Employer	NSW
Terry Nichols	Qld Family Pools & Spas	Employer	QLD
Thomas Jones	Narellan Pools	Employer	ACT
Trevor Mann	A1 Pool Building	Employer	WA