



# Case for Endorsement

## Demolition Project

CPC Construction, Plumbing and Services Training Package

Release 5.0

Submitted by Artibus Innovation  
on behalf of the  
Construction, Plumbing and Services IRC  
August 2019

## Artibus Innovation

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

The IRCs are responsible for providing guidance, direction, and advice in relation to the workforce training and skills development needs of these two industry sectors. Together industry, employees and enterprises contribute significantly to Australia's infrastructure, underpinning the nation's economic and social fabric.

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## A. Administrative details of the Case for Endorsement

### Name of allocated IRC

CPC Construction, Plumbing and Services

### Name of SSO

Artibus Innovation

### Training Package Components submitted for approval

This submission puts forward the Case for Endorsement for two qualifications and 23 units of competency

### Qualification(s)

Code	Title
CPC30419	Certificate III in Demolition
CPC41019	Certificate IV in Demolition

### Units of competency

Code	Title
CPCCE3014	Remove non-friable asbestos
CPCCE3015	Remove friable asbestos
CPCCE3016	Identify hazards on demolition sites and apply risk management strategies
CPCCE3017	Select and use hand tools and equipment for demolition tasks
CPCCE3018	Select and use small plant and equipment for demolition tasks
CPCCE3019	Demolish small buildings and structures using hand tools and small plant and equipment
CPCCE3020	Select and use tools and equipment for hot work in the demolition industry
CPCCE3021	Operate demolition material crushing plants
CPCCE3022	Manage demolition recyclable, waste materials and contaminated soil using load shifting equipment
CPCCE3023	Operate skid steer loaders at ground level on demolition sites
CPCCE3024	Operate mobile plant on suspended floors on demolition sites
CPCCE3025	Operate remote-controlled plant on demolition sites
CPCCE3026	Operate excavators at ground level to demolish building elements
CPCCE3027	Read and interpret demolition site plans and drawings
CPCCE4001	Plan and prepare for activities on demolition sites
CPCCE4002	Plan demolition work to minimise risk to health, safety and environment
CPCCE4003	Supervise operational activities on demolition sites
CPCCE4004	Finalise demolition activities and supervise property handover
CPCCE4005	Apply structural principles to the planning of the demolition of a structure
CPCCE4006	Demolish stressed panel structure and pre-cast panel structure
CPCCE4007	Manage waste streams
CPCCE4008	Supervise asbestos removal
CPCCE5001	Conduct air monitoring and clearance inspections for asbestos removal work

Further mapping information on the 23 units of competency can be located in **Section H: Training package components**

### **Case for change details**

A Case for Change was submitted to the Commonwealth Department of Education and Training December 2017.

The Australian Industry and Skills Committee (AISC) approved the Case for Change February 2018.

The approved Case for Change included research, technical analysis and stakeholder consultation which identified the following gaps within the qualifications and units of competency:

- a focus on sustainability to be included in units
- assessment requirements need to more closely reflect vocational outcomes
- frequency and volume measures require updating
- insufficient focus on hazard identification and risk management
- incorrect placement of units
- introduction of new technologies

The skills gaps required the development of new units for inclusion that cover:

- reduce, reuse and sustainability principles and practices
- public and worker safety in proximity to demolition work
- demolition specific structural principles and practices
- supervision in deconstruction focusing on documentation and interfacing with engineers and other professionals
- site remediation
- waste management
- inconsistent approach to writing style of unit content within same suite of units
- lack of specificity, completeness, clarity and accuracy of content written in the performance evidence, knowledge evidence and assessment conditions.

### **Activity order details**

**Reference number:** TPD/2017-18/003  
**Date executed:** 1 March 2018

### **AISC requirements**

The Recipient must perform the activities described in the Case for Change approved by the AISC, including a full update of the structure and composition of the qualifications and associated units of competency for:

- CPC30413 Certificate III in Demolition
- CPC41013 Certificate IV in Demolition
- and development of 7 new units of competency.

In addition, the above components that are native to the *CPC08 Construction, Plumbing and Services Training Package* are:

- transitioned to the 2012 Standards for Training Packages as outlined in TPD/2017-18/003
- developed in context of:
  - feedback from industry about the need for further work to be undertaken in relation to the components
  - CPC and CPC08 training packages including other qualifications which share these components.

## B. Description of work and request for approval

Artibus Innovation was commissioned to transition two demolition qualifications and their associated units of competency to *the 2012 Standards for Training Packages*, under the activity order TPD/2017-18/003.

Our inclusive consultation approach aimed to gather industry feedback from a range of stakeholders to ensure the training package components met industry expectations and skilling requirements.

In undertaking more detailed consultation with both State and Territory Training Authorities (STAs) and industry it became apparent that the demolition qualifications were out dated and no longer reflected current industry work practices.

The review commenced with the appointment by the Construction IRC of a Technical Advisory Group (TAG) which was chaired by a member of the IRC. The TAG met in person on 13 July 2018. At that meeting the members reviewed the packaging rules of each qualification and the sector-specific units of competency and recommended updates.

As the review of the demolition qualifications was underway, a parallel review of the building and construction (post-trade) qualifications was taking place. The Building and Construction TAG recommended that the two asbestos related units within that suite of qualifications was better suited to the demolition suite of qualifications.

The Demolition TAG concurred, and the following two units were transferred from the building and construction review to the demolition review:

<b>CPC08 Construction, Plumbing and Services Training Package</b>
CPC084051A Supervise asbestos removal
CPC085014A Conduct asbestos assessment associated with removal

The Demolition TAG recommended that Artibus Innovation seek specialist advice for the review of the units of competency relating to asbestos removal.

Artibus Innovation consulted with Safe Work Australia, industry practitioners, regulators, trainers and the Asbestos Safety and Eradication Agency.

## Summary of key changes

Key Change	Description
KC1	CPC30413 Certificate III in Demolition has been superseded and is equivalent to CPC30419 Certificate III in Demolition.
KC 2	CPC41013 Certificate IV in Demolition has been superseded and is equivalent to CPC41019 Certificate IV in Demolition.
KC 3	Four new units of competency have been developed to address identified industry requirements.
KC 4	CPCBC4051A Supervise asbestos removal was recoded to CPCCCDE4008. The title of the unit remains the same.
KC 5	CPCBC5014A Conduct asbestos assessment associated with removal was recoded and retitled to CPCCCDE5001 Conduct air monitoring and clearance inspections for asbestos removal work.

The four new units were developed to specifically to differentiate between construction and demolition. Existing units of competency within the CPC Construction, Plumbing and Services Training Package generally relate to the assembly of structures. Demolition involves the safe tearing down of structures. It involves the use of specific planning, equipment and techniques.

## New units of competency

Code	Title
CPCCCDE3027	Read and interpret demolition site plans and drawings
CPCCCDE4005	Apply structural principles to the planning of the demolition of a structure
CPCCCDE4006	Demolish stressed panel structure and precast panel structure
CPCCCDE4007	Manage waste streams

## Decision being sought from the AISC

To note the work undertaken and approve the submission.

## C. Evidence of industry support

This section provides evidence that the Construction, Plumbing and Services Training Package Version 5.0 is supported by industry.

### **Support by IRC**

Members of the Construction IRC recorded their support for this submission, see appendix A.

### **IRC decision on Entry Requirements on CPC qualifications**

At the 19 February 2019 meeting, the Construction, Plumbing and Services IRC discussed the inclusion of the unit CPCCWHS1001 Prepare to work safely in the construction industry as a core or pre-requisite unit for all CPC qualifications. There was consensus at this meeting that the unit be a core unit in all CPC qualifications.

All the TAGs were informed of the IRC's decision and the CPC qualifications in current projects were updated to include CPCCWHS1001 Prepare to work safely in the construction industry as core unit.

At the 18 April 2019 IRC meeting, the issue was discussed again, and the IRC agreed that CPCCWHS1001 Prepare to work safely in the construction industry be included as an entry requirement for all CPC AQF I – III qualifications.

The rationale for this decision is that the unit covers vital safety skills and knowledge required for all workers in the industry and is also a regulatory requirement to work on a construction site. Completion of the general construction induction training program specified by the model Code of Practice for Construction Work is required for any person who is to carry out construction work. Achievement of unit CPCCWHS1001 Prepare to work safely in the construction industry meets this requirement.

The approach taken in qualification design notes that that the unit is a stand-alone unit of competency compliant to the Model Code of Practice and is therefore not customised to meet different contexts. A further consideration is the learner pathway noting that the majority of apprentices already hold the unit of competency attained through lower level qualifications.

Consequently, all the TAGs were informed of the change, and AQF level I – III CPC qualifications were amended to include CPCCWHS1001 Prepare to work safely in the construction industry as an entry requirement.

### **Consultation with Stakeholders**

Demolition is a specialised, niche industry with varying registration and licensing requirements between the states and territories.

The TAG consisted of nine members who were from Victoria, Queensland, Western Australia and Tasmania. It included representatives from industry, regulators and trainers.

Considerable advice was received from the TAG members during each development stage and a working group was established to fine tune the components which were put back to the TAG for approval.

STAs were provided with project briefs to keep them informed of the project stages and to invite feedback.

Artibus Innovation attended a Construction conference in NSW in November 2018, where a side meeting of Demolition practitioners was held. Ten demolition companies participated in the meeting where they were informed of the review and invited to further participate. Advice was provided to Artibus Innovation at that meeting regarding unit content. Attendees were subsequently kept informed at each stage of development and invited to provide feedback.

Approximately 100 stakeholders were engaged or at least informed of the project. See Stakeholder/Consultation register, Attachment A.

### **Project page**

With the commencement of the project, a project page was developed on the Artibus Innovation website. The project page was kept updated throughout the duration of the project.

It provided industry stakeholders information on national forums, workshops, the status of the project and opportunities to provide input on the components.

[http://www.artibus.com.au/project/?project\\_id=11](http://www.artibus.com.au/project/?project_id=11)

The project page received 622-page views.

Availability of the draft final package was made and communicated to all stakeholders on 18<sup>th</sup> April 2019. Very few changes were recommended.

### **Technical Advisory Group (TAG)**

A Construction, Plumbing and Services IRC-endorsed TAG was established to provide strategic input on, and oversee the development of, the training package components throughout the duration of the project. Nominations for the formation of the TAG were published on the project page.

TAG membership included representatives from employers, employees, industry associations, training providers, businesses and regulators.

The TAG met either in person or by videoconference to analyse the existing training package, identifying areas for improvement and to advise during the development of draft components.

TAG meetings were held on the following dates:

<b>Meeting</b>	<b>Date</b>
TAG meeting 1	13 July 2018
TAG meeting 2	25 September 2018
TAG meeting 3	6 December 2018
TAG meeting 4	7 February 2019
TAG meeting 5	18 March 2019
TAG meeting 6	5 June 2019

The TAG reviewed industry feedback every meeting and amended the training package components to reflect industry feedback where appropriate. The TAG also met to review Editorial and Equity recommendations to provide advice where necessary.

### **Industry forums**

As part of national consultation strategy, Artibus Innovation held forums in most capital cities across states and territories to directly engage with industry stakeholders and gather their views on the first draft of the training package components. Although these forums were not well attended, those who did attend provided valuable feedback and remained engaged in the project. The forums were widely advertised and raised awareness of the review.

<b>Jurisdiction</b>	<b>City</b>	<b>Date</b>	<b>No. of attendees</b>
ACT	Canberra	20 February 2019	1
NSW	Sydney	25 February 2019	12
QLD	Brisbane	26 February 2019	1
TAS	Hobart	22 February 2019	4
VIC	Melbourne	13 February 2019	3

A national webinar was held to on 27 March 2019 to ensure a participation opportunity for the Northern Territory, Western Australia and South Australia.

### **Industry surveys**

Three industry surveys were published to enable industry stakeholders a platform to provide feedback on the development of the training package components throughout the different consultative stages of the project.

The surveys were made available publicly on the Artibus Innovation website.

Respondents were able to download the draft materials and provide feedback on the qualifications and individual units of competency.

<b>Survey</b>	<b>Draft Pack</b>	<b>Timeframe</b>	<b>Number of respondents</b>
1	Draft Pack 1	17 October – 31 October 2018	10
2	Draft Pack 2	21 December 2018 – 15 January 2019	1
3	Draft Pack 3 – Validation	23 April – 9 May 2019	3

As the table above shows, there was minimal engagement from industry in the surveys. The survey feedback was provided to the TAG to discuss and consider.

The feedback through the surveys covered:

- units applicable to the core of the qualifications and any missing skills or knowledge
- units applicable to the elective lists of the qualifications and any missing skills or knowledge
- the opportunity to comment on proposed new units and whether they are fit for industry needs.

The TAG tabled the industry feedback and ensure the components reflect the necessary changes outlined in the feedback, which included for example, the development of a new unit on sustainable practices in the demolition industry. A new unit was created to reflect industry's need on fostering sustainable principles in the sector. This came about through feedback from training providers and industry members.

Further to this, feedback on the packaging of the qualifications was considered by the TAG. The packaging rules of each qualification were amended to reflect industry's feedback on need.

### **State/Territory Training Authorities (STAs)**

STAs have been kept abreast of the project via newsletters and direct email correspondence. STA feedback on the project was reviewed and put forward to the TAG to consider.

### **Dissenting views and alternative approaches explored**

TAG members worked collaboratively throughout the project to support the IRC in its aim to develop qualifications that fit industry needs.

State, territory and Commonwealth regulators were invited to participate in the review of the demolition qualifications, including the updated of the units of competency relating to asbestos.

A validation draft of the units of competency was distributed to stakeholders on 18<sup>th</sup> April 2019. This draft included, for the elective unit CPCCE5001 *Conduct air monitoring and clearance inspections for asbestos removal work*, a prerequisite requirement of CPCCE3015 *Remove non-friable asbestos* which has a prerequisite requirement of CPCCE3014 *Remove friable asbestos*.

Feedback in writing was received from SafeWork NSW, QLD, SA, WA and the Commonwealth. SafeWork NSW and Qld provided feedback to indicate that they were strongly in favour of the prerequisite(s) as follows:

The work health and safety (WHS) regulation when applying for a licence requires:

1. evidence that the applicant has acquired, through training or experience, the knowledge and skills of relevant asbestos removal industry practice, and
2. either:
  - a. a copy of a certification held by the applicant in relation to the specified VET course for asbestos assessor work, or

- b. evidence that the applicant holds a tertiary qualification in occupational health and safety, industrial hygiene, science, building construction or environmental health.

To meet the training requirement for “knowledge and skills of relevant asbestos removal industry practice” is to undertake the VET courses for Remove Friable Asbestos and Conduct Asbestos Assessment associated with removal. This is because the RELEVANT asbestos removal industry practice is friable asbestos removal. Making it a prerequisite allows improved knowledge for assessor applicants. At the moment, and in my experience, the conduct asbestos assessor course runs for 1.5-2 days where applicants do not usually turn on air monitor pumps or gain knowledge in relevant asbestos removal industry practice.

SafeWork Australia and SafeWork SA indicated they were not in support of the prerequisites as follows:

- SA: Industry feedback on the licensed asbestos assessors requiring a friable asbestos removal competency as a prerequisite to undertake the course is not being viewed favourably in SA.
- Safe Work Australia: We were pleased to see prerequisites added for the friable and supervisor units and agree with these additions. However, we do not support the addition of the removing friable asbestos as a prerequisite for the assessor unit (conduct air monitoring and clearance inspections for asbestos removal work). The assessor unit is intended to be a standalone unit for assessors and if there are knowledge gaps these should be addressed by including additional information in this unit rather than requiring the assessors to undertake additional training units which could have a significant impact on business. This is a very significant change and may have policy implications. Having the removing friable asbestos unit as a prerequisite would also make the non-friable unit a prerequisite as it is a prerequisite for friable. This means effectively a full week of training on removal, plus the assessor unit, which is now a significant change to the cost of becoming an assessor. This would be a significant change to policy for licensed assessors. Worksafe Service Industries and Specialists Directorate WA indicated they were not expecting substantial feedback as they do not mandate these units for licensing purposes.

Some RTO feedback was received indicating that candidates undertaking CPCCE5001 *Conduct air monitoring and clearance inspections for asbestos removal work* were not adequately trained after completion of CPCBC5014A *Conduct asbestos assessment associated with removal*, (previous title).

Given the difference in approaches, the TAG reviewed the draft unit, particularly under the lens of the *Training Package Development and Endorsement Process Policy*. After due consideration, the TAG recommended that the prerequisite(s) be removed as, in their view, the occupational outcome of an air monitoring inspector is different to that of an asbestos removalist.

Both SafeWork NSW and SafeWork Queensland were informed of this approach and, although not their preferred model, still supported the Case for Endorsement going forward because they recognised the major improvements made to the qualifications.

This approach was canvassed with the Construction IRC which unanimously agreed with this methodology.

### **Report by exception**

Support for this Case for Endorsement progressing to the AISC for approval has been received from the following STAs:

- New South Wales
- Northern Territory
- Western Australia
- Tasmania
- Queensland.

No response was received from the following STAs:

- Australian Capital Territory
- South Australia.

Artibus has made amendments to the training package components against the Victorian STA's feedback where possible, and provided a response outlining amendments and rationales for decisions.

After reviewing the response provided by Artibus, the Victorian STA is not prepared to support the project progressing to the AISC for endorsement at this time.

**Appendix B: Victorian STA's concerns on the Demolition Project** outline the concerns raised by the Victorian STA's and the response provided by Artibus.

## D. Industry expectations about training delivery

### **Advice about industry's expectations of training delivery**

This project aimed to follow the AISC requirements and support the COAG Industry and Skills Council reforms to training packages by developing:

- qualifications that better reflect occupational standards
- units of competency that provide a clear intended outcome
- a comprehensive skills and knowledge base for ensuring the safety of demolition practitioners and the public.

The revised units of competency have been transitioned to align with the *Standards for Training Packages 2012*.

The impact of the changes of the proposed endorsed components are as follows:

- RTOs will be notified by training.gov.au of the changes in the units of competency and their assessment requirements
- RTOs will be required to adapt all aspects of training and assessment to the changes in structure and content in the units of competency and their assessment requirements.

RTOs can expect a series of changes. RTOs will be required to:

- assess and implement the mandatory delivery and assessment requirements specified in the endorsed components
- adjust training and assessment strategies
- review delivery and assessment resources
- address and enhance supporting material and resources to address assessment requirements.

### **Quality principles**

#### *Flexibility*

The qualifications contain robust packaging rules that provide the flexibility required to accommodate a diverse range of potential learners and work contexts across the different states and territories. The qualifications include elective units of competency that meet the diverse learning and pathways needs of the learner. Elective units can be selected from within CPC Construction, Plumbing and Services or other Training Packages.

Training providers will be able to design qualifications to reflect individual, enterprise, industry and regulatory requirements.

#### *Recognition, Access and Equity*

Both qualifications contain flexible packaging rules with a large number of elective choices within the overall number of units required to meet the diversity of individuals, enterprise, industry and regulatory requirements across states and territories.

Elective units can be imported from other Training Packages and accredited courses.

**IRC recommendation on traineeships and apprenticeships**

No recommendation was received.

## E. Implementation of new training package components

### Advice on occupational and licensing requirement

Demolition work can be hazardous to workers and community health, as materials such as lead, asbestos, concrete dust, gases and other construction fumes risk being released into the air.

As a result, the industry is regulated, with codes of practice, Australian Standard *AS 2601-2001 The demolition of structures*, and licensing requirements. Some of the health hazards for the demolition industry include:

- dust from lead, silica and asbestos
- unplanned structure collapse and falling objects
- exposure to hazardous chemicals
- hazardous noise from plant and explosives used in demolition work.<sup>1</sup>

The site preparation industry is highly regulated with mandatory licensing and permits for equipment operators, asbestos removal and demolition work. However, for demolition work, different licences, permits and notifications are required in different states and territories.

The ACT does not permit the removal of identified asbestos, regardless of the less than 10 square metre allowance outlined in the friable and non-friable asbestos units listed below.

The removal of asbestos is a regulated activity:

Code	Title	License
CPCCCDE3014	Remove non-friable asbestos	Class B
CPCCCDE3015	Remove friable asbestos	Class A
CPCCDE5001	Conduct air monitoring and clearance inspections for asbestos removal work	Asbestos assessor licence

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<sup>1</sup> SafeWork SA, Demolition work, accessed online 29/06/2018 at: <https://www.safework.sa.gov.au/resources/demolition-work>

## **Implementation issues of note and management strategy**

The endorsed components have been developed to:

- align with the *Standards for Training Packages 2012*
- support the approach of the standards to develop qualifications that are accessible in content, format and logic
- support industry relevant training and assessment practices.

The impact for enterprises is expected to be a positive one. The proposed endorsed components will provide enterprises with a workforce that can apply relevant skills and knowledge across sectors.

The proposed endorsed components meet the requirements for the *Standards for Training Packages 2012* and have been uploaded onto the National Register through the Training Package Content Management System (TPCMS) and published on Training.gov.au (TGA).

### **Advice on downstream effects of the change**

Further advice regarding regulatory, training and delivery requirements associated with the training package components is provided in the *CPC Construction, Plumbing and Services Training Package Version 5.0 Companion Volume Implementation Guide*.

## F. Quality assurance reports

Editorial and Equity Reports have been undertaken by Maree Thorne.

The Quality Report has been undertaken by Trish Gamper.

### **Declaration**

Artibus Innovation declares that the proposed components adhere to the requirements of the Standards for Training Packages 2012, the Training Package Products Policy, and the Training Package Development and Endorsement Process Policy.

The CPC Construction, Plumbing and Services Training Package Version 5.0 Companion Volume Implementation Guide can be located on the VETNet website at:

- <https://vetnet.education.gov.au/Pages/TrainingDocs.aspx?q=7e15fa6a-68b8-4097-b099-030a5569b1ad>
- [Artibus](#) Innovation official website, through an external link: [www.artibus.com.au](http://www.artibus.com.au).

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

### Supporting COAG Industry Skills Council reforms to training packages

The decision being sought from the AISC will support the COAG Industry and Skills Council reforms to training packages by endorsing components that have been developed to ensure they reflect:

Principle	Evidence
1. Reflect identified workforce outcomes	Qualifications have updated against industry feedback to reflect current and emerging workforce outcomes.
2. Support national (and international) portability of skills and competencies including reflecting licensing and regulatory requirements	The qualifications and units of competency were developed in consultation with industry regulators to ensure the components align with licensing and regulatory requirements. The asbestos units have been developed against the relevant code of practice.
3. Reflect national agreement about the core transferable skills and core job-specific skills required for job roles as identified by industry;	National consultation has been undertaken to ensure the core of each qualification outlines the required skills and knowledge for industry.
4. Be flexible enough to meet the diversity of individual and employer needs, including the capacity to adapt to changing job roles and workplaces	The competencies have developed to ensure application across a range of workplaces.
5. Facilitate recognition of an individual's skills and competencies and support movement between the school, vocational education and higher education sectors	The demolition industry is a niche industry with strict licensing and regulatory requirements.
6. Support interpretation by training providers and others through the use of simple, concise language and clear articulation of assessment requirements	The units of competency and assessment requirements have developed in plain and understandable English.

### Evidence of completion of the training package development work

This Case for Endorsement will be put forward to the AISC August 2019.

### Evidence that training package components are prepared for publication

The proposed components are currently in pre-publishing mode on the TPCMS.

*Approximate Publication Timeframe*

The endorsed components will be ready for publication on endorsement and the official release of the AISC communique.

## H. Proposed training package components

### Qualification mapping

Code and title	CPC08 Construction, Plumbing and Services Training Package	Comments	Equivalency statement
CPC30419 Certificate III in Demolition	CPC30408 Certificate III in Demolition	Supersedes and is equivalent to CPC30408 Certificate III in Demolition. Updated to meet the Standards for Training Packages.	E
CPC41019 Certificate IV in Demolition	CPC41013 Certificate IV in Demolition	Supersedes and is equivalent to CPC41013 Certificate IV in Demolition. Updated to meet the Standards for Training Packages.	E

<b>Units of competency mapping</b>			
<b>Code and title</b>	<b>CPC08 Construction, Plumbing and Services Training Package</b>	<b>Comments</b>	<b>Equivalence statement</b>
CPCCE3014 Remove non-friable asbestos	CPCCE3014A Remove non-friable asbestos	Supersedes and is equivalent to CPCCE3014A Remove non-friable asbestos Updated to meet the Standards for Training Packages.	E
CPCCE3015 Remove friable asbestos	CPCCE3015A Remove friable asbestos	Supersedes and is equivalent to CPCCE3015A Remove friable asbestos. Updated to meet the Standards for Training Packages.	E
CPCCE3016 Identify hazards on demolition sites and apply risk management strategies	CPCCE3016A Identify hazards on demolition sites and apply risk management strategies	Supersedes and is equivalent to CPCCE3016A Identify hazards on demolition sites and apply risk management strategies Updated to meet the Standards for Training Packages.	E
CPCCE3017 Select and use hand tools and equipment for demolition tasks	CPCCE3017A Select and use hand tools and equipment for demolition tasks	Supersedes and is equivalent to CPCCE3017A Select and use hand tools and equipment for demolition tasks. Updated to meet the Standards for Training Packages.	E
CPCCE3018 Select and use small plant and equipment for demolition tasks	CPCCE3018A Select and use small plant and equipment for demolition tasks	Supersedes and is equivalent to CPCCE3018A Select and use small plant and equipment for demolition tasks. Updated to meet the Standards for Training Packages.	E

<b>Units of competency mapping</b>			
<b>Code and title</b>	<b>CPC08 Construction, Plumbing and Services Training Package</b>	<b>Comments</b>	<b>Equivalence statement</b>
CPC083019 Demolish small buildings and structures using hand tools and small plant and equipment	CPC083019A Demolish small buildings and structures using hand tools and small plant and equipment	Supersedes and is equivalent to CPC083019A Demolish small buildings and structures using hand tools and small plant and equipment. Updated to meet the Standards for Training Packages.	E
CPC083020 Select and use tools and equipment for hot work in the demolition industry	CPC083020A Select and use tools and equipment for hot work in the demolition industry	Supersedes and is equivalent to CPC083020A Select and use tools and equipment for hot work in the demolition industry. Updated to meet the Standards for Training Packages.	E
CPC083021 Operate demolition material crushing plants	CPC083021A Operate demolition material crushing plants	Supersedes and is equivalent to CPC083021A Operate demolition material crushing plants. Updated to meet the Standards for Training Packages.	E
CPC083022 Manage demolition recyclable, waste materials and contaminated soil using load shifting equipment	CPC083022A Manage demolition recyclable and waste materials using load shifting equipment	Supersedes and is equivalent to CPC083022A Manage demolition recyclable and waste materials using load shifting equipment. Title change. Updated to meet the Standards for Training Packages.	E

<b>Units of competency mapping</b>			
<b>Code and title</b>	<b>CPC08 Construction, Plumbing and Services Training Package</b>	<b>Comments</b>	<b>Equivalence statement</b>
CPC08DE3023 Operate skid steer loaders at ground level on demolition sites	CPC08DE3023A Operate skid steer loaders at ground level on demolition sites	Supersedes and is equivalent to CPC08DE3023A Operate skid steer loaders at ground level on demolition sites. Updated to meet the Standards for Training Packages.	E
CPC08DE3024 Operate mobile plant on suspended floors on demolition sites	CPC08DE3024A Operate mobile plant on suspended floors on demolition sites	Supersedes and is equivalent to CPC08DE3024A Operate mobile plant on suspended floors on demolition sites. Updated to meet the Standards for Training Packages.	E
CPC08DE3025 Operate remote-controlled plant on demolition sites	CPC08DE3025A Operate remote-controlled plant on demolition sites	Supersedes and is equivalent to CPC08DE3025A Operate remote-controlled plant on demolition sites. Updated to meet the Standards for Training Packages.	E
CPC08DE3026 Operate excavators at ground level to demolish building elements	CPC08DE3026A Operate excavators at ground level to demolish building elements	Supersedes and is equivalent to CPC08DE3026A Operate excavators at ground level to demolish building elements. Updated to meet the Standards for Training Packages.	E
CPC08DE3027 Read and interpret demolition site plans and drawings		New unit	
CPC08DE4001 Plan and prepare for activities on demolition sites	CPC08DE4001A Plan and prepare for activities on demolition sites	Supersedes and is equivalent to CPC08DE4001A Plan and prepare for activities on demolition sites. Updated to meet the Standards for Training Packages.	E

<b>Units of competency mapping</b>			
<b>Code and title</b>	<b>CPC08 Construction, Plumbing and Services Training Package</b>	<b>Comments</b>	<b>Equivalence statement</b>
CPCCCDE4002 Plan demolition work to minimise risk to health, safety and environment	CPCCCDE4002A Plan and supervise demolition work to minimise environmental and public health and safety impact	Supersedes and is equivalent to CPCCCDE4002A Plan and supervise demolition work to minimise environmental and public health and safety impact. Minor title change. Updated to meet the Standards for Training Packages.	E
CPCCCDE4003 Supervise operational activities on demolition sites	CPCCCDE4003A Supervise individual activities on demolition sites	Supersedes and is equivalent to CPCCCDE4003A Supervise individual activities on demolition sites. Minor title change. Updated to meet the Standards for Training Packages.	E
CPCCCDE4004 Finalise demolition activities and supervise property handover	CPCCCDE4004A Finalise demolition activities and supervise property handover	Supersedes and is equivalent to CPCCCDE4004A Finalise demolition activities and supervise property handover. Updated to meet the Standards for Training Packages.	E
CPCCCDE4005 Apply structural principles to the planning of the demolition of a structure		New unit	
CPCCCDE4006 Demolish stressed panel structure and pre-cast panel structure		New unit	
CPCCCDE4007 Manage waste streams		New unit	

**Units of competency mapping**

<b>Code and title</b>	<b>CPC08 Construction, Plumbing and Services Training Package</b>	<b>Comments</b>	<b>Equivalence statement</b>
CPCCE4008 Supervise asbestos removal	CPCBC4051A Supervise asbestos removal	Supersedes and is equivalent to CPCBC4051A Supervise asbestos removal Updated to meet the Standards for Training Packages.	E
CPCCE5001 Conduct air monitoring and clearance inspections for asbestos removal work	CPCBC5014A Conduct asbestos assessment associated with removal	Supersedes and is equivalent to CPCBC5014A Conduct asbestos assessment associated with removal. Title change. Updated to meet the Standards for Training Packages.	E

## Imported units of competency

Code	Title	Training Package
BSBCMM401	Make a presentation	Business Services Training Package
BSBLDR403	Lead team effectiveness	Business Services Training Package
MEM11011B	Undertake manual handling	Metal and Engineering Training Package
PUAWER004B	Respond to workplace emergencies	Public Safety Training Package
RIICWD503D	Prepare work zone traffic management plan	Resources and Infrastructure Industry Training Package
RIIHAN309F	Conduct telescopic materials handler operations	Resources and Infrastructure Industry Training Package
RIIMPO320F	Conduct civil construction excavator operations	Resources and Infrastructure Industry Training Package
RIIRIS202D	Respond to site-based spills	Resources and Infrastructure Industry Training Package
RIIRTM203D	Work as a safety observer/spotter	Resources and Infrastructure Industry Training Package
RIIWH5202D	Enter and work in confined spaces	Resources and Infrastructure Industry Training Package
RIIWH5205D	Control traffic with stop-slow bat	Resources and Infrastructure Industry Training Package
RIIWH5301D	Conduct safety and health investigations	Resources and Infrastructure Industry Training Package
RIIWH5302D	Implement traffic management plan	Resources and Infrastructure Industry Training Package
TLID2003	Handle dangerous goods/hazardous substances	Transport and Logistics Training Package
TLILIC0003	Licence to operate a forklift truck	Transport and Logistics Training Package
TLILIC0005	Licence to operate a boom-type elevating work platform (boom length 11 metres or more)	Transport and Logistics Training Package

## Appendix A: IRC support

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

Signed on behalf by the appointed Chair of the Construction IRC.

Name of Chair: Stuart Maxwell

Signature of Chair:

A handwritten signature in black ink, appearing to read 'Stuart Maxwell', with a stylized flourish at the end.

Date: 27<sup>th</sup> June 2019

## Appendix B: Victorian STA feedback on the Demolition Project

**10 July 2019** Victorian STA feedback is provided

**12 July 2019** Artibus provides Victorian STA a response

### STA Feedback 1:

**CPC30419 Certificate III in Demolition, Consultation:** The consultation at the operator level appears limited, and I note the lack of detail available regarding the issues raised during consultation. In addition to the surveys, only one forum has been held in each jurisdiction which appear poorly attended with only 3 participants in Melbourne, 1 in the ACT and 1 in QLD. The CFE on page 11 appears to confirm that engagement was not robust – ‘approximately 100 stakeholders were engaged, *or at least informed about the project*’. In addition, I note the TAG decision to remove the pre-requisite units related to friable (and non-friable) asbestos based on the different vocational outcomes for an air-monitoring inspector and an asbestos removalist. Further information regarding the rationale behind this decision is necessary.

### Artibus Response 1:

*Artibus informed industry stakeholders of the national forums via national newsletter and provides information on the project page. Valuable and meaningful feedback was received in all the forums from range of industry players which supported the development of the qualifications and units.*

*Feedback on the components was not limited to the forums, surveys or targeted consultation, feedback from industry stakeholders was welcomed at any time throughout the duration of the project.*

### STA Feedback 2:

**Entry Requirement:** I note the Entry Requirement for this qualification (and other CPC qualifications): CPCCWHS1001 Prepare to work safely in the construction industry. This is an employment requirement and not a foundational skill on which to build the vocational outcome. It is also a barrier to entry. The Entry Requirement does not comply with Standard 2. Both the Equity and Quality Reports state that the white card should not be an Entry Requirement – why has this been ignored? **If the industry considers the unit to be an essential requirement for both qualification job role outcomes it should be included as a core unit, where it can be contextualised to the industry outcome.**

This unit is also a pre-requisite for CPPCCDE3015 Remove friable asbestos, which further strengthens the argument to include this unit within the core of the qualification, rather than as an Entry Requirement (as the Standards require pre-requisites to be included *within* the packaging rules).

**Equivalence:** The mapping of the proposed qualification as equivalent with the current qualification is questionable based on the introduction of a new Entry Requirement (therefore requiring additional skills and knowledge) and packaging rule changes that include a unit with an additional pre-requisite unit ie CPPCCDE3015 which previously had only one pre-requisite unit and now has two (see also below re equivalence of units). Please review the decision re Equivalence.

### Artibus Response 2:

*Discussions with both quality panellist were held throughout the quality assurance phase. The query as to why CPCCWHS1001 Prepare to work safely in the construction industry is an Entry Requirement by the quality panellist was addressed with the following response:*

*The Construction IRC has deliberated on the inclusion of CPCCWHS1001 at length and has recommended that it be included in every trade level qualification. The rationale for this decision is that completion of the general construction induction training program specified by the model Code of Practice for Construction Work is required for any person who is to carry out construction work. Achievement of unit CPCCWHS1001 Prepare to work safely in the construction industry meets this requirement.*

*The unit is included as either a core or as an entry requirement to CPC qualifications in accordance with industry advice on which is preferable. The approach taken in qualification design notes that that the unit is a stand-alone unit of competency compliant to the model code of practice and is therefore not customised to meet different contexts. A further consideration is the learner pathway noting that the majority of Certificate III apprentices already hold the unit of competency attained through lower level qualifications.*

*CPCCDE3015 Remove friable asbestos is a stand-alone unit and can delivered independently of the qualification. The prerequisites associated with the units are unique to that unit and do not impact the core skills and knowledge of the qualification as a whole.*

#### STA Feedback 3:

**Core unit:** CPCCCM2010B Work safely at heights – this unit has a pre-requisite unit of CPCCOHS2001A Work safely in the construction industry which is superseded by CPCCWHS2001 Apply WHS requirements, policies and procedures in the construction industry. CPCCWHS2001 is included in the packaging rules, however, it is not the prerequisite to CPCCCM2010B.

In another recent CfE submitted by Artibus, we have noted reference to a new unit **CPCCCM2012 Work safely at heights** (see Swimming Pool and Spa CFE), however, this unit is not submitted with any of the Cases for Endorsement received. Until this occurs, the correct pre-requisite unit for CPCCM2010B is CPCCOHS2001A.

#### Artibus Response 3:

*The qualification will be amended to reflect CPCCCM2010B Work safely at heights.*

*CPCCOHS2001A Apply OHS requirements, policies and procedures in the construction industry has been removed from the qualification.*

*Artibus will seek IRC approval to update all units of competency to remove CPCCOHS2001A Apply OHS requirements, policies and procedures in the construction industry as a prerequisite and replace it with the updated CPCCWHS2001 Apply WHS requirements, policies and procedures in the construction industry.*

#### STA Feedback 4:

**Superseded unit in Core: MEM11011B Undertake manual handling** –superseded by MEM11011 Undertake manual handling. If this is rectified by including the current unit MEM11011, an additional two units will need to be included within the packaging rules: MEM13015 Work safety and effectively in manufacturing and engineering and MEM16006 Organise and communicate information. The inclusion of MEM13015 will need careful consideration as the prerequisite units apply to a different context and content may not align to demolition (refer MEM13015 Performance Criteria citing ‘production tally forms’; assessment conditions that require assessor vocational competency in working safely and effectively in manufacturing and engineering at least to the level being assessed with relevant industry knowledge and experience’. These are implementation issues that will cause concern for RTOs as it may render them non-compliant at audit and, as a risk management strategy, RTOs may choose to not deliver it.

The above units appear to duplicate the content of units proposed in the draft qualification ie CPCCWHS2001 Apply WHS requirements, policies and procedures in the construction industry.

Artibus Response 4:

*Feedback has been taken on board. TLID1001 Shift materials safely using manual handling methods will replace MEM11011B Undertake manual handling.*

STA Feedback 5:

**Missing component:** The Case for Endorsement does not include all required products: CPPCCDE3014 Remove non friable asbestos is missing from the zip file of units. This unit is a pre-requisite unit for CPPCCDE3015 and must be made available for review with the CFE.

Artibus Response 5:

*Unit has been resent to STA.*

STA Feedback 6:

**Units:** A small sample of units were reviewed (as time allowed) and we identified the following as issues needing resolution:

- **Equivalence:** CPPCCDE3015 Remove friable asbestos is deemed equivalent, in spite of having an added pre-requisite requirement; and, therefore, equivalence is questionable. We note the current unit applies to fences, and reference to ‘fences’ has been removed from the draft unit – is this an oversight?
- **Assessment Conditions – CPPCCDE3015** – I note the Assessment Conditions specify the building of negative air pressure enclosures/negative air units. Has this been fully discussed with RTOs to identify possible implementation issues?
- **Error in Application Field – CPPCCDE3015** – reference to incorrect unit in the sixth paragraph – should state ‘friable ACM’). The application field also includes assessment information: first sentence of third paragraph regard real workplace or simulated environment – this does not meet the Standards.

Overall, we note that the asbestos related units have been written to parallel code of practice requirements, which is pleasing. However, given enrolments have been very low to non-existent over the last four years, and the dangerous nature of demolition which may include asbestos removal, it is imperative that industry and regulator stakeholder views are obtained and given full consideration with agreement being reached, as far as practicable, to facilitate awareness, adoption and uptake of the training product.

Artibus Response 6:

**Equivalency CPPCCDE3015:** *The intended outcome of CPPCCDE3015 Remove friable asbestos remains. 'Fences' will be added to the application of the unit.*

**Assessment Conditions CPPCCDE3015:** *RTOs were part of the discussion regarding the development of asbestos units and were aware that the units are to be developed against the relevant Code of Practice.*

**Application field CPPCCDE3015:** *added reference to the application.*

STA Feedback 7:

Additionally, in respect, to the proposed Certificate IV in Demolition, some of the imported elective units are quite old eg PURWER004B Respond to workplace emergencies and RIIWHS301D Conduct safety and health and investigations – I note the recently endorsed PUA Training Package is not yet available on TGA, however have more current units in relation to these areas been researched?

Artibus Response 7:

*Both units are both current on training.gov.au. These units are electives in the qualification and the qualification will be amended when the update units are available in training.gov.au.*

## Second Round of Feedback: Victorian STA Report by Exception

**17 July 2019** Victorian STA provides response

**26 July 2019** Artibus provides response

### STA Feedback 1:

The unit *CPCPCWHS1001 Prepare to work safely in the construction industry* is a newly introduced entry requirement which is an employment requirement rather than a foundational skill on which to build the vocational outcome. If the industry considers the unit to be an essential requirement for both qualification job role outcomes it should be included as a core unit.

Victoria notes that if, as Artibus has stated, the Construction, Plumbing and Service IRC has included CPCPCWHS1001 Prepare to work safely in the construction industry as an entry requirement to ensure that individuals training to work in the construction industry are equipped with the appropriate workplace health and safety skills and knowledge, then the unit should be packaged as part of the core.

### Artibus Response 1:

At the 19 February 2019 meeting, the Construction, Plumbing and Services IRC discussed the inclusion of the unit CPCPCWHS1001 Prepare to work safely in the construction industry as a core or pre-requisite unit for all CPC qualifications. There was consensus at this meeting that the unit be a core unit in all CPC qualifications.

All the TAGs were informed of the IRC's decision and the CPC qualifications in current projects were updated to include CPCPCWHS1001 Prepare to work safely in the construction industry as core unit.

At the 18 April 2019 IRC meeting, the issue was discussed again, and the IRC agreed that CPCPCWHS1001 Prepare to work safely in the construction industry be included as an entry requirement for all CPC AQF I – III qualifications.

The rationale for this decision is that the unit covers vital safety skills and knowledge required for all workers in the industry and is also a regulatory requirement to work on a construction site. Completion of the general construction induction training program specified by the model Code of Practice for Construction Work is required for any person who is to carry out construction work. Achievement of unit CPCPCWHS1001 Prepare to work safely in the construction industry meets this requirement.

The approach taken in qualification design notes that that the unit is a stand-alone unit of competency compliant to the Model Code of Practice and is therefore not customised to meet different contexts. A further consideration is the learner pathway noting that the majority of apprentices already hold the unit of competency attained through lower level qualifications.

Consequently, all the TAGs were informed of the change, and AQF level I – III CPC qualifications were amended to include CPCPCWHS1001 Prepare to work safely in the construction industry as an entry requirement.

### STA Feedback 2:

The qualifications include both the current CPCCWHS2001 Apply WHS requirements, policies and procedures in the construction industry and its equivalent superseded unit, CPCCOHS2001A Apply OHS requirements, policies and procedures in the construction industry, due to prerequisite requirements for units from the CPC and the CPC08 iterations of the Construction, Plumbing and Services Training Package. Requiring learners to undertake 2 equivalent iterations of the same unit does not support industry relevant training and assessment practices, as stated in the Case for Endorsement (page 13-Implementation issues of note and management strategy).

Victoria does not support the Artibus response to remove CPCCOHS2001A Apply OHS requirements, policies and procedures in the construction industry from the qualification as the unit will still need to be delivered and assessed due to its prerequisite relationship with core units. We note the Training Package Products Policy requires that where an imported unit of competency has a prerequisite requirement, the pre-requisite must remain with the unit when imported into another Training Package.

Victoria does not support the Artibus proposal to seek IRC approval to update all units of competency to remove CPCCOHS2001A Apply OHS requirements, policies and procedures in the construction industry as a prerequisite and replace it with the updated CPCCWHS2001 Apply WHS requirements, policies and procedures in the construction industry as the IRC does not have the authority to change prerequisite units without approval through the endorsement process. We note the Training Package Products Policy which states that where a pre-requisite unit of competency is removed, replaced or added to a unit of competency, the code of the unit of competency must be changed and the unit without the pre-requisite unit (or with a new or different pre-requisite unit) submitted as a NSSC Endorsement Required change

#### Artibus Response 2:

Artibus apologises for not providing sufficient details of our approach in the initial reply and we would like to take the opportunity to correct any wrong impression unintentionally created.

We seek to resolve the issue you've identified on the duplicate listing of the following units of competency within CPC qualifications:

- CPCCOHS2001A Apply OHS requirements, policies and procedures in the construction industry
- CPCCWHS2001 Apply WHS requirements, policies and procedures in the construction industry

To date, Artibus has advised the IRC Chair of this issue and nominated a strategy that aims to resolve the issue of duplicated units of competency in the packaging of qualifications.

The IRC Chair's will provide further guidance on the matter in due course.

For the moment, both the units of competency listed above will be relisted in the CPC qualifications to comply with policy requirements.

We will keep you inform of any updates in the near future.

## Appendix C: Editorial Report

1. Cover page	
Information required	Detail
Training Package title and code	CPC Construction, Plumbing and Services Training Package V5.0
Number of new qualifications and their titles <sup>1</sup>	0
Number of revised qualifications and their titles	2 CPC30419 Certificate III in Demolition CPC41019 Certificate IV in Demolition
Number of new units of competency and their titles	4 CPCCE3027 Read and interpret demolition site workplans CPCCE4005 Apply structural principles to the planning of the demolition of a structure CPCCE4006 Demolish stressed and pre-cast structures CPCCE4007 Manage waste streams
Number of revised units of competency and their titles	19 CPCCE3014 Remove non-friable asbestos CPCCE3015 Remove friable asbestos CPCCE3016 Identify hazards on demolition sites and apply risk management strategies CPCCE3017 Select and use hand tools and equipment for demolition tasks CPCCE3018 Select and use small plant and equipment for demolition tasks CPCCE3019 Demolish small buildings and structures using hand tools and small plant and equipment CPCCE3020 Select and use tools and equipment for hot work in the demolition industry CPCCE3021 Operate demolition material crushing plants CPCCE3022 Manage demolition recyclable and waste materials using load shifting equipment CPCCE3023 Operate skid steer loaders at ground level on demolition sites CPCCE3024 Operate mobile plant on suspended floors on demolition sites CPCCE3025 Operate remote-controlled plant on demolition sites CPCCE3026 Operate excavators at ground level to demolish building elements

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

	<p>CPCCE4001 Plan and prepare for activities on demolition sites</p> <p>CPCCE4002 Plan and supervise demolition work to minimise risk to health, safety and environment</p> <p>CPCCE4003 Supervise operational activities on demolition sites</p> <p>CPCCE4004 Finalise demolition activities and supervise property handover</p> <p>CPCCE4008 Supervise asbestos removal</p> <p>CPCCE5001 Conduct air monitoring and clearance inspections for asbestos removal work</p>
Confirmation that the draft training package components are publication-ready	<b>Yes, I confirm that the draft training package components are publication-ready.</b>
Is the Editorial Report prepared by a member of the Quality Assurance Panel? If 'yes' please provide a name.	Yes. Editorial Report is prepared by Maree Thorne, a member of the Quality Assurance Panel.
Date of completion of the report	<b>21 June 2019</b>

## 2. Content and structure

### Units of competency

Editorial requirements	Comments
<p>Standard 5:</p> <ul style="list-style-type: none"> <li>The structure of units of competency complies with the unit of competency template.</li> </ul>	<p>The structure of the 23 draft units of competency for endorsement complies with the requirements of the unit of competency template (Application including unit relationship to licencing, legislative, regulatory or certification requirements; prerequisites listed, elements, performance criteria, unit mapping and link to companion volume).</p> <p>Foundation skills are indicated to be explicit in the performance criteria of all proposed units of competency.</p> <p>Information about foundation skills is included on p. 128 of the CPC Construction, Plumbing and Services Companion Volume Implementation Guide V5.0 (CVIG).</p> <p>Editorial suggestions were provided to Artibus Innovation as part of this editorial review.</p>
<p>Standard 7:</p> <ul style="list-style-type: none"> <li>The structure of assessment requirements complies with the assessment requirements template.</li> </ul>	<p>All 23 draft units of competency proposed for endorsement have associated assessment requirements, which comply with the assessment requirements template and specify the performance evidence (including reference to volume and or frequency of performance) and knowledge evidence to be demonstrated.</p> <p>As well as requirements for assessors to meet the regulator's standards, the assessment conditions also stipulate that assessment must be undertaken:</p> <ul style="list-style-type: none"> <li>in the workplace or a close simulation of the workplace environment, provided that simulated or project-based assessment techniques replicate construction workplace conditions, materials, activities, responsibilities and procedures</li> <li>using realistic tasks or simulated tasks, relevant specifications and work instructions, standard work practices, safety requirements and environmental constraints.</li> </ul>

## Qualifications

Editorial requirements	Comments by the editor
Standard 9: <ul style="list-style-type: none"> <li>The structure of the information for qualifications complies with the qualification template.</li> </ul>	The structure of the draft qualifications proposed for endorsement complies with the requirements of the qualification template, including Description, relationship to licencing, legislative, regulatory or certification requirements, entry requirements, clear packaging rules of core and elective units, identification of units with prerequisites, mapping and link to the CVIG. Artibus Innovation advise they are submitting a number of projects simultaneously for endorsement. Due to use of CPC units which are common across construction qualifications, some unit of competency codes and titles in the demolition draft qualifications at time of editorial are the proposed new codes which have been confirmed as correct with Artibus Innovation.
Standard 10: <ul style="list-style-type: none"> <li>Credit arrangements existing between Training Package qualifications and Higher Education qualifications are listed in a format that complies with the credit arrangements template.</li> </ul>	The Pathways advice section (currently p.126) of the CVIG specifies that ' <i>there are currently no credit arrangements between qualifications in the Construction, Plumbing and Services Training Package and higher education qualifications</i> '.

## Companion Volumes

Editorial requirements	Comments by the editor
Standard 11: <ul style="list-style-type: none"> <li>A quality assured companion volume implementation guide is available and complies with the companion volume implementation guide template.</li> </ul>	The Training Package components in this submission are accompanied by the CPC Construction, Plumbing and Services Training Package Release 5.0 CVIG. The CVIG complies with the companion volume implementation guide template included in the 2012 Standards.

## 3. Proofreading

Editorial requirements	Comments by the editor
<ul style="list-style-type: none"> <li><b>Unit codes and titles</b> and <b>qualification codes and titles</b> are accurately cross-referenced throughout the training package product(s) including mapping information and packaging rules, and in the companion volume implementation guide.</li> </ul>	All unit and qualification codes and titles have been checked for cross-referencing throughout all documentation provided, including qualification, CVIG, and Case for Endorsement.
<ul style="list-style-type: none"> <li>Units of competency and their <b>content</b> are <b>presented in full</b>.</li> </ul>	Units of competency and associated assessment requirements and their content are presented in full.
<ul style="list-style-type: none"> <li>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"> <li>absence of spelling, grammatical and typing mistakes</li> <li>consistency of language and formatting</li> <li>logical structure and presentation of the document.</li> <li>compliance with the required templates</li> </ul> </li> </ul>	I am satisfied with the quality of the training products presented with regards to: <ul style="list-style-type: none"> <li>spelling, grammatical and typing mistakes</li> <li>consistency of language and formatting</li> <li>structure and presentation of documentation compliance with required templates</li> </ul>

## Appendix D: Equity Report

### Section 1 – Cover page

Information required	Detail
Training Package title and code	CPC Construction, Plumbing and Services Training Package V5.0
Number of new qualifications and their titles <sup>1</sup>	0
Number of revised qualifications and their titles	2 CPC30419 Certificate III in Demolition CPC41019 Certificate IV in Demolition
Number of new units of competency and their titles	4 CPCCE3027 Read and interpret demolition site workplans CPCCE4005 Apply structural principles to the planning of the demolition of a structure CPCCE4006 Demolish stressed and pre-cast structures CPCCE4007 Manage waste streams
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<sup>1</sup> When the number of training products is high the titles can be presented as an attached list.

	CPCDE5001 Conduct air monitoring and clearance inspections for asbestos removal work
Confirmation that the draft training package components meet the requirements in Section 2 <i>Equity checklist of draft training package components</i>	<b>Yes, I confirm that the draft training package components meet the requirement in Section 2 below.</b>
Is the Equity Report prepared by a member of the Quality Assurance Panel? If 'yes' please provide the name.	Yes, the Equity Report is prepared by Maree Thorne, a member of the Quality Assurance Panel
Date of completion of the report	<b>21 June 2019</b>

## 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"> <li>• Training Package developers must meet their obligations under Commonwealth anti-discrimination legislation and associated standards and regulations.</li> <li>• Training Package developers must ensure that Training Packages are flexible and that they provide guidance and recommendations to enable reasonable adjustments in implementation.</li> </ul>	<p>The draft components proposed for endorsement comply with Standard 2 of the <i>Standards for Training Packages 2012</i>, including compliance with the <i>Training Packages Products Policy</i> in relation to:</p> <ul style="list-style-type: none"> <li>• Coding and titling of all components</li> <li>• Explicit incorporation of foundation skills</li> <li>• Considerations of entry requirements and packaging rules enabling flexibility and minimising prerequisite inclusions relating to access and equity, and</li> <li>• Information provided in the Companion Volume Implementation Guide V5.0 (CVIG) in relation to reasonable adjustments for learners with disabilities.</li> </ul> <p>Clear mapping showing relationships and changes to superseded components.</p>

## Section 3 - Training Package Quality Principles

### Quality Principle 4

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

#### Key features

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

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

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

Equity requirements	Equity reviewer comments
<p>1. What evidence demonstrates that the draft components provide flexible qualifications/units of competency that enable application in different contexts?’</p>	<p>The submission includes two qualifications which both enable selection of electives units from a broad range of elective options, and allow up to two imported units where not listed to address varying contexts as required by the individual and or industry.</p> <p>Assessment requirements of individual units of competency allow for application in a workplace as well as the option for performance in a ‘closely simulated workplace environment’.</p>

<p>2. Is there evidence of multiple entry and exit points?</p>	<p>Whilst both qualifications have an entry requirement of unit CPOCWHS1001 Prepare to work safely in the construction industry which may be considered a barrier to entry, this unit is the industry requirement for all construction work undertaken on a worksite (White Card). Both proposed qualifications are identified as suitable for Australian Apprenticeship pathways.</p>
<p>3. Have prerequisite units of competency been minimised where possible?</p>	<p>Most units of competency do have a work health and safety (WHS) prerequisite unit requirement; however, it is the same prerequisite for most units. Given the high-risk nature of demolition work, including on live construction worksites, the focus on WHS skills and knowledge is paramount to industry.</p>
<p>4. Are there other examples of evidence that demonstrate how the key features of the flexibility principle are being achieved?</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

Support learner transition between education sectors.

Equity requirements	Equity reviewer comments
1. What evidence demonstrates pathways from entry and preparatory level as appropriate to facilitate movement between schools and VET, from entry level into work, and between VET and higher education qualifications?	<p><b>Demolition qualifications have been determined to be suitable for Australian Apprenticeship pathways. Entry requirements are limited to the industry general induction requirement for working on construction sites.</b></p> <p>A number of the CPC units are used from other CPC Construction, Plumbing and Services qualifications, as well as imported units from MEM, TLI, and RII training packages which could enable transition or pathways into and from other related occupations.</p> <p><b>Artibus Innovation advises there are no formal national credit arrangements from this qualification into higher education qualifications.</b></p>

## Quality Principle 6

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

### Key features

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

Equity requirements	Equity reviewer comments
1. Does the Companion Volume Implementation Guide include advice about: <ul style="list-style-type: none"> <li>• Pathways</li> <li>• Access and equity</li> <li>• Foundation skills?</li> </ul> (see Training Package Standard 11)	<p><b>Yes. The Companion Volume Implementation Guide V5.0 (CVIG) includes advice about pathways, access and equity (including reasonable adjustment for persons with disabilities) and foundation skills in the Implementation Information section as required by the template.</b></p>
2. Are the foundation skills explicit and recognisable within the training package and do they reflect and not exceed the foundation skills required in the workplace?	<p><b>Yes, foundation skills are explicit and recognisable within the elements and performance criteria of the units of competency. As they are incorporated into the performance criteria of the work role tasks, they do not exceed the foundation skills required in the workplace.</b></p>

## Appendix E: Quality Assurance Report

### Section 1 – Cover page

Information required	Detail
Training Package title and code	<b>CPC Construction, Plumbing and Services Training Package (Release 5.0) – Demolition</b>
Number of new qualifications and their titles <sup>4</sup>	N/A
Number of revised qualifications and their titles	Two (2) revised qualifications: <ul style="list-style-type: none"> <li>• CPC30419 Certificate III in Demolition</li> <li>• CPC41019 Certificate IV in Demolition</li> </ul>
Number of new units of competency and their titles	Four (4) new units of competency: <ul style="list-style-type: none"> <li>• CPCCE3027 Read and interpret demolition site plans and drawings</li> <li>• CPCCE4005 Apply structural principles to the planning of the demolition of a structure</li> <li>• CPCCE4006 Demolish stressed panel structure and pre-cast panel structure</li> <li>• CPCCE4007 Manage waste streams</li> </ul>
Number of revised units of competency and their titles	Nineteen (19) revised units of competency – Refer to Attachment 1
Confirmation that the panel member is independent of: <ul style="list-style-type: none"> <li>• the Training Package or Training Package components review ('Yes' or 'No')</li> <li>• development and/or validation activities associated with the Case for Endorsement ('Yes' or 'No')</li> <li>• undertaking the Equity and/or Editorial Reports for the training package products that are the subject of this quality report ('Yes' or 'No')</li> </ul>	I confirm that I am independent of: <ul style="list-style-type: none"> <li>• the Training Package or Training Package components review – Yes</li> <li>• development and/or validation activities associated with the Case for Endorsement – Yes</li> <li>• undertaking the Equity and/or Editorial Reports for the training package products that are the subject of this quality report – Yes</li> </ul>
Confirmation of the Training Packages or components thereof being compliant with the <i>Standards for Training Packages 2012</i>	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>	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>	Training Package components are compliant with the <i>Training Package Development and Endorsement Process Policy</i>

<sup>4</sup> When the number of training products is high the titles can be presented as an attached list.

<p>Panel member's view about whether:</p> <ul style="list-style-type: none"> <li>• the evidence of consultation and validation process being fit for purpose and commensurate with the scope</li> <li>• estimated impact of the proposed changes is sufficient and convincing</li> </ul>	<p>The Case for Endorsement outlines the consultation and validation processes for the review and development of two (2) qualifications and twenty-three (23) units of competency. The work was based on the approved Case for Change in February 2018.</p> <p>Based on research, technical analysis and stakeholder consultations gaps in qualifications and units of competency were addressed, and new units of competency developed were required.</p> <p>A Technical Advisory Group (TAG) was established to oversee the project, industry forums held, and industry surveys conducted. Key stakeholders were kept informed throughout the project and sufficient opportunities for feedback and validation provided. These processes are fit for purpose and are commensurate with the scope of the project.</p> <p>The estimated impact of changes has also been identified in the Case for Endorsement. As the draft qualifications and the majority of units of competency are equivalent to previous versions, minimal downstream effects for training and assessment are expected.</p> <p>Registered Training Organisations (RTOs) will need to review new units of competency and develop supporting resources.</p>
<p>Name of panel member completing Quality Report</p>	<p><b>Trish Gamper – Gamper Consulting Services</b></p>
<p>Date of completion of the Quality Report</p>	<p><b>27 June 2019</b></p>

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

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 1</p> <p>Training Packages consist of the following:</p> <ol style="list-style-type: none"> <li>1. AISC endorsed components: <ul style="list-style-type: none"> <li>• qualifications</li> <li>• units of competency</li> <li>• assessment requirements (associated with each unit of competency)</li> <li>• credit arrangements</li> </ul> </li> <li>2. One or more quality assured companion volumes</li> </ol>	<p><b>Yes</b></p>	<p>The CPC Construction, Plumbing and Services Training Package consists of the following:</p> <ol style="list-style-type: none"> <li>1. ASIC endorsed components: <ul style="list-style-type: none"> <li>• 2 qualifications</li> <li>• 23 units of competency and associated assessment requirements</li> <li>• credit arrangements are not applicable as no credit arrangements currently exist between the qualification and Higher Education.</li> </ul> </li> <li>2. A quality assured companion volume implementation guide.</li> </ol> <p>The Editorial Report confirms these components.</p>
<p>Standard 2</p> <p>Training Package developers comply with the <i>Training Package Products Policy</i></p>	<p><b>Yes</b></p>	<p>Artibus Innovation has complied with the <i>Training Package Products Policy</i>. The draft qualifications and units of competency comply with coding and titling requirements, access and equity have been addressed, foundation skills are explicit and recognisable within the Training Package components, imported units of competency have been checked for currency, and clear mapping tables are provided.</p> <p>The Editorial and Equity Reports also confirm compliance with the <i>Training Package Products Policy</i>.</p>
<p>Standard 3</p> <p>Training Package developers comply with the AISC <i>Training Package Development and Endorsement Process Policy</i></p>	<p><b>Yes</b></p>	<p>Artibus Innovation has complied with the AISC <i>Training Package Development and Endorsement Process Policy</i>.</p> <p>In line with the Case for Change, the review and development project also included the transition of the demolition components to the requirements of the <i>Standards for Training Packages 2012</i>.</p> <p>Industry consultations were conducted, key industry stakeholders consulted and kept informed throughout the project, draft components validated, and editorial and equity reviews undertaken.</p> <p>The Case for Endorsement confirms the development, consultation, feedback and</p>

		validation processes in the development and review of the components.
Standard 4 Units of competency specify the standards of performance required in the workplace	<b>Yes</b>	A review of the Training Package components confirms clearly written units of competency that specify the performance required in the workplace.
Standard 5 The structure of units of competency complies with the unit of competency template	<b>Yes</b>	A review of the units of competency confirms compliance with the unit of competency template. Compliance is also confirmed in the Editorial Report.
Standard 6 Assessment requirements specify the evidence and required conditions for assessment	<b>Yes</b>	Assessment requirements were reviewed and queries relating to performance evidence forwarded to Artibus Innovation for clarification. A final review of the assessment requirements confirms they clearly specify the evidence required and provide required conditions for assessment. Compliance is also confirmed in the Editorial Report.
Standard 7 Every unit of competency has associated assessment requirements. The structure of assessment requirements complies with the assessment requirements template	<b>Yes</b>	A review of the units of competency confirms that every unit of competency has associated assessment requirements and the structure complies with the assessment requirements template. The Editorial Report also confirms compliance with this Standard.
Standard 8 Qualifications comply with the Australian Qualifications Framework specification for that qualification type	<b>Yes</b>	A review of CPC30419 Certificate III in Demolition and CPC41019 Certificate IV in Demolition and the AQF Level specifications confirms that the qualification complies with the AQF specification for the qualification type.
Standard 9 The structure of the information for the Australian Qualifications Framework qualification complies with the qualification template	<b>Yes</b>	A review of the qualifications confirms that the structure of the qualifications complies with the qualification template. This is also confirmed in the Editorial Report.
Standard 10 Credit arrangements existing between Training Package qualifications and Higher Education qualifications are listed in a format that complies with the credit arrangements template	<b>N/A</b>	No credit arrangements exist between the demolition qualifications and Higher Education qualifications. Artibus Innovation provided separate documentation which complies with the required template.

<p>Standard 11</p> <p>A quality assured companion volume implementation guide produced by the Training Package developer is available at the time of endorsement and complies with the companion volume implementation guide template.</p>	<p><b>Yes</b></p>	<p>A quality assured Companion Volume Implementation Guide has been produced and will be available at the time of endorsement. The Companion Volume Implementation Guide complies with the relevant template and has been quality assured in line with Artibus Innovation's internal processes and has been edited by a member of the QA Panel.</p>
<p>Standard 12</p> <p>Training Package developers produce other quality assured companion volumes to meet the needs of their stakeholders as required.</p>	<p><b>N/A</b></p>	

### Section 3 – Compliance with the training package quality principles

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

#### Quality principle 1. Reflect identified workforce outcomes

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance/non compliance with the quality principle  Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Driven by industry's needs	<b>Yes</b>	<p>The Case for Endorsement notes that the reviewed qualifications and units of competency were developed following consultations with STAs and industry that identified that the qualifications were outdated and no longer reflected current industry practices.</p> <p>New units of competency were developed to address the specific industry needs relating to planning, equipment and techniques required in the demolition sector.</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"> <li>• ensure obsolete and superfluous qualifications are removed from the system</li> <li>• ensure that more information about industry's expectations of</li> </ul>	<b>Yes</b>	<p>A review of the Training Package components, the Case for Endorsement, the Companion Volume Implementation Guide, and Editorial and Equity Reports confirms the Training Package components are compliant and respond to government initiatives by:</p> <ul style="list-style-type: none"> <li>• updating qualifications to reflect current and emerging skill needs</li> <li>• developing units of competency that can be applied in a range of different workplaces</li> <li>• providing flexibility in the qualifications to enable elective choices to meet individual, enterprise and industry needs.</li> </ul>

<p>training delivery is available to training providers to improve their delivery and to consumers to enable more informed course choices</p> <ul style="list-style-type: none"> <li>• ensure that the training system better supports individuals to move easily from one related occupation to another</li> <li>• improve the efficiency of the training system by creating units that can be owned and used by multiple industry sectors</li> <li>• foster greater recognition of skill sets</li> </ul>		
<p>Reflect contemporary work organisation and job profiles incorporating a future orientation</p>	<p><b>Yes</b></p>	<p>The Case for Endorsement notes that the revised qualifications were developed to better reflect current and emerging work outcomes. Key areas include:</p> <ul style="list-style-type: none"> <li>• Sustainability</li> <li>• Reduce, re-use, and recycling principles</li> <li>• New equipment and technologies</li> <li>• Waste management</li> <li>• Public and worker safety requirements</li> </ul>

**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>
<p>Support movement of skills within and across organisations and sectors</p>	<p><b>Yes</b></p>	<p>The revised demolition qualifications provide flexible elective options, including imported units, which support movement of skills within and across organisations and sectors.</p>

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Promote national and international portability	<b>Yes</b>	The allowance to select additional units of competency from other Training Packages or accredited courses as well as the inclusion of imported units of competency within the qualifications promotes national portability of skills and knowledge.
Reflect regulatory requirements and licensing	<b>Yes</b>	A review of the units of competency confirms that legislative and regulatory requirements apply to demolition workers and vary according to state/territory jurisdictions. Users are advised to check with the relevant regulatory authority before delivery.

**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	<b>Yes</b>	Support for the revised qualification and units of competency is contained within the Case for Endorsement.
Recognise convergence and connectivity of skills	<b>Yes</b>	The incorporation of common and sector-specific CPC Construction, Plumbing and Services units of competency and imported units of competency recognise the convergence and connectivity of skills.

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

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Meet the diversity of individual and employer needs	<b>Yes</b>	The revised qualification provides flexibility and choice of units of competency to meet the diversity of individual and employer needs.

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support equitable access and progression of learners	<b>Yes</b>	The Equity Report confirms that the Training Package components support equitable access and progression of learners.  The CPS41019 Certificate IV Demolition supports learner progression and articulation from the CPC30419 Certificate III in Demolition.

**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	<b>N/A</b>	Pathways from school and to higher education are not applicable to this qualification.

**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	<b>Yes</b>	The flexibility within the qualification supports implementation across a range of settings.  Implementation advice is also contained within the Companion Volume Implementation Guide.

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle  Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support sound assessment practice	<b>Yes</b>	<p>A review of the units of competency and their associated assessment requirements confirms they support sound assessment practices.</p> <p>The Editorial Report also confirms units of competency and their associated assessment requirements are clearly written and have consistent breadth and depth. The performance evidence and knowledge evidence reflect work tasks and knowledge requirements and include appropriate volume and frequency of requirements.</p>
Support implementation	<b>Yes</b>	<p>Implementation advice is provided in the Companion Volume Implementation Guide. The Case for Endorsement also provides advice to Registered Training Organisations (RTOs) regarding relevant changes required for implementation.</p>

## Attachment 1 – Revised units of competency

Code	Title
CPCCE3014	Remove non-friable asbestos
CPCCE3015	Remove friable asbestos
CPCCE3016	Identify hazards on demolition sites and apply risk management strategies
CPCCE3017	Select and use hand tools and equipment for demolition tasks
CPCCE3018	Select and use small plant and equipment for demolition tasks
CPCCE3019	Demolish small buildings and structures using hand tools and small plant and equipment
CPCCE3020	Select and use tools and equipment for hot work in the demolition industry
CPCCE3021	Operate demolition material crushing plants
CPCCE3022	Manage demolition recyclable, waste materials and contaminated soil using load shifting equipment
CPCCE3023	Operate skid steer loaders at ground level on demolition sites
CPCCE3024	Operate mobile plant on suspended floors on demolition sites
CPCCE3025	Operate remote-controlled plant on demolition sites
CPCCE3026	Operate excavators at ground level to demolish building elements
CPCCE4001	Plan and prepare for activities on demolition sites
CPCCE4002	Plan demolition work to minimise risk to health, safety and environment
CPCCE4003	Supervise operational activities on demolition sites
CPCCE4004	Finalise demolition activities and supervise property handover
CPCCE4008	Supervise asbestos removal
CPCCE5001	Conduct air monitoring and clearance inspections for asbestos removal work