



Australian
Industry and
Skills Committee

SILICA SAFETY PROJECT

Case for Endorsement

Name of allocated IRC(s): Construction, Plumbing and Services (CPC)
Name of the SSO: Artibus Innovation

Instructions

- This template provides clear instructions regarding the information the AISC looks for in a Case for Endorsement. The AISC will only approve work where it is satisfied with the evidence provided.
- The Case for Endorsement is a concise and coherent document written in plain English that assures the AISC that the training package component(s) submitted for approval meet the requirements of the:
 - *Standards for Training Packages 2012*
 - *Training Package Products Policy*
 - *Training Package Development and Endorsement Process Policy*
 - industry consensus, to the extent possible.
- When drafting a Case for Endorsement refer to the *Training Package Development and Endorsement Process Policy*.
- Only when industry and the SSO are satisfied that the training package is fit for purpose, in terms of content and quality, is it forwarded to the AISC Secretariat for distribution to the AISC.
- The completed template (excluding attachments) should be no more than 10 pages in length.

PLEASE DELETE INSTRUCTIONS PAGE AND GREEN TEXT PRIOR TO SUBMISSION

1. Administrative details of the Case for Endorsement

*Refer to **Attachment A** for the title and code for each of the training package components that are submitted for approval, and an indication of whether these are updated (including equivalence or non-equivalence status), new or deleted products*

1.1 Case for Change details

Reference number of the relevant Case for Change, date it was approved and the scope of work approved by the AISC in relation to training package development work.

- Artibus/TPD/2020-21/001 Activity Order.
- Approval date: 12 August 2020 (Project 5 – CPC Silica – Skills Forecast).
- AISC approval to develop up to six units of competency on silica safety to address identified skill needs.

1.2 Timeframes and delays

Indicate if the project was delivered in accordance with the agreed timeframe. Include a clear rationale for any project delays.

The original Activity Order was to be submitted by June 30 2021, but was given an extension to 14 March 2022 to provide greater opportunity for consultation and industry input.

Progress of the activity has been challenged by several industry issues which have required careful navigation. The issues that have required resolution relate to the existence of an existing nationally registered course 10830NAT Course in Crystalline Silica Exposure Prevention owned by Creative Safety Initiatives Trust. In relation to this course, its owners raised several concerns:

1. The potential duplication of training on the National VET Register.
2. Potential breaches of copyright in relation to its course being used to inform the Australian Industry and Skills Committee (AISC) activity.
3. potential mismanagement of conflicts of interest by the Industry Reference Committee (IRC).

All three matters were resolved through multiple rounds of correspondence with the AISC, the AISC Secretariat, the IRC and the Service Skills Organisation (SSO).

2. Changes to training products and how these will meet the needs of industry

*Refer to **Attachment B** for information on how the proposed updates to qualifications will better support job roles in industry.*

Describe the updates to training products that have been made as part of this project and how these changes respond to changes in industry skills needs (e.g. changes in job roles, new technology, regulatory changes, etc)

This activity proposes the introduction of four new units of competency to minimise the risk of respirable crystalline silica (RCS) in the construction industry.

RCS is a known hazard generated when manipulating products and materials containing silica that can lead to lung cancer, silicosis, chronic obstructive pulmonary disease and kidney disease. It is estimated that 230 Australians a year will develop lung cancer due to past exposure. This risk is predominantly born by construction workers, alongside miners, farmers and engineers. Recent years have seen a notable rise in silica-related illness and death, particularly evident in Queensland and linked to an increase of engineered stone.

It is estimated that in 2011, approximately 587,000 Australians were exposed to silica dust whilst working, and that 5,758 will eventually develop lung cancer. Workers in engineered stone benchtop manufacturing, finishing and installation are at particular risk, as this comparatively new material contains up to 95% crystalline silica, as distinct from natural stone's crystalline silica composition of 5%-50%.

The [Final Report of the National Dust Disease Taskforce](#) (NDDT) noted that there was a lack of dust-specific safety training at a national level and that education and training outcomes should form part of the roadmap going forward.

In recognition of the issue, there has been a rise in jurisdictional and membership-based courses and government-funded Work Safe and SafeWork awareness campaigns designed to improve educational and training outcomes around harmful crystalline silica exposure.

The Construction IRC has received petitions to develop nationally consistent training products around silica safety. For instance, in pages 80-81 of the [CPC Construction and Plumbing Services Industry Skills Forecast 2020](#), there is an example of SafeWork NSW writing to Artibus Innovation in October 2019 requesting that units of competency be developed in the following areas:

- working with silica-containing products
- the development of a general awareness course
- greater emphasis in the Elements and Performance Criteria of relevant units of competency on silica-containing products.¹

Other ideas suggested have included developing units of competency at different AQF levels around:

- working with silica-containing products
- supervision of people working with silica
- conducting air monitoring of worksites affected by silica dust.

The Construction IRC noted that silica safety training should be a sector-wide requirement for the building and construction industry given that anyone entering a worksite is potentially 'at risk' of exposure. It was also agreed that while all trades are potentially exposed, there exists a scale with those most 'at risk' including the building and construction trades working closest with products containing the highest levels of crystalline silica (e.g., stonemasons and other trades working with manufactured and natural stone).

The Construction IRC advised that silica awareness training should span the various responsibility levels from pre-trades to supervisors and managers. An even more holistic view forwarded was that minimising exposure spans the entire supply chain from manufacturing, supplying, installation to demolition.

The training products developed in this activity therefore cover:

¹ Artibus Innovation, 2020, *Construction and Plumbing Services: Industry Skills Forecast 2020*, https://artibus.com.au/wp-content/uploads/2020/07/Construction_Plumbing_Services_ISF-2020.pdf (accessed 12 Jan. 2021).

- awareness of silica exposure, for new entrants and apprentices
- use of protective equipment and working with materials and products containing RCS for other trades such as plumbers and electricians who are also 'at risk' given the frequency they cut into or alter products containing silica in routine work
- supervising work involving methods, materials and products containing RCS.

3. Stakeholder consultation strategy

Refer to *Attachment C* for:

- *list of stakeholders that actively participated in consultation on the project*
- *summary feedback provided by stakeholder type and the IRCs response to this feedback*
- *summary of issues raised during stakeholder consultation and the IRCs response to these issues*

3.1 Identification of stakeholders

Describe how stakeholders were identified and targeted for participation in this project (e.g. how were stakeholders who have a direct interest in the training products identified?)

Silica dust exists across a range of products and materials utilised in the building and construction and other industries such as tunnelling, quarrying and sandblasting. The stakeholder engagement strategy therefore sought to invite input from a range of sectors. Lists of organisations were sourced from an internet search and recommendations from the IRC resulting in a working group being formed.

The NDDT released its report and recommendations during the project and specific engagement was sought with their contributing organisations. The Department of Health team that oversaw the NDDT was contacted and invited to participate in the development of the units of competency. Some 23 prominent individuals and organisations had made public submissions to the NDDT and these stakeholders were also approached.

SafeWork NSW submitted a request to the IRC outlining the need for training in this area.

The Australian Institute of Occupational Hygienists (AIOH) shared news of the review to their membership list consisting of around 1000 members as did tool manufacturer Hilti Australia with over 500 connections.

Other groups targeted included peak bodies, distributors, fabricators, suppliers, retailers, building developers, work health and safety (WHS) assessors, Hebel, stone suppliers and kitchen makers.

Stakeholders who had actively participated in finalised projects such as brick and block laying and stonemasonry, demolition and concreting were approached as 'at risk' occupations within the CPC Construction, Plumbing and Services Training Package and invited to comment.

Other sectors were also approached, including tunnelling, quarrying, sandblasting, mining, cement and concrete manufacturers, steel fixing, engineering, painting, landscape gardening, architecture and interior design.

3.2 Strategies for engaging stakeholders

Outline the consultation strategies that were used to facilitate stakeholder participation used. How was the opportunity to participate via these consultation mechanisms promoted to industry?

Working Group and IRC

The IRC established a working group of recognised experts from WorkSafe, industry and Registered Training Organisations (RTOs). This group met ten times throughout the project providing input on the development of the training products.

Each member, under their terms of reference, was encouraged to consult their own networks for input. This strengthened the technical robustness of the training product and drafting of the units of competency. The units of competency were made public on two occasions, for consultation and

validation. Significant effort was made to 'let everyone know' and encourage (and prompt) feedback through 15 newsletter posts, 8 tweets, 15 LinkedIn posts and 6,176 project pages views on the Artibus Innovation website.

Consultation Strategy (7 WEEKS: 11 August – 30 September 2021)

4,734 individuals, businesses and organisations were invited through the Artibus Innovation newsletter (on 15 occasions over the life of the project), direct email, working group and IRC networks and social media (8 tweets and 15 LinkedIn posts over the life of the project).

Four bulletins and promotion of the project web page and feedback tools were made on three separate occasions over seven weeks. Over 80 people participated in the survey process.

Stakeholders were also invited to make direct submissions to the IRC.

Validation Strategy (5 WEEKS: 24 November 2021 – 1 January 2022)

Following review and resolution of all the feedback from the consultation round, four draft units of competency were then presented nationally for comment over a five-week duration from 24 November 2021 to 1 January 2022.

4,761 individuals, businesses and organisations were invited on two separate occasions to provide feedback through the online portal. This included all active stakeholders identified during the consultation and others that had joined since.

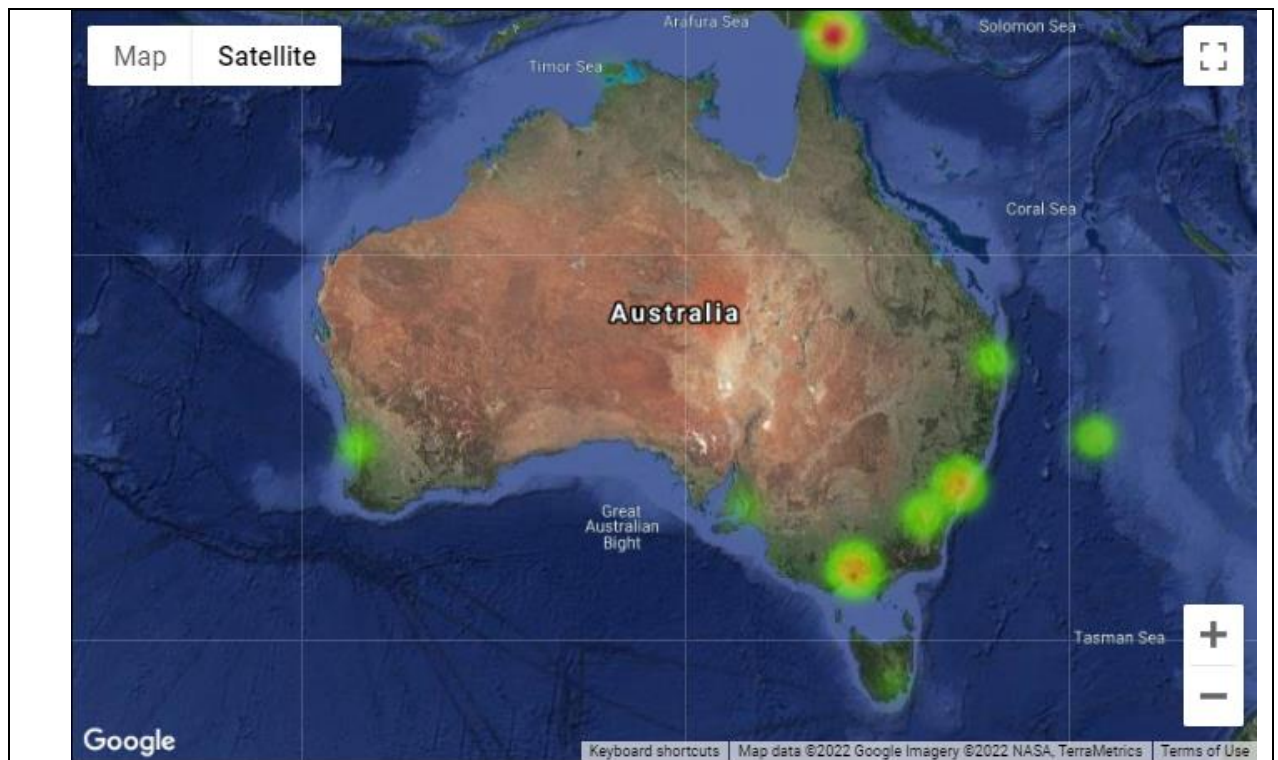
A second online briefing was held on 1 December 2021 for which 20 people registered and 14 industry stakeholders attended.

Response rates were monitored throughout the consultation process. Several rounds of prompting occurred to elicit responses through various digital channels, email as well as 52 direct phone meetings with key stakeholders.

3.3 Participation by different types of stakeholders

Highlight how the consultation strategy supported participation by relevant stakeholders in rural, regional and remote (where appropriate) areas, and across states.

- Stakeholder participation was supported in each state and territory using the state chapters of Master Builders Australia, the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) and the AIOH.
- In the NT, the Industry Skills Advisory Council NT facilitated consultation and validation with its industry stakeholders.
- Employer and industry with Australia-wide operations were represented on the working group. Working group members facilitated participation by consulting with their state and territory counterparts in major cities and regional areas.
- Remote stakeholders were linked into the project indirectly through discussions with companies which have contracts in the mining and industrial sectors.
- In total, responses were received from every state and territory, in total 189 locations in Australia as shown in the heat map on the following page:



4. Evidence of industry support

4.1 Industry support

Highlight evidence of industry support for the proposed training products provided through the consultation process.

- The IRC has overseen the training product development and has approved progress at each stage.
- Working group members have reached consensus and approval of the final products.
- At both consultation and validation, the majority view as well as dissenting views were considered and resolved by the working group and IRC, resulting in a training product that has the support of industry.
- Industry representatives volunteered a significant amount of their time to be involved on the working group (10 meetings). Their willingness to participate reflected their shared commitment to improving the nationally available training products and so raise safety for products containing RCS.
- Working group members advised their wider networks to review the newly developed units of competency.
- Experts in developing safer tools and equipment to limit and control airborne silica particles have indicated their support. Consultation with these experts contributed significantly to the development of four new units of competency for the sector.

4.2 Engagement of States and Territories

Illustrate how states/territories have been actively engaged in the project, and the level of state and territory support for the proposed training products.

- All State and Territory Training Authorities (STAs) were kept abreast of the project's progression. STAs were also invited to participate in the webinars and a targeted online meeting at validation stage was held, at which the project manager provided an overview of the project and was available to answer questions.
- Representatives from the Department of Training and Workforce Development, WA and the Industry Skills Advisory Council NT; Victoria's Curriculum Maintenance Manager participated in online consultation sessions.

4.3 Mitigation strategies

Include evidence that key stakeholders (including training providers) are aware of and support the mitigation strategies of the expected impacts of the changes. This should include any training package components proposed for deletion from the National Register.

Please refer to Section 5.1.

4.4 Letters of industry support

Attach any industry letters of support for the proposed training products.

Letters of support can be found at Attachment G.

5. Dissenting views

5.1 Dissenting views/issues raised

Highlight any dissenting views (i.e. stakeholders views which differ from those of the IRC) raised during stakeholder consultations where resolution was not achieved

- the IRCs response to the issues raised
- efforts made to resolve divergent or outstanding issues

Potential duplication of training on the National VET Register

Concerns regarding duplication of training on the National Register was addressed with a response to the Construction IRC from Emeritus Professor Tracey Horton AO, Chair of the AISC, on 5 July 2021 as follows:

Training Packages define the skills and knowledge needed by learners to perform a job. Training Package products are developed when an industry need for training not already covered by a current Training Package is identified. VET accredited courses, in contrast, are designed to address skill requirements where these are not covered in nationally endorsed Training Packages.

While an accredited course must not duplicate the outcomes of an endorsed Training Package, there is no policy impediment to the development of national Training Package products which may duplicate accredited courses previously approved by the Australian Skills Quality Authority (ASQA). Training Package developers should consider copyright issues that could arise if a Training Package product reproduces in whole, or a substantial part, the content of an accredited course.

As with all Training Package projects, the AISC's key focus in considering the Case for Endorsement arising from the 'Silica Safety Awareness' project will be on evidence of industry need for the proposed training products, and evidence of broad industry support. For more information regarding AISC expectations regarding the Training Package development process, including regarding stakeholder consultation, please refer to the Training Package Development and Endorsement Process Policy.

Potential breaches of copyright in relation to its course being used to inform the AISC's activity

Concerns were raised with both the AISC and IRC, by a private training organisation, claiming that the newly developed unit of competency, *CPCSIL1001 Prepare to work safely with products and materials containing crystalline silica*, duplicated a nationally accredited course [10830NAT – Course in Crystalline Silica Exposure Prevention](#).

AISC responded to the RTO on 25th August 2021 as follows:

Thank you for your letter of 7 June 2021 outlining the concerns of Creative Safety Initiatives regarding the development of a silica safety awareness unit of competency for inclusion on the National Register of VET and the potential duplication with the accredited course 10830NAT Course in Crystalline Silica Exposure Prevention. I understand you have also written to the Australian Skills Quality Authority on this matter. The AISC is committed to ensuring that national training packages reflect the skills and knowledge required to perform effectively in contemporary job roles, including in relation to operating safely in the workplace. The AISC approved a project proposed by the Construction, Plumbing and Services Industry Reference Committee

(the IRC) to develop nationally consistent training for silica safety awareness given strong evidence of growing skills needs in this area. The AISC sees no policy impediments to the development of an endorsed training package for Silica Safety Awareness.

The Construction IRC discussed this matter and confirmed that the SSO, the developers of the units of competency, had no access to the accredited course and therefore could not have infringed any copyright issues. The issue was further resolved through correspondence between the AISC secretariat and the SSO.

Management of conflict of interest

Concerns were also raised with the AISC relating to the management of perceived and actual conflicts of interest. The IRC, in discussion with the AISC secretariat, put in place tightened processes and procedures to manage this issue in accordance with the operating framework. The AISC noted the resolution of this matter in correspondence dated 15 August and 19 October 2021 and appropriate registers have been maintained by both the working group and IRC.

5.2 Rationale for approval

Identify the reasons why the IRC is recommending training package component(s) are approved despite these divergent views.

All stakeholders acknowledge the need to support skills development and minimise the risk of harm from RCS in the construction industry. The issue is widely recognised as an issue of national significance requiring a national response.

Despite divergent views, the IRC continued to support development of all four units of competency to ensure that there is a nationally consistent training standard available and accessible to any RTO that wishes to add the units of competency to their scope and subsequently support accessibility to all learners.

A national standard of training was also recognised as providing regulators with a national benchmark to enable the setting of regulatory requirements for safely working with crystalline silica.

6. Reports by exception

Outline any:

- **report(s) by exception from states and territories**
- **efforts by the SSO/IRC to resolve the identified issues**
- **the rationale for the IRC position**

AWAITING STA FEEDBACK

7. Mandatory Workplace Requirements

*Refer to **Attachment D** for a list of the units of competency, the MWR, the rationale for this, and evidence of employer support for this requirement.*

Broadly describe any mandatory workplace requirements (MWR) that are included in training products proposed for approval.

NOTE: MWR refer to those assessment components that must be completed in a workplace and cannot be achieved in a simulated environment. MWR include requirements for a workplace placement (including through mandated hours) or assessment that must be demonstrated in a workplace.

There are no mandatory workplace requirements in the four units of competency that comprise the silica safety project. Assessment of performance can be undertaken in either a workplace or a simulated workplace environment.

8. Implementation of the new training packages

8.1 Implementation issues

Describe any implementation issues raised by states and territories and/or other stakeholders and the proposed management strategy. For example:

- how the downstream impacts (including, state and territory funding arrangements) of the changes will be managed (for example, where the case for endorsement recommends the deletion of units/qualifications).
- implications for other training products in the training system

The inclusion of the four new units of competency into the National Register:

- does not impact existing STA funding agreements
- will coexist with *10830NAT – Course in Crystalline Silica Exposure Prevention* private accredited course but will offer the training providers an opportunity to have public access to national silica workplace standards and training delivery.

8.2 Potential for traineeship or apprenticeships

Include any recommendation from the allocated IRC/s as to whether the proposed training package component(s) may be the basis for a traineeship or an apprenticeship and the nominal duration of the traineeship or apprenticeship.

The introduction of four new standalone units of competency into the National Register on VET can only be included in a traineeship or an apprenticeship when they are incorporated into a qualification through its packaging rules.

During the validation stage, the framework outlined below was put forward to industry to gather stakeholder feedback on which CPC Construction, Plumbing and Services Training Package qualifications were best placed to accommodate the inclusion of the silica units of competency.

Unit of competency	Proposed qualification for unit inclusion
CPCSIL1001 Prepare to work safely with products and materials containing crystalline silica	CPC20120 Certificate II in Construction
CPCSIL2001 Use and maintain respiratory protective equipment	CPC32320 Certificate III in Stonemasonry
CPCSIL3001 Work with products and materials containing crystalline silica	CPC32320 Certificate III in Stonemasonry
CPCSIL4001 Supervise and manage work with products and materials generating respirable crystalline silica	CPC41020 Certificate IV in Demolition

At its 22 February 2022 meeting, the IRC agreed to include the new silica units of competency as electives across the qualifications, as per the framework outlined above. The qualifications will be published on the National Register via minor release and form part of the CPC Construction, Plumbing and Services Training Package Release 8.0 – Silica Project.

8.3 Occupational and licensing requirements

Explain any linkages between proposed training products and occupational and licensing requirements.

At the time of publication on the National VET Register, there will be no linkages between the proposed training products and occupational and licensing requirements as the units of competency are new entries to the National Register on VET.

At the concluding stages of the project Safe Work Australia released a *Code of Practice: Managing the risks of respirable crystalline silica from engineered stone in the workplace*. Whilst the CPC3001 Work with products and materials containing crystalline silica unit has been designed to provide support to this Code of Practice, the IRC notes that the specifics of issues related to engineering stone will need further consideration.

8.4 Extension to transition period

Where the need for an extension to the transition period is identified for training products that are the subject of this Case for Endorsement, the SSO will apply to the relevant regulator for an extension to transition, to mitigate the identified impact on other training products, particular student cohorts or industry business needs

Outline if an extension to the transition period is likely to be required for any products being updated through this project (for example, when training package updates on the national register are expected to be delayed due to dependencies on other projects)

If yes, please include details (e.g. products impacted, extension anticipated to be requested, rationale).

N/A

9. Quality Assurance

The Case for Endorsement meets the following requirements:

Standards for Training Packages 2012



Training Package Products Policy



Training Package Development and Endorsement Process Policy



Companion Volume Implementation Guide is available and quality assured.



*Copies of quality assurance reports are included in **Attachment F**.*

10. Implementation of the Minister's priorities in training packages

*Refer to **Attachment E** for information on no enrolment and low enrolment qualifications reviewed as part of this project, and the outcomes of this review (i.e. product proposed for deletion or retention). Attachment D also includes the rationale for retaining no and/or low enrolment products when this is the proposal.*

Please include an explanation of how approval of the proposed training products will support the reform priorities for training packages agreed by skills ministers in November 2015 and October 2020:

Streamlining/rationalisation of training products

Outline the streamlining/rationalisation of the training products that will result from this project

The proposed four new units of competency for the silica safety project, once endorsed, are likely to have widespread applicability across a range of applicable qualifications in the CPC Construction, Plumbing and Services Training Package going forward.

Describe the analysis of existing training products that has been undertaken during this project to ensure that existing units are used wherever possible, including cross-sector units.

A Training Needs Analysis paper was presented to the Construction IRC at their meeting on Tuesday, 9 February 2021. The paper was requested by the Construction IRC Chair to inform the development process of the silica safety project. The paper found that there are no standalone units of competency in the national training system that explicitly mention "silica" or "silicosis" from a unit title perspective. While awareness about the dangers posed by silica dust exposure have been systematically incorporated into the CPC Construction, Plumbing and Services units of competency in recent years, as a simple generalised dot point in the Knowledge Evidence section, this was viewed as insufficient for industry given the notable rise in silica-related illness and deaths in recent years. The paper also identified that although there has been a rise in jurisdictional and membership-based courses and government-funded awareness campaigns designed to improve educational and training outcomes around

	<p>harmful crystalline silica exposure, the national training system and all national Training Packages are lacking such components.</p>
	<p>If any proposed new qualifications or units are supported by existing training products, briefly explain why existing products are unsuitable</p> <p>A keyword search of the word “silica” into national register of VET locates one search result being the nationally accredited course known as 10830NAT – Course in Crystalline Silica Exposure Prevention. As the course and its content is privately owned, it cannot be integrated into the CPC Construction, Plumbing and Services Training Package either as a prerequisite, qualification or unit of competency. On this basis, four units of competency dealing with a range of applications from awareness through to supervision/management have been developed as part of the silica safety project that may be imported into a variety of applicable qualifications within the CPC Construction, Plumbing and Services Training Package if endorsed.</p>
	<p>Show how this project will affect the net number of units and qualifications in the training products involved</p> <p>This project will add four new units of competency to the CPC Construction, Plumbing and Services Training Package.</p>

<p><i>Ensure that more information about industry's expectations of training delivery is available to training providers to improve their delivery and to consumers to enable more informed course choices</i></p>	<p>The proposed training components have been developed in close consultation with regulatory and industry stakeholders. The units of competency Elements and Performance Criteria have been written to better reflect current industry skills, knowledge and work practices. The Performance Evidence and Knowledge Evidence have similarly been articulated to align with WHS legislation and current or successor Australian Standards. The assessment requirements reflect employer expectations of the skills and knowledge graduates would need to bring to the workplace to ensure safest industry practices are observed.</p>
<p><i>Ensure the training system better supports individuals to move more easily between related occupations</i></p>	<p>The introduction into the national training system of four units of competency that reference "silica" with the intent of improving health and safety outcomes across the CPC Construction, Plumbing and Services Training Package will provide depth and breadth of choice supporting individuals move between related occupations and industry sectors as the units of competency support a range job levels and responsibilities in relation to approaches towards silica safety. The units of competency provide an opportunity for individuals to expand their employment and career options from an entry-level awareness perspective to a working safely with products and material containing RCS within area of responsibility, to a supervision and managerial level.</p>
<p><i>Improve the efficiency of the training system by creating units that can be owned and used by multiple industry sectors</i></p> <p><i>Foster greater recognition of skill sets and work with industry to support their implementation</i></p>	<p>The project has developed four units of competency that reference "silica" from a unit title perspective and though they have a construction focus they will be applicable across different industry sectors.</p> <p>The four units of competency developed are standalone and will be assigned to particular CPC Construction, Plumbing and Services Training Package qualifications to be determined by the Construction IRC.</p>

11. A link to the full content of the proposed training package component(s)

The AISC should be provided with a link to the full, developed training package component(s) to be approved under the Case for Endorsement.

A link to the training package components proposed for endorsement is included here.

This Case for Endorsement was agreed to by the [name] IRC

Name of Chair

Signature of Chair

Date

Attachment A: Training products submitted for approval

Please set out in the table below, the training products submitted for approval, including showing whether this is an updated, new or deleted product.

Training Product Name		Type	For existing products, equivalence/non-equivalence status	For updated products, rationale for equivalence/non-equivalence status
<i>Units of competency</i>				
CPCSIL1001 Prepare to work safely with products and materials containing crystalline silica		New	N/A	N/A
CPCSIL2001 Use and maintain respiratory protective equipment		New	N/A	N/A
CPCSIL3001 Work with products and materials containing crystalline silica		New	N/A	N/A
CPCSIL4001 Supervise and manage work with products and materials generating respirable crystalline silica		New	N/A	N/A

Attachment B: How qualification updates support job roles

Please use the table below to demonstrate how the proposed updates to qualifications will better support job roles

Job role	Qualification	Proposed updates and how these better support the job role
N/A		

Attachment C: Stakeholder consultation

List of stakeholders that actively participated in stakeholder consultation for the project:

Name	Organisation	Title	Industry	Representation Type	State
<i>First Last</i>	<i>e.g. Safe Work Australia</i>	<i>e.g. Director, WHS policy</i>	<i>e.g. Business Services</i>	<i>e.g. Employer</i>	<i>e.g. ACT</i>
Stuart Maxwell	CFMMEU	Construction IRC Chair & Senior National Industrial Officer CFMMEU; Chair of Silica Safety Project	Construction; Education and Training	Trade Union	NSW
Jennifer Lawrence	Master Builders Australia	Construction IRC Member & Senior Adviser Industry Policy MBA	Construction; Education and Training	Representative Association	ACT
Tony Lopez	HIA	Assistant Director	Construction; Education and Training	Representative Association	ACT
Sam French	HIA	National Business Development Manager - HIA Training	Construction; Education and Training	Representative Association	ACT
Karissa Slavin	SafeWork Australia	Occupational Hygiene Policy & Assistant Director	Public administration and safety	Regulator/Licensing Authority	National
Dr Sam Hamilton	Safe Work Australia	Director, Occupational Diseases and Chemical,	Public administration and safety	Regulator/Licensing Authority	National

Name	Organisation	Title	Industry	Representation Type	State
Prue Watt OAM	Safe Work Australia	Policy Officer	Public administration and safety	Regulator/Licensing Authority	National
Peter David Aspinall	WSP in Australia & New Zealand	Principal Occupational Hygienist (COH, MAIOH, MNZOHS)	Construction	Employers/Industry	National
Robert Alford	Compliance and Enforcement, WorkSafe ACT	Director	Public administration and safety	Regulator/Licensing Authority	ACT
Matt Davis	WorkSafe ACT	Compliance and Enforcement	Public administration and safety	Regulator/Licensing Authority	ACT
Jackii Shepherd (proxy for Robert Alford)	WorkSafe ACT	Occupational Hygiene	Public administration and safety	Regulator/Licensing Authority	ACT
Michael Weller	SafeWork NSW	State Inspector	Public administration and safety	Regulator/Licensing Authority	NSW
Meagan McCool	SafeWork NSW	Director, Chemicals, Explosives and Safety Auditing, Better Regulation Division, Department of Customer Services	Public administration and safety	Regulator/Licensing Authority	NSW
Andrew Park	Fusion WalanMiya Group	CEO	Construction; Education and Training	Registered Training Organisation (RTO)	NSW

Name	Organisation	Title	Industry	Representation Type	State
Eve Speyers	WorkSafe Service Industries	Principal Scientific Officer and Team Manager	Public administration and safety	Regulator/Licensing Authority	WA
Brett Schimming	Construction Skills Queensland	Chief Executive	Construction; Education and Training	Employers/Industry	QLD
Michelle Canny	Construction Skills Queensland	Director, Policy Analysis and Performance Reporting	Construction; Education and Training	Employers/Industry	QLD
Steve Sullivan	TAFE Queensland	Stonemasonry Teacher	Construction; Education and Training	Registered Training Organisation (RTO)	QLD
Brian Chamberlin	WorkSafe Victoria	Construction Industry Education Officer & Inspector,	Public administration and safety	Regulator/Licensing Authority	VIC
Brock Elliss	Master Builders Association South Australia	SQE Manager	Construction; Education and Training	Representative Association	SA
Dave Noonan	CFMMEU Construction Division	National Secretary	Construction; Education and Training	Trade Union	National
Nigel Davies	CFMMEU	National Assistant Secretary	Construction; Education and Training	Trade Union	National
Ross Davidson	CFMMEU	Workplace Impairment Officer	Construction	Trade Union	QLD/NT

Name	Organisation	Title	Industry	Representation Type	State
Shane Roulston	Australian Workers Union	National Organising Director	Construction	Trade Union	National
Heath Bayly	National Heads of Workplace Safety Authorities	Principal Secretariat Coordinator	Policy and Governance	Government	SA
Martin Jennings	Australian Institute of Occupational Hygienists	Chair, External Affairs Committee	Professional Association	Representative Association	ACT
Dr Sharann Johnson	Australian Institute of Occupational Hygienists	Secretary	Professional Association	Representative Association	ACT
Ahmed Hamodeh	Advance OHS	Director	Construction; Education and Training	Registered Training Organisation (RTO)	NSW
Robyn Delander	Health & Safety Advisory Service Pty Ltd	CEO	Education and Training	Registered Training Organisation (RTO); Representative Association	NSW
Graeme Drew	TAFE NSW	Architect Teacher	Construction; Education	Registered Training Organisation (RTO)	NSW
Mark Baker	South Regional TAFE	Lecturer Mortar Trades	Construction	Registered Training Organisation (RTO)	WA
Glenn Raine	TAFE QLD	Educator / Content writer	Construction; Education and Training	Employers/Industry; Registered Training Organisation (RTO)	QLD
Ritesh Patel	HIBBS	Occupational Hygienist	Construction	Employers/Industry	NSW
Edgar Medina	HIBBS	Senior Auditor	Construction	Employers/Industry	

Name	Organisation	Title	Industry	Representation Type	State
Jennifer Mason	Victorian Building Authority (VBA)	Senior Policy Advisor, Education and Training	Construction	Regulator/Licensing Authority	VIC
Andrew Carswell	The Young Group	Safety Quality and Compliance Manager	Construction	Employers/Industry	TAS
Shane Enderby	Di Prinzie Concreting	WHS Manager	Construction	Employers/Industry	NSW
Michael Dobson	Michael Dobson Building Pty Ltd	Managing Director	Construction	Regulator/Licensing Authority	TAS
Michael Morrissey	Brick & Blocklaying Training Foundation	CEO	Construction; Education	Registered Training Organisation (RTO)	VIC
Leif Klok	Multiform Joinery Pty Ltd	Managing Director	Construction	Employers/Industry	QLD
Michael O'Donnell	MKO Consulting Pty Ltd	Builder/ Building Consultant	Construction; Education and Training	Employers/Industry	NSW
Ronald McGeoch	Q A Site Control	Safety Consultant	Construction	Registered Training Organisation (RTO); Representative Association	NSW
John Stevenson	Stenik Construction P/L	Director -Trainer	Construction; Education and Training	Registered Training Organisation (RTO)	NSW
Julie Bevacqua	Master Builders Association	Quality Assurance Coordinator	Education and Training	Registered Training Organisation (RTO)	NSW

Name	Organisation	Title	Industry	Representation Type	State
Charlotte Sutton	MBA WA	State Training and Workforce Development Manager	Construction; Education and Training	Employers/Industry; Registered Training Organisation (RTO); Representative Association	WA
Harry Asche	Aurecon	President, Australian Tunnelling Society	Professional, scientific and technical services	Employers/Industry	QLD
Scott Dalton	TASTAFE	Teacher	Education and Training	Registered Training Organisation (RTO)	TAS
Grant		Plumber	Construction	Teacher	NSW
Martin Stirling	Hilti	Head of Tool and Asset Management Solutions	Construction	Employers/Industry	NSW
Shelley Rowett	SafeWork SA	Chief Advisor Work Environment	Regulator/Licensing Authority	Regulator/Licensing Authority	SA
Brett Pfeffer	SafeWork SA	Principal Industry Adviser Construction	Regulator/Licensing Authority	Regulator/Licensing Authority	SA
Richard Henry Lansdowne	AusEduAdvisor Pty Ltd	Director / Principle Advisor	Construction; Education and Training	Registered Training Organisation (RTO)	NSW
Luke Emmett	LJ Emmett Building	Project Foreman	Construction	Employers/Industry	TAS
Matthew O'Brien	Swinburne University of Technology	TAFE Teacher - Bricklaying	Construction; Education and Training	Registered Training Organisation (RTO)	VIC

Name	Organisation	Title	Industry	Representation Type	State
Wayne Eilander	Eilander Building	Low Rise Builder	Construction	Regulator/Licensing Authority	TAS
Russell Oakes	R.J.Oakes & Associates	Building Consultant	Construction	Employers/Industry	TAS
Dayle	O'Neill Constructions	Builder	Construction	Registered Training Organisation (RTO)	TAS
Camila	WorkSafe Tasmania	Employee	Public administration and safety	Regulator/Licensing Authority	TAS
Karen Palmer	Cord Civil	Safety Manager	Construction	Employers/Industry	ACT
Peter Forsingdal	Hutchinson Builders	Operations Manager Workforce Development	Construction; Education and Training	Employers/Industry; Registered Training Organisation (RTO)	QLD
Graham Stewart	OHS Safety First	Safety Director	Construction; Education and Training	Employers/Industry; Registered Training Organisation (RTO); Representative Association	NSW
Roula Tsiolas	Australian Industrial Systems Institute	Managing Director/CEO	Construction; Education and Training	Registered Training Organisation (RTO)	VIC
Dr KC Wan	MLCOA	Specialist in Occupational and Environment Medicine	Professional, scientific and technical services; Chairman/Member WorkCover WA Industrial Diseases	Consultant Occupational Physicians	WA

Name	Organisation	Title	Industry	Representation Type	State
			Medical Panel (IDMP)		
Malcolm Beer	Master Builders Association of the ACT	Carpentry Trainer	Construction; Education and Training	Employers/Industry; Registered Training Organisation (RTO); Representative Association	ACT
Scott		Carpenter	Construction; Education and Training	Employers/Industry; Registered Training Organisation (RTO)	ACT
Steve Hall	College of Electrical Training	General Manager	Electricity, Gas, Water and Waste Services; Education and Training	Registered Training Organisation (RTO)	WA
Gerry Ryan	SkillsTech TAFE QLD	Leading Teacher	Construction	Registered Training Organisation (RTO)	QLD
David Sainsbury	Novaskill	Trainer/Assessor	Construction; Education and Training	Employers/Industry; Registered Training Organisation (RTO)	NSW
G Englert	Deccon	Director	Construction	Employers/Industry	Qld
James Charlwood	Cathedral Stone	Stonemason	Construction	Employers/Industry	VIC
Liam O'Hearn	CFMMEU	Apprentice Officer	Construction	Employers/Industry; Registered Training Organisation (RTO)	VIC
Scott Kildey	IC Formwork	Safety Manager	Construction	Employers/Industry	ACT

Name	Organisation	Title	Industry	Representation Type	State
Bianca Neve	Multiplex	Training Coordinator	Construction	Employers/Industry	QLD
David Connors	Victorian Building Authority	Practitioner Assessor - Building	Construction; Education and Training; Public administration and safety	Employers/Industry	VIC
Victoria Zhou	Future Skills International	CEO	Construction; Electricity, Gas, Water and Waste Services; Education and Training	Registered Training Organisation (RTO)	QLD
Darren McGrath	Superior Walls & Ceilings (Aus) Pty Ltd	Workplace Health, Safety & Training Officer	Construction	Employers/Industry	QLD
Jo Kramer	Construction Skills Training Centre	Compliance Manager	Construction; Education and Training	Registered Training Organisation (RTO)	WA
Anthony Vitler	Creative Safety Initiatives	Acting CEO	Construction; Education and Training	Registered Training Organisation (RTO)	ACT
Donovan de Ligt	Construction Control	HSEQ Manager	Construction	Employers/Industry	ACT
Simon Last	CITC - Construction Industry Training Centre	CEO	Education and Training	Registered Training Organisation (RTO)	SA
Michael Lane	Charles Darwin University	Trainer/Assessor (Plumbing)	Education and Training	Registered Training Organisation (RTO)	NT
Alin John	PP	Engineer	Construction	Employers/Industry	NSW

Name	Organisation	Title	Industry	Representation Type	State
David Turner	Veolia Refractories	National Health and Safety Manager - Energy & Refractories	Construction; Maintenance;	Employers/Industry	SA
Billy		Trainer	Construction	Registered Training Organisation (RTO)	ACT
Noel Pinkerton	WHSQ	Inspector	Public administration and safety	Registered Training Organisation (RTO)	QLD
Nelson Brown	NTG	Policy Officer	State Training Authority	Government	NT
Yvonne Cerella	ACMY PTY LTD	administration	Building Maintenance	Employers/Industry	SA
Gregory Kym Northey	Northey Brothers	Manager/Supervisor	Construction	Representative Association	SA
George Englert	Dec Con	Director	Construction	Employers/Industry	QLD
Mohammad G Hakimi	Ruby Construction Pty Ltd	Carpentry	Carpentry	Self-employed	SA
Shane Grieve	Grieve Property & Project Solutions Pty LTD	Managing Director	Construction	Employers/Industry	SA
Cameron Smith	Fabbro Projects	Builder	Construction	Employers/Industry	SA
Kym McKay	HR QSE Manager	HR QSE Manager	Construction	Employers/Industry	SA
John Cousins	Safenet	Industry Trainer	Construction	Registered Training Organisation (RTO)	ACT
Katherine Jagger	TAFE NSW	Product Manager, General Construction	Education and Training	Registered Training Organisation (RTO)	NSW

Name	Organisation	Title	Industry	Representation Type	State
John Makrillos	Master Painters	Trainer	Construction	Registered Training Organisation (RTO)	WA
Chris Dobson	CSR	Head of Construction	Construction	Employers/Industry	NSW
Timothy Kokknidis	South Metro TAFE	Advanced Skills Level 2 Lecturer	Education and Training	Registered Training Organisation (RTO)	WA
Rose Nechwatal	CFMMEU	Safety Consultant	Construction	Trade Union	National
Meryll Ashton	WorkSafe Victoria	Group Leader, Silica Team, Regulated Industries Division	Public administration and safety	Regulator/Licensing Authority	VIC
Benjamin Wright	WorkSafe Victoria	Employee	Public administration and safety	Regulator/Licensing Authority	VIC
Halil Ahmet	WorkSafe Victoria	Principal Hygienist, Specialists, Programs and Licensing	Public administration and safety	Regulator/Licensing Authority	VIC
Barry Dunn	WorkSafe Victoria	Manager, Major Construction Projects, Regulated Industries Division	Public administration and safety	Regulator/Licensing Authority	VIC
Michael Landers	TAFE NSW	Teacher	Construction; Education	Registered Training Organisation (RTO)	NSW
Samantha Johnston	Safenet – Canberra’s Safety Training Specialists	Teacher	Construction; Education	Registered Training Organisation (RTO)	ACT
James Emilien	TAFE QLD	Teacher	Construction; Education	Registered Training Organisation (RTO)	QLD

Name	Organisation	Title	Industry	Representation Type	State
Mark Devereaux	CFMMEU	Training Unit Teacher	Construction	Trade Union	National
Neda Aleksic	ISACNT	Industry Skills Officer	Construction	Representative Association	NT
Kelly Gillogly	Civil Contractors Federation	Auditing and Injury Management Specialist	Civil Construction	Representative Association	NSW
Harington Grindley	TAFE NSW	Teacher	Engineering	Registered Training Organisation (RTO)	NSW
Sue Fechner	Holmesglen	Project Officer. Building Industries.	Construction	Registered Training Organisation (RTO)	VIC
Amy Baker	WorkSafe Victoria	Project Lead Training	Public administration and safety	Regulator/Licensing Authority	VIC
Dorica Hogg	WorkSafe Victoria	Employee	Public administration and safety	Regulator/Licensing Authority	VIC
Ben Theoctistou	TAFE NSW	Teacher	Construction	Registered Training Organisation (RTO)	NSW
Paul Bloor	College of Electrical Training	General Manager	Electricity, Gas, Water and Waste Services; Education and Training	Registered Training Organisation (RTO)	WA
Michael Tomlinson	South Metro TAFE	Lecturer	Construction	Registered Training Organisation (RTO)	WA

Name	Organisation	Title	Industry	Representation Type	State
Greg Smithson	College of Electrical Training	Training Development Manager	Construction	Registered Training Organisation (RTO)	WA
Philip Dixon	Australian Pacific Training Coalition	Teacher	Construction; Education	Registered Training Organisation (RTO)	FIJI
Adam Pringle	TAFE QLD	Teacher	Construction; Education	Registered Training Organisation (RTO)	QLD
Camilla Kovac	SafeWork NSW	Employee	Public administration and safety	Regulator/Licensing Authority	NSW
Angela McDonald	SafeWork NSW	Employee	Public administration and safety	Regulator/Licensing Authority	NSW
Matt Zaranski	TAFE QLD	Teacher	Construction; Education	Registered Training Organisation (RTO)	QLD
Samantha Skinner	NSW Minerals Council	Policy Manager, Careers & Industry Skills	Mining	Representative Association	NSW
Rodney DuBois	SafeWork NSW	Employee	Public administration and safety	Regulator/Licensing Authority	NSW
Glenn Ryder	RYDER	Shop and Office Fitouts	Construction	Employers/Industry	NSW
Dean Carter	TAFE NSW	Teacher	Construction; Education	Registered Training Organisation (RTO)	NSW
Richard Bailey	TAFE NSW	Teacher	Construction; Education	Registered Training Organisation (RTO)	NSW

Name	Organisation	Title	Industry	Representation Type	State
Tevita Cawaitakali	Australian Pacific Training Coalition	Teacher	Construction; Education	Registered Training Organisation (RTO)	FIJI
Andrew Weekes	TAFE QLD	Teacher	Construction; Education	Registered Training Organisation (RTO)	QLD
Mark Gillow	Pinnacle Safety	Teacher	Construction; Education	Registered Training Organisation (RTO)	QLD
Viliame Tuivaga	Australian Pacific Training Coalition	Teacher	Construction; Education	Registered Training Organisation (RTO)	FIJI
Sue Wells	Department of Education and Training	Senior Program Officer	Policy and Governance	Government	VIC
Gary Cook	Master Plumbers Australia and New Zealand	Executive Committee Member	Professional Association	Representative Association	National
Semiti Tuberi	Australian Pacific Training Coalition	Teacher	Construction; Education	Registered Training Organisation (RTO)	FIJI
Teresa Signorello	CMM Building Industries	Curriculum Maintenance Manager; Executive Officer	Education and Training	Employers/Industry; Registered Training Organisation (RTO)	VIC
Philip Mainey	Northern Territory Christian Schools	Trainer	Education and Training	Employers/Industry; Registered Training Organisation (RTO)	NT
Dom Dagostino	North Metro TAFE	Trade Lecturer	Construction; Education and Training	Employers/Industry; Registered Training Organisation (RTO)	WA

Name	Organisation	Title	Industry	Representation Type	State
Graham Bowman	MultiSkills Training	General Manager	Construction; Education and Training	Employers/Industry; Registered Training Organisation (RTO)	VIC
Tracey Hancock	Australian Skills Quality Authority	Auditor	Public administration and safety	Regulator/Licensing Authority	National
Christina Bradley	TAFE QLD	Product Lead	Construction; Education and Training	Employers/Industry; Registered Training Organisation (RTO)	QLD
Naisen Nambahin	Australian Pacific Training Coalition	Teacher	Construction; Education	Registered Training Organisation (RTO)	FIJI
Brad Gray	TAFE QLD	Business Manager, Construction Wet Trades	Construction; Education and Training	Employers/Industry; Registered Training Organisation (RTO)	QLD
Paka Wakanivonoloa	Australian Pacific Training Coalition	Teacher	Construction; Education	Registered Training Organisation (RTO)	FIJI
Peter Jackson	TAFE QLD	Teacher / Content Writer	Construction; Education and Training	Employers/Industry; Registered Training Organisation (RTO)	QLD
Elizabeth Early	Lung Foundation	Employee	Professional Association	Representative Association	QLD; NSW; VIC
Tony Bishop	Australian Brick & Blocklaying Training Foundation	Queensland Manager	Construction; Education and Training	Employers/Industry; Registered Training Organisation (RTO)	QLD

Name	Organisation	Title	Industry	Representation Type	State
Simon Brown	TAFE QLD	Teacher	Construction; Education and Training	Employers/Industry; Registered Training Organisation (RTO)	QLD
Kristen Sydney	Building, Construction, Resources and Infrastructure Industry Training Advisory Body	Project Officer	Professional Association	Representative Association	NSW
Bob Bowden	Building, Construction, Resources and Infrastructure Industry Training Advisory Body	Executive Officer	Professional Association	Representative Association	NSW
Melanie Windust	ADE Consulting Group Pty Ltd	National Technical Lead Occupational Hygienist	Construction	Employers/Industry	VIC
Tim Harris	Inscope Training Pty Ltd	CEO	Education and Training	Employers/Industry; Registered Training Organisation (RTO)	SA
Leonie Caldarelli	The Mining and Quarrying Occupational Health and Safety Committee	Executive Officer	Policy and Governance	Government	SA
Amy Ransley	MBA Tasmania	Training Officer	Construction; Education and Training	Employers/Industry; Registered Training Organisation (RTO); Representative Association	TAS
Frances Parnell	Department of Training and Workforce Development	General Manager for Training	Policy and Governance	Government	WA

Name	Organisation	Title	Industry	Representation Type	State
Hagop Tchamkertenian	Think Brick Australia	National Manager Advocacy & Policy	Construction	Employers/Industry	NSW
Jennifer Keeley	TAFE NSW	Teacher	Construction; Education	Registered Training Organisation (RTO)	NSW
Llewellyn Biggar	TAFE NSW	Team Leader Building and Building Finishes	Construction; Education	Registered Training Organisation (RTO)	NSW
Bridget Wild	SafeWork NSW	Senior Project Officer	Public administration and safety	Regulator/Licensing Authority	NSW
Levi Robinson	National Precast Concrete Association of Australia	National Technical Services Manager	Professional Association	Representative Association	SA
Sarah Pettit	Georgiou	Employee	Construction	Employers/Industry	WA; NSW; QLD
Brad Geinitz	Office of Industrial Relations	Employee	Public administration and safety	Regulator/Licensing Authority	QLD
Vince Ball	CITC	Executive Director	Professional Association	Representative Association	ACT
Kate Stanley	Department of Health	Assistant Director	Policy and Governance	Government	National
Craig Heidrich	HBM Group Professional Contract Secretariat Services for Industry Associations	Executive Director	Professional Association	Representative Association	NSW

Name	Organisation	Title	Industry	Representation Type	State
Gavin Gilbert	Quattro Stone	Manager	Construction	Employers/Industry	NSW
Ashley Moor	Pinnacle Safety	Teacher	Construction; Education	Registered Training Organisation (RTO)	QLD
Klausch Schmidt	Australian Industry Standards	Director of IRC Operations	Education	Skills Service Organisation	VIC
Marcus Brooks	Australian Institute of Occupational Hygienists	Senior Occupational Hygienist	Professional Association	Representative Association	ACT
Semiti Uberi	Australian Pacific Training Coalition	Teacher	Construction; Education	Registered Training Organisation (RTO)	FIJI
Jason Jennings	CFMMEU; CSI Safety	ACT Branch President & CEO, Creative Safety Initiatives	Construction; Education	Registered Training Organisation (RTO)	ACT
Mary Obele	Consultant	Specialist Physician in Occupational and Environmental Medicine	Education and Training	University	NZ
Chandnee Ramkissoon	University of Adelaide	Postdoctoral Research Fellow	Education and Training	University	SA
Jackie Archer	Department of Training and Workplace Development	Employee	Policy and Governance	Government	WA
Dave Campbell	<u>Virgo Tiling</u>	Master Tiler	Construction	Employers/Industry	QLD
Paul Simpson	<u>Kanji Group Pty Ltd</u>	National Safety Leader	Construction	Employers/Industry	NSW
Rick Bell	TAFE NSW	Teacher	Construction; Education	Registered Training Organisation (RTO)	NSW

Name	Organisation	Title	Industry	Representation Type	State
Brad Geintz	Office of Industrial Relations	Principal Advisor (Occupational hygiene)	Policy and Governance	Government	QLD
Malcom Sim	<u>Monash</u> University	Emeritus Professor, Occupational and Environmental Physician	Education and Training	University	VIC
Paul Muenchow	Department of Training and Workforce Development	Senior Program Officer	Policy and Governance	Government	WA
Robyn Delander	Health & Safety Advisory Service Pty Ltd	CEO	Education and Training	Registered Training Organisation (RTO)	NSW
Michael Skeen		Inspector	Mining	Regulator/Licensing Authority	NSW
Kristen		Support Officer	Education and Training	Advisory	ACT
Michael Boyes	MGB Construction Tas Pty Ltd	Proprietor	Construction	Employers/Industry	TAS
Jennifre Mason	Victorian Building Authority (VBA)	Senior Policy Advisor, Education and Training	Construction	Regulator/Licensing Authority	VIC
Peter Di prinzio	Di Prinzio Concreting	DIRECTOR	Construction	Employers/Industry	NSW
Eric Byrne	BTS Pty Ltd	Building Consultant	Construction; Education and Training	Employers/Industry; Registered Training Organisation (RTO)	NSW
Wendy Bridges	MBT	Membership Engagement Manager	Construction	Representative Association	TAS
Jason Woodcock		Director	Construction	Employers/Industry	TAS

Name	Organisation	Title	Industry	Representation Type	State
John Hebblewhite	Hebblewhite Builders	Builder/Director	Construction	Employers/Industry	TAS
Shaun Leech	Anz Enviro	PM	Remediation and Regeneration	Employers/Industry	WA
Brad Mellan	Western district connections	Plumber	Electricity, Gas, Water and Waste Services	Employers/Industry; Registered Training Organisation (RTO)	NSW
Dave White	Fluid construction Tas	Builder	Construction	Employers/Industry	TAS
Kate Cole	Cole Health Pty Ltd	Occupational Hygienist	Construction; Professional, scientific and technical services	Employers/Industry; Representative Association	NSW
Joey McAuley	ARC	Operations Manager	Manufacturing	Employers/Industry	TAS
Scott Miller	The Young Group Tasmania Pty Ltd	Project Manager	Construction	Employers/Industry	TAS
Brad Rizzolo	Heritage Stone	Managing Director	Construction	Employers/Industry; Registered Training Organisation (RTO)	TAS
Brise Shields	Adbri Masonry	State Sales Manager	Construction	Employers/Industry	TAS
Jason Overton	JPO Building Contractors Pty Ltd	Director	Construction	Employers/Industry	TAS
Peter Douglas	Douglas Builders	Supervision	Construction	Regulator/Licensing Authority	TAS
Peter McDonald	McDonald Builders	Hands on	Construction	Representative Association	TAS
Remo Beniamini	Manteena Commercial	Safety Manager	Construction	Employers/Industry	ACT

Name	Organisation	Title	Industry	Representation Type	State
John Beswick		Owner	Construction	Employers/Industry	TAS
John Radford	Stubbs Constructions	Integrated Systems Manager QHSE	Construction	Employers/Industry	TAS
Chris Ison	Construction Control	Senior Safety Advisor	Construction	Employers/Industry	ACT
Matthew Haines	Hainesbuild	Manager	Construction	Employers/Industry	NSW
Paula	Inspired Homes	General Manager	Construction	Employers/Industry	WA
Craig Penty	Guarda Systems	MD	Construction	Employers/Industry	WA
Melody SCHOFIELD		Director	Public administration and safety	Government	ACT
Nick Karanfilovski	Victoris University Polytechnic	Senior Educator	Construction; Education and Training	Registered Training Organisation (RTO)	VIC
Ben Scanlon	Master Builders ACT	Carpentry Trainer	Construction; Education and Training	Registered Training Organisation (RTO)	ACT
Eilysh Scowcroft	MBA GT	Business Support Manager	Construction	Registered Training Organisation (RTO)	ACT
Scott		Carpenter	Construction; Education and Training	Employers/Industry	ACT
Rhys Harris		Teacher/ Educator	Education and Training	Registered Training Organisation (RTO)	QLD

Name	Organisation	Title	Industry	Representation Type	State
Matt Zaranski	TAFE Queensland	Teacher	Construction	Registered Training Organisation (RTO)	QLD
G Englert	Deccon	Director	Construction	Employers/Industry	QLD
Colin James	Seejay Investments Pty Ltd	Trainer / Assessor	Education and Training	Registered Training Organisation (RTO)	VIC
James		Training Manager	Education and Training	Registered Training Organisation (RTO)	QLD
Boyd Turner	Tec Nq	Vet Manager	Education and Training	Registered Training Organisation (RTO)	QLD

Summary of Feedback by Stakeholder type:

Stakeholder Type	Key Feedback Points	Actions Taken to Address Feedback
Industry Reference Committee (IRC) Representatives	<ul style="list-style-type: none"> • Scope of the activity – the case for change proposed up to six units of competency. • Management of conflicts of interest. • Prerequisites. 	<p>Unit scope</p> <p>The AISC approved the development of up to six new units of competency. The four new units of competency being put forward for approval is an outcome of extensive advice received from the IRC, Working Group, industry stakeholders.</p> <p>Throughout the development process, the unit scope fluctuated from 5 to 3 units of competency, with the resulting four units reflecting the core workplace requirements for being aware of, working and supervising work with products containing crystalline silica.</p> <p>Conflict of interest</p> <p>The AISC received two complaints that conflict of interest issues were not being managed in accordance with the operating framework. These concerns were raised with the IRC who put in place additional arrangements, to the satisfaction of the AISC. This included detailed registers of interests for working group and IRC members as well as IRC processes for monitoring and controlling decision making processes where conflicts were registered.</p> <p>Prerequisites</p> <p>The IRC was unable to gain consensus on the prerequisite unit for CPCSIL3001 Work with products and materials containing crystalline silica. To resolve the issue, at its 22 February 22 meeting, the IRC voted and approved by majority, a motion to replace the prerequisite CPCSIL2001 Use and maintain respiratory protective equipment to CPCCWHS2001 Apply WHS requirements, policies and procedures in the construction industry.</p> <p>The CFMMEU requested that its opposition to this motion be noted in the Case for Endorsement.</p>

Peak Industry Bodies	<ul style="list-style-type: none"> • N/A 	N/A
Employers (Non-IRC)	<ul style="list-style-type: none"> • Employers, who provided letters of support, welcomed the units of competency and outlined their importance on ensuring learners have an understanding of risks around silica dust. 	Noted. Letters of support included in the Case for Endorsement.
Regulators	<ul style="list-style-type: none"> • The NDDT and regulators welcomed the development of the units of competency. 	Noted.
Registered Training Organisations (RTOs)	<ul style="list-style-type: none"> • Feedback from training providers range from ensuring the units of competency: <ul style="list-style-type: none"> ○ referenced current industry terminology ○ clearly outlined performance requirements ○ did not/minimise content overlap ○ were written clearly and were consistent across the assessment requirements. 	Feedback from the consultation and validation was reported to the working group who advised on the nature of the changes required.
Training Boards/Other	<ul style="list-style-type: none"> • NT Industry Skills Advisory Council consulted it networks on the project and gathered support from industry employers. 	Noted. Two letters of supported are included in this Case for Endorsement.
State and Territory Training Authorities (STAs)	<ul style="list-style-type: none"> • A meeting with the STAs was arranged 14 December 2021 to discuss any issues with the project. The ACT and WA • STAs noted the CFMMEU submissions and expressed their desire to support national training standards on silica that will be 	CFMMEU submissions are noted. STA to advise on which qualifications.

	<p>made public, once endorsed, and accessible to all jurisdictions.</p> <ul style="list-style-type: none"> • WA STA sought to advice to which qualifications will house the new units of competency. 	
Unions	<ul style="list-style-type: none"> • The SSO understands that the following CFMMEU branches wrote to their respective Skills Ministers expressing their non-support and concerns on the development of CPCSIL1001 Prepare to work safely with products and materials containing crystalline silica: ACT, NT, SA and WA. • The ACTU put forward a submission to Artibus Innovation during the validation round requesting to cease the development of the awareness unit (CPCSIL1001 Prepare to work safely with products and materials containing crystalline silica) and promote the existing national accredited course, 10830NAT - Course in Crystalline Silica Exposure Prevention. A draft response from Artibus Innovation was sent to DESE for input prior to replying to the ACTU submission. 	<p>Their submissions are noted. A response was provided to the ACTU on 20 December 2020, outlining the importance to have public national training standards on the National Register.</p>

Summary of Issues raised during stakeholder consultation

Issue raised	Key Feedback Points	Actions Taken to Address Feedback
Unit duplication of a nationally accredited course	<p>That the development of the silica awareness unit <i>CPCSIL1001 Prepare to work safely with products and materials containing crystalline silica</i> duplicates content in the nationally-accredited course <i>10830NAT Course in Crystalline Silica Exposure Prevention</i>.</p>	<p>The matter of duplication was addressed with a response from Emeritus Professor Tracey Horton AO, Chair of the AISC, in July 2021 as follows:</p> <p><i>Training Packages define the skills and knowledge needed by learners to perform a job. Training Package products are developed when an industry need for training not already covered by a current Training Package is identified. VET accredited courses, in contrast, are designed to address skill requirements where these are not covered in nationally endorsed Training Packages.</i></p> <p><i>While an accredited course must not duplicate the outcomes of an endorsed Training Package, there is no policy impediment to the development of national Training Package products which may duplicate accredited courses previously approved by the Australian Skills Quality Authority (ASQA). Training Package developers should consider copyright issues that could arise if a Training Package product reproduces in whole, or a substantial part, the content of an accredited course.</i></p> <p><i>As with all Training Package projects, the AISC's key focus in considering the Case for Endorsement arising from the 'Silica Safety Awareness' project will be on evidence of industry need for the proposed training products, and evidence of broad industry support. For more information regarding AISC expectations regarding the Training Package development process, including regarding stakeholder consultation, please refer to the Training Package Development and Endorsement Process Policy.</i></p>
Copyright	<p>That the development of the silica awareness unit <i>CPCSIL1001 Prepare to work safely with products and materials containing crystalline silica</i> breached</p>	<p>On 17th November 2021, the AISC requested the Creative Safety Initiatives (CSI) to provide evidence on how the development of the</p>

Issue raised	Key Feedback Points	Actions Taken to Address Feedback
	copyright rules. The claim was made by the course owners of the nationally accredited course 10830NAT Course in Crystalline Silica Exposure Prevention, Creative Safety Initiatives (CSI).	unit of competency has breached copyright. The AISC is still awaiting a response from CSI.
Merging of RPE unit into other units.	Stakeholder feedback from industry and regulatory bodies (WA, NSW) gained during Draft 1 Consultation stated a case for the merging of <i>CPCSIL2001 Use and maintain respiratory protective equipment</i> into both <i>CPCSIL1001 Prepare to work safely with products and materials containing crystalline silica</i> <u>and</u> <i>CPCSIL3001 Work with products and materials containing crystalline silica</i> and then the deletion of CPCSIL2001.	<p>This approach was explored then adopted by the working group at their sixth meeting on 13 October 2021. Aspects of CPCSIL2001 dealing with respiratory protective equipment (RPE) that suited a general awareness situation were subsequently merged and integrated into CPCSIL1001 while approaches that aligned to working with silica were placed into CPCSIL3001.</p> <p>While this approach was explored and actioned by the working group in response to Draft 1 consultation feedback, the Construction IRC decided at their meeting on 28 October 2021 to reinstate the unit.</p>
Duplication of content in other safety units	<i>CPCSIL1001 Prepare to work safely with products and materials containing crystalline silica</i> contains content that is variously covered in CPCWHS1001, CPCWHS2001, CPCSIL2001.	The working group acknowledged that some content was duplicative but determined that the learner audiences and content-specific focus of CPCSIL1001 necessitated a standalone unit.
Merging of management unit into supervision unit.	Further stakeholder feedback from public and industry attained during Draft 1 consultation called for the merging of <i>CPCSIL5001 Manage Risks of Respirable Crystalline Silica</i> .	This feedback was adopted by the working group at their sixth meeting on 13 October 2021 and was also supported by the Construction IRC at their meeting on 28 October 2021.

Attachment D: Mandatory Workplace Requirements in Training Products

Please set out in the table below training products which include a mandatory workplace requirement (i.e. which must be completed in a workplace)

Code/title	Description of the Requirement (e.g. work placement, assessment requirement)	Rationale for Inclusion	Evidence of employer support
N/A			

Attachment E: No enrolment and low enrolment training products

No Enrolment:

Please set out in the table below those training products that have had no enrolments over the past three years for which data is available

Units of Competency		
Name of Unit/Unit Code	Proposed for retention/deletion	Rationale for Retention
N/A		
Qualifications		
Name of Qualification/ Qualification Code	Proposed for retention/deletion	Rationale for Retention

Low Enrolment:

Please set out in the table below those training products that have had low enrolments over the past three years for which data is available¹

Units of Competency		
Name of Unit/Unit Code	Proposed for retention/deletion	Rationale for Retention
Qualifications		
Name of Qualification/ Qualification Code	Proposed for retention/deletion	Rationale for Retention

¹ Low enrolment training products are qualifications or units of competency that have had less than 42 enrolments in each of the past three years (*this is the maximum no. of enrolments for the bottom 25% of qualifications based on average enrolments over 2016 - 2018*)

Attachment F: Quality assurance reports

Quality Report

Section 1 – Cover page

Information required	Detail
Training Package title and code	CPC Construction, Plumbing and Services Training Package Release 8.0 Project: Silica
Number of new qualifications and their titles	<ul style="list-style-type: none">No new qualifications
Number of revised qualifications and their titles	<ul style="list-style-type: none">No revised qualifications
Number of new units of competency and their titles	Four new units of competency: <ul style="list-style-type: none">CPCSIL1001 Prepare to work safely with products and materials containing crystalline silicaCPCSIL2001 Use and maintain respiratory protective equipmentCPCSIL3001 Work with products and materials containing crystalline silicaCPCSIL4001 Supervise and manage work with products and materials generating respirable crystalline silica
Number of revised units of competency and their titles	<ul style="list-style-type: none">No revised units of competency
Confirmation that the panel member is independent of: <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')	Yes, I am independent of: <ul style="list-style-type: none">CPC Construction, Plumbing and Services Training PackageThe development and validation activitiesThe Equity and Editorial reports.

Information required	Detail
Confirmation of the Training Packages or components thereof being compliant with the <i>Standards for Training Packages 2012</i>	Yes , the draft Training Package components are compliant with the <i>Standards for Training Packages 2012</i> .
Confirmation of the Training Packages or components thereof being compliant with the <i>Training Package Products Policy</i>	Yes , the draft Training Package components are compliant with the <i>Training Package Products Policy</i> .
Confirmation of the Training Packages or components thereof being compliant with the <i>Training Package Development and Endorsement Process Policy</i>	Yes , the draft Training Package components are compliant with the <i>Training Package Development and Endorsement Process Policy</i> .
Panel member's view about whether: <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 	Yes
Name of panel member completing Quality Report	Anna Henderson
Date of completion of the updated Quality Report	23022022

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 	Yes	<p>The Silica component of the CPC Construction, Plumbing and Services Training Package R8.0 submission consists of the following endorsed components:</p> <ul style="list-style-type: none"> • 4 units of competency • credit arrangements are discussed in the CPC Construction, Plumbing and Services Training Package R8.0 Companion Volume Implementation Guide (CVIG). • a quality assured Companion Guide Information Guide – CPC Construction, Plumbing and Services Training Package R8.0 CVIG.
<p>Standard 2</p> <p>Training Package developers comply with the <i>Training Package Products Policy</i></p>	Yes	<p>The draft Training Package components comply with this Standard:</p> <ul style="list-style-type: none"> • Coding and titling – the qualification and units of competency comply with the coding and titling policy. • Foundation Skills are explicit in the performance criteria of the CPC units in this submission. • Mapping - the mapping tables are found in the CPC Construction, Plumbing and Services Training Package R8.0 CVIG. As these are newly developed units of competency, there is no equivalence status to report.

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 3</p> <p>Training Package developers comply with the AISC <i>Training Package Development and Endorsement Process Policy</i></p>	Yes	<p>The Case for Endorsement (CfE) provides information about the extensive industry consultation undertaken throughout the development stage of this project resulting in training components being developed to a high standard and responsive to industry's existing and future skill needs.</p> <p>In the initial stages of the project, the IRC established a working group of recognised experts from WorkSafe, industry and Registered Training Organisations (RTOs). This group met ten times throughout the project providing input on the development of the training products.</p> <p>Each member, under their terms of reference, was encouraged to consult their own networks for input. This strengthened the drafting of the units of competency. The units of competency were made public on two occasions, for consultation and validation. Significant effort was made to 'let everyone know' and encourage (and prompt) feedback through 15 newsletter posts, 8 tweets, 15 LinkedIn posts and 6,176 project pages views on the Artibus Innovation website.</p> <p>Consultation and validation meetings support the training components in this submission. <i>See CfE for detail.</i></p>
<p>Standard 4</p> <p>Units of competency specify the standards of performance required in the workplace</p>	Yes	<p>The draft units of competency adequately specify 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>The structure of the draft units of competency complies with all aspects of the unit of competency template.</p>
<p>Standard 6</p> <p>Assessment requirements specify the evidence and required conditions for assessment</p>	Yes	<p>The draft units of competency specify the performance evidence (including references to volume or frequency), the assessment conditions and the knowledge evidence to be demonstrated for assessment. The assessment requirements cross-reference to the performance criteria requirements.</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 7</p> <p>Every unit of competency has associated assessment requirements. The structure of assessment requirements complies with the assessment requirements template</p>	Yes	In all draft units of competency, the assessment requirements comply with the template requirements.
<p>Standard 8</p> <p>Qualifications comply with the Australian Qualifications Framework specification for that qualification type</p>	N/A	Not applicable
<p>Standard 9</p> <p>The structure of the information for the Australian Qualifications Framework qualification complies with the qualification template</p>	N/A	Not applicable
<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	<p>Credit arrangements are discussed in the CPC Construction, Plumbing and Services Training Package R8.0 CVIG, denoting that:</p> <p>There are currently no credit arrangements between qualifications in the CPC Construction, Plumbing and Services Training Package and higher education qualifications.</p>
<p>Standard 11</p> <p>A quality assured companion volume implementation guide produced by the Training Package developer is available at the time of endorsement and complies with the companion volume implementation guide template.</p>	Yes	<p>The Training Package components in this submission are accompanied by the CPC Construction, Plumbing and Services Training Package R8.0 CVIG.</p> <p>The CVIG complies with the companion volume implementation guide template included in the 2012 Standards and has been quality assured in line with the Artibus editorial processes.</p> <p>The CVIG includes advice about pathways, access and equity (including reasonable adjustment for persons with disabilities) and foundation skills, as required by the template.</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 12</p> <p>Training Package developers produce other quality assured companion volumes to meet the needs of their stakeholders as required.</p>	Yes	CPC Construction, Plumbing and Services Training Package R8.0 includes information about typical occupation outcomes and pathways into and from CPC Construction, Plumbing and Services qualifications.

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>As outlined in the CfE, the key drivers for the development of the training components in this submission are to develop nationally consistent training products around silica safety to minimise the risk of respirable crystalline silica (RCS) in the construction industry.</p> <p>RCS is a known hazard generated when manipulating products and materials containing silica that can lead to lung cancer, silicosis, chronic obstructive pulmonary disease and kidney disease. It is estimated that 230 Australians a year will develop lung cancer due to past exposure. This risk is predominantly born by construction workers, alongside miners, farmers and engineers. Recent years have seen a notable rise in silica-related illness and death, particularly evident in Queensland and linked to an increase of engineered stone.</p> <p>It is estimated that in 2011, approximately 587,000 Australians were exposed to silica dust whilst working, and that</p>

		<p>5,758 will eventually develop lung cancer. Workers in engineered stone benchtop manufacturing, finishing and installation are at particular risk, as this comparatively new material contains up to 95% crystalline silica, as distinct from natural stone's crystalline silica composition of 5%-50%.</p> <p>The Construction IRC noted that silica safety training should be a sector-wide requirement for the building and construction industry given that anyone entering a worksite is potentially 'at risk' of exposure.</p>
<p>Compliant and responds to government policy initiatives</p> <p>Training package component responds to the COAG Industry and Skills Council's (CISC) training package-related initiatives or directions, in particular the 2015 training package reforms. Please specify which of the following CISC reforms are relevant to the training product and identify supporting evidence:</p> <ul style="list-style-type: none"> • ensure obsolete and superfluous qualifications are removed from the system • ensure that more information about industry's expectations of training delivery is available to training providers to improve their delivery and to consumers to enable more informed course choices • ensure that the training system better supports individuals to move easily from one related occupation to another • improve the efficiency of the training system by creating units that can be owned and used 	Yes	<p>Compliance with Government policy initiatives</p> <p>The CVIG provides information on pathways, and advice on access and equity. This includes information on reasonable adjustment and useful information on identifying and supporting learners' foundation skills.</p> <p>Training delivery/flexibility (supporting movement from related occupations)</p> <p>All four units of competency allow for assessment in the workplace or a simulated environment.</p> <p>Improve efficiency of the training system</p> <p>The project has developed four units of competency that will benefit the training system because they will be applicable across different industry sectors.</p> <p>RTOs have been involved and well represented throughout the consultation, both as members of the various IRCs, working groups and subject matter expert groups and in providing feedback during consultation periods.</p>

by multiple industry sectors • foster greater recognition of skill sets		
Reflect contemporary work organisation and job profiles incorporating a future orientation	Yes	The newly developed units of competency reflect contemporary workplace requirements within the construction industry. These units have been written in such a way that they could quite easily be contextualised to apply to other industry sectors.

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	<p>The units of competency provide an opportunity for individuals to expand their employment and career options from an entry-level awareness perspective to a working safely with products and material containing RCS within area of responsibility, to a supervision and managerial level.</p> <p>The intent of these new silica units of competency is to provide depth and breadth of choice supporting individuals move between related occupations and industry sectors as these units support a range job levels and responsibilities in relation to approaches towards silica safety.</p>
Promote national and international portability	Yes	The newly developed silica units have cross-sector applicability dealing with a range of applications from awareness through to supervision/management and may be imported into a variety of applicable qualifications within the CPC Construction, Plumbing and Services Training Package or indeed in any endorsed Training Package or Accredited course.

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 regulatory requirements and licensing	N/A	No occupational licensing, certification or specific legislative requirements apply to the Units of Competency in this submission.

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	As discussed in the CfE, the process allowed for extensive engagement with industry, regulators and other stakeholders throughout the life of the project to inform the drafts prior to submission of the final product. The draft training components reflect national consensus.
Recognise convergence and connectivity of skills	Yes	The draft components in this submission incorporate cross sector units of competency which supports convergence and connectivity of skills. Although the four new silica units have been written with a construction focus, they will have applicability across different industry sectors.

Quality principle 4: Be flexible to meet the diversity of individual and employer n 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 training components in this submission support the diversity of employer and individual needs and include a range of applications including:</p> <ul style="list-style-type: none"> • entry level awareness to working safely with products and materials containing RCS • supervision of people working with silica products.
Support equitable access and progression of learners	Yes	<p>The CVIG provides advice on access and equity considerations including reasonable adjustment for learners with disabilities.</p> <p>The draft units support equitable access and progression of learners.</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	Yes	Artibus note in the CfE that the draft units of competency in this submission can only be included in a traineeship or an apprenticeship program when they are incorporated into a qualification (that has declared Apprenticeship or Traineeship status) through that qualification's packaging rules.

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

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support implementation across a range of settings	Yes	The proposed training components have been developed in close consultation with regulatory and industry stakeholders. The units of competency Elements and Performance Criteria have been written to better reflect current industry skills, knowledge and work practices. The Performance Evidence and Knowledge Evidence have similarly been articulated to align with WHS legislation and current or successor Australian Standards. The assessment requirements reflect employer expectations of the skills and knowledge graduates would need to bring to the workplace to ensure safest industry practices are observed.
Support sound assessment practice	Yes	The four new silica units of competency to be included into the CPC Construction, Plumbing and Services Training Package R8.0 as standalone units support sound assessment practice in line with industry 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	Yes	<p>The draft components in this submission address industry requirements, which supports implementation in a range of contexts covering the following:</p> <ul style="list-style-type: none"> • awareness of silica exposure, for new entrants and apprentices • use of protective equipment and working with materials and products containing RCS for other trades such as plumbers and electricians who are also ‘at risk’ given the frequency they cut into or alter products containing silica in routine work • supervising work involving methods, materials and products containing RCS. <p>All stakeholders acknowledge the need to support skills development and minimise the risk of harm from RCS in the construction industry. The issue is widely recognised as an issue of national significance requiring a national response. Industry letters of support have been sighted.</p>

Editorial Report Template

1. Cover page	
Information required	Detail
Training Package title and code	CPC Construction, Plumbing and Services Training Package Release 8.0 – Silica Safety
Number of new qualifications and their titles ¹	NA
Number of revised qualifications and their titles	NA
Number of new units of competency and their titles	Four (4) new units of competency: <ul style="list-style-type: none"> • CPCSIL1001 Prepare to work safely with products and materials containing crystalline silica • CPCSIL2001 Use and maintain respiratory protective equipment • CPCSIL3001 Work with products and materials containing crystalline silica • CPCSIL4001 Supervise and manage work with products and materials generating respirable crystalline silica
Number of revised units of competency and their titles	NA
Confirmation that the draft training package components are publication-ready	Draft components are publication ready
Is the Editorial Report prepared by a member of the Quality Assurance Panel? If 'yes' please provide a name.	Yes or No ² Yes, Trish Gamper
Date of completion of the report	5 February 2022

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

² Persons not a member of the panel are required to demonstrate relevant knowledge and experience in editing technical and industry publications, including details of relevant qualifications and/or professional membership(s).

2. Content and structure

Units of competency

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

Qualifications

Editorial requirements	Comments by the editor
Standard 9: <ul style="list-style-type: none"> The structure of the information for qualifications complies with the qualification template. 	NA
Standard 10: <ul style="list-style-type: none"> Credit arrangements existing between Training Package qualifications and Higher Education qualifications are listed in a format that complies with the credit arrangements template. 	NA

Companion Volumes

Editorial requirements	Comments by the editor
Standard 11: <ul style="list-style-type: none"> A quality assured companion volume implementation guide is available and complies with the companion volume implementation guide template. 	A quality assured Companion Volume Implementation Guide was provided for editing and complies with the required template.

3. Proofreading

Editorial requirements	Comments by the editor
<ul style="list-style-type: none"> Unit codes and titles and qualification codes and titles are accurately cross-referenced throughout the training package product(s) including mapping information and packaging rules, and in the companion volume implementation guide. 	Unit codes and titles were cross-referenced throughout the Training Package components, including, mapping, Case for Endorsement and the Companion Volume Implementation Guide (CVIG).
<ul style="list-style-type: none"> Units of competency and their content are presented in full. 	All units of competency and content were provided in full for editing.
<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>The editor is satisfied with the quality of the training products.</p> <ul style="list-style-type: none"> Spelling, grammatical and typing mistakes were corrected, as required Language used and formatting is consistent throughout the Training Package The Training Package components are logically structured and presented All components comply with the required templates.

Equity Report Template

Section 1 – Cover page

Information required	Detail
Training Package title and code	CPC Construction, Plumbing and Services Training Package Release 8.0 – Silica Project
Number of new qualifications and their titles ¹	NA
Number of revised qualifications and their titles	NA
Number of new units of competency and their titles	Four (4) new units of competency: <ul style="list-style-type: none"> • CPCSIL1001 Prepare to work safely with products and materials containing crystalline silica • CPCSIL2001 Use and maintain respiratory protective equipment • CPCSIL3001 Work with products and materials containing crystalline silica • CPCSIL4001 Supervise and manage work with products and materials generating respirable crystalline silica
Number of revised units of competency and their titles	NA
Confirmation that the draft training package components meet the requirements in Section 2 <i>Equity checklist of draft training package components</i>	Draft Training Package components meet the requirements in Section 2 Equity checklist of draft training package components
Is the Equity Report prepared by a member of the Quality Assurance Panel? If 'yes' please provide the name.	Yes or No ² Yes, Trish Gamper (Gamper Consulting Services)
Date of completion of the report	8 February 2022

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

² Person that is not a member of the Training Package Quality Assurance Panel is required to provide to the SSO information demonstrating experience in analysis of equity issues in the training or educational context; demonstrated understanding of vocational education and training; and details of relevant qualifications and/or professional memberships.

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><i>The draft CPC Construction, Plumbing and Services Training Package components meet the requirements of Standard 2 of the Standards for Training Packages 2012 and comply with the Training Package Products Policy.</i></p> <p><i>The CPC Construction, Plumbing and Services Training Package Companion Volume Implementation Guide provides information relating to access and equity considerations and reasonable adjustments.</i></p> <p><i>The draft CPC Construction, Plumbing and Services Training Package components provide sufficient flexibility and provide advice to enable reasonable adjustments to be made during implementation.</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
1. What evidence demonstrates that the draft components provide flexible qualifications/units of competency that enable application in different contexts?	<i>The CPC Construction, Plumbing and Services Training Package units of competency have been designed for those working with products and materials containing crystalline silica. The units of competency can be applied in a wide range of workplaces and will be able to be incorporated in relevant qualifications, where necessary.</i>
2. Is there evidence of multiple entry and exit points?	NA
3. Have prerequisite units of competency been minimised where possible?	<i>Yes. Prerequisite units of competency are identified in two of the four units of competency.</i>
4. Are there other examples of evidence that demonstrate how the key features of the flexibility principle are being achieved?	<i>The new units of competency will be able to be included in a wide range of qualifications, as required, to reflect a range of work contexts and job roles.</i>

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?	<i>The units of competency will be able to be incorporated into different AQF levels, were appropriate, and reflect work from entry-level through to managing the work of others. No links to higher education are applicable.</i>

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
1. Does the Companion Volume Implementation Guide include advice about: <ul style="list-style-type: none">• Pathways• Access and equity• Foundation skills? (see Training Package Standard 11)	<i>The Companion Volume Implementation Guide was reviewed and contains relevant advice on:</i> <ul style="list-style-type: none">• <i>Pathways</i>• <i>Access and equity</i>• <i>Foundation skills</i>
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?	<i>Foundation skills are explicit and recognisable in units of competency and do not exceed the skills expected in the workplace.</i>

Attachment G: Industry support

Stirling, Martin <Martin.Stirling@hilti.com>

Sat, 4
Sept,
16:56

to me

Hi Charles

I've made some comments on your Silica Safety training course proposal but thought I would also reach out to you directly. I was very impressed by the course structure and content. Very thorough, balanced and logical.

I've been raising Silica dust awareness in the construction industry for a few years and have worked closely with some of the state safety bodies (NSW & QLD) to make sure the message I put out to the industry is closely aligned with their guidance documents. Raising awareness has been via presenting at conferences, presenting to AIOH, contractors, webinars and social media. Attached is a typical 'safety refresher' presentation that I typically do.

If you would like to catch up to explore further what we've done as a supplier of engineering controls for silica dust to the industry, please feel free to get in touch.

Kind regards

Martin

Dr Martin Stirling

Head of Tool and Asset Management Solutions

Hilti (Aust.) Pty Ltd

1G Homebush Bay Drive | PO Box 3217

Rhodes NSW 2138

Mobile +61 (0) 437 891 695

E martin.stirling@hilti.com

www.hilti.com.au



9 March 2022

David Morgan
Chief Executive Officer
Artibus Innovation
David@artibus.com.au

Dear David

Re: Support for the silica safety project

Master Builders Australia supports the new silica safety units of competency for inclusion in the Construction, Plumbing and Services (CPC) Training Package.

Safety in the construction industry is a key priority for Master Builders Australia and the state and territory Master Builders Associations.

The proposed units will improve the knowledge and skills of workers at risk of exposure to respirable crystalline silica leading to improved safety outcomes for the current and future workforce. Their inclusion in the CPC Training Package reflects the broad industry need for such training, allows for their importation into relevant qualifications and skill sets, and will enable registered training organisations across the country to have this important training on scope.

As a member of the silica project working group Master Builders Australia engaged with industry stakeholders, employers and businesses to provide informed input and to ensure the units are appropriate and targeted. We are confident that the units developed will provide training suitable to the wide range of workers in our industry that undertake tasks involving products and materials that may contain crystalline silica.

Master Builders Australia is more than happy to be contacted if there is any further information we can provide. In this regard, I can be reached on 0447 529 170.

Kind regards

Jennifer Lawrence
Manager Industry Policy
Master Builders Australia

NT stakeholder feedback: CPC IRC Project – Silica Safety Awareness

Stage: Validation Drafts

Feedback provided to: Artibus Innovation

Date of submission: Wednesday 22 December 2021

NT stakeholders:

Category:	Organisation:
Industry	4Kitchens
Registered Training Organisation	Batchelor Institute of Indigenous Tertiary Education
Association	Building Practitioners Board NT
Registered Training Organisation	Transforming Training
Industry	Halkitis Bros

Stakeholder feedback:

General Comments:

- Participants noted that the newly developed units of competency will provide learners with an understanding of the dangers around silica dust and the equipment required to manage safely.
- Stakeholders shared support of the reduction from five to four units of competency.

Unit CPCSIL1001 Prepare to work safely with products and materials containing silica safety:

- Stakeholders noted that this unit of competency is better suited within the elective stream of the Certificate II in Construction.