

RII Training Package – Business Case Case for Change

Review of all Mobile Plant Operation and Materials Handling units of competency.

Review of two Traffic Control units of competency.

Review of three Mine Supervision units of competency.

Review of three First Emergency Response and Rescue units of competency.

Review of two Blasting units of competency.

Review of two Tyre Fitting units of competency.



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ADMINISTRATIVE INFORMATION

INDUSTRY REFERENCE COMMITTEES

This Business Case (Case for Change) has been developed under the direction of the following Industry Reference Committees (IRCs):

- **Civil Infrastructure**
- **Coal Mining**
- **Drilling**
- **Extractive Industries (Quarrying)**
- **Metalliferous Mining**

SKILLS SERVICE ORGANISATION

The Case for Change has been developed by **SkillsDMC**, under a Transitional Agreement with the Commonwealth of Australia to provide services consistent with those of a Skills Service Organisation (SSO) until one is appointed.

UNITS OF COMPETENCY REVIEWED AS PART OF THIS CASE FOR CHANGE

The Case for Change includes the following bodies of work:

- Mobile Plant Operation and Materials Handling – 25 HAN and 50 MPO units of competency.
- Traffic Control – 2 units of competency.
- Mine Supervision – 3 units of competency.
- First Emergency Response and Rescue – 3 units of competency.
- Blasting – 2 units of competency.
- Tyre Fitting – 2 units of competency.

EXECUTIVE SUMMARY

The review involved consulting with a wide range of stakeholders to determine if there was an industry supported Case for Change for six individual bodies of work. Following is a summary of the findings and recommendations.

MOBILE PLANT OPERATION (MPO) AND MATERIALS HANDLING (HAN) REVIEW

This review looked at 25 HAN and 50 MPO units of competency and considered potential changes to content related to: Loading/unloading plant, the use of attachments, lifting operations and equipment, maintenance tasks, performance with multiple soil types, and the duplication of units for similar plant types.

There is strong support from industry and training providers for the 12 recommendations put forward which will improve implementation across a range of industry/workplace settings and achieve skilling outcomes more accurately aligned to an equipment operator's actual workplace responsibilities.

If implemented, the recommendations will significantly impact on RTOs because the majority of amended units will be 'not equivalent' to the current versions. However, it is considered that the resulting long term benefits from the changes for all stakeholders more than justify the short term costs.

TRAFFIC CONTROL REVIEW

This review looked at 2 units of competency and considered changes to how performance evidence and assessment conditions are described in one of the units. Both units were included in the review because they are often used together in State/Territory traffic controller accreditation schemes.

Two recommendations are put forward that will result in amendments being made to assessment requirements to remove ambiguity about assessment conditions and required evidence.

The main challenge related to these units is their use within State/Territory accreditation schemes which differ between jurisdictions. The recommendations attempt to find a balance between industry's desire for rigor in assessment of this high risk work activity, State regulator's needs for the units to work within their accreditation schemes, and RTOs being able to develop and implement training and assessment strategies which can be delivered at a price industry is willing to pay and within a timeframe which meets labour demand.

MINE SUPERVISION REVIEW

This review was initiated by the Coal IRC and looked at 3 units of competency which are used within regulation as the minimum requirement for supervisors at mines in some States. Where they are delivered for the purpose of regulatory compliance, there are concerns about the quality of delivery and the effectiveness of the training in meeting the industry need.

Findings of the review indicate that no change should be made to these units because the costs of change are greater than the benefits of change. Whilst concerns about the quality in some circumstances are legitimate; it was not considered that this was as a result of problems in the units themselves, but rather with how they were being implemented by some RTOs.

The quality problems appear to be mainly confined to instances where the units are used within regulation in some States, but to amend the units would impact on of multiple qualifications delivered in multiple sectors, the majority of which do not experience the reported problems.

FIRST EMERGENCY RESPONSE AND RESCUE REVIEW

This review looked at 3 units of competency. The review was requested by Mines Rescue Services to ensure they are appropriate for implementation across the range emergency response scenarios for both coal and metalliferous mining.

Four recommendations for amendments across the three units are proposed to improve content related to personal protective equipment, firefighting equipment, strategies and techniques; and, make them more suitable for use in coal as well as metalliferous mines.

The primary impact from this work will be RTOs needing to amend resources and in some instances scope. However, the proposed changes will improve the quality of outcomes in this key area of workplace safety, and as such, the longer term benefits resulting from this will far outweigh the short term costs.

BLASTING REVIEW

This review looked at 2 units of competency. There is a clear industry supported case for the proposed changes and this work could potentially have progressed directly to development.

Four recommendations are proposed. The first two relate to minor amendments in two performance criteria in one of the units. The third proposes updating a unit so it reflects advances in equipment since the original was drafted. The fourth suggests adding one of the units as an elective in two additional qualifications.

TYRE FITTING REVIEW

This review looked at 2 units of competency and had two primary drivers. First and foremost there have been a number of recent workplace incidents on mine sites related to the fitting of tyres including worker fatalities. Secondly, the AUR training package has introduced some new units which better address the specific types of tyre fitting tasks than the RII versions.

Recommendations include retiring the RII units and replacing them with the newer more specific AUR versions. There is also a recommendation to develop a Skill Set within the RII Training Package that covers technical requirements for the fitting of very large earthmoving equipment tyres, but also including a strong focus on risk assessment/management of this task, and the tools and equipment used for it within the resources sector.

METHODOLOGY FOR REVIEW

The Case for Change covers six distinct bodies of work. Because there are no interdependencies between them, each was undertaken as a separate project which are presented as six separate sections in this document. Each project was conducted concurrently in three main phases:

Phase 1: Project Initiation and scoping. A dedicated page was created on the SkillsDMC website. The project was launched with an email advising the work to be done and timeframes. An electronic scoping survey was conducted and subject matter experts identified and engaged.

Phase 2: Stakeholder consultation. Electronic submissions were invited, public consultation workshops conducted and targeted input sought from subject matter experts. First draft of Case for Change was developed for broader review and validation.

Phase 3: Review and Validation. The draft Case for Change was published on the SkillsDMC website and feedback invited. Final amendments were made to the Case for Change before it was reviewed, validated and signed off by the IRCs.

STAKEHOLDER COMMUNICATION AND ENGAGEMENT

Email notifications providing updates and inviting input were sent to the following key groups at each stage of the project:

- all subscribers to the SkillsDMC website (more than 5500 stakeholders made up primarily of Industry and training provider contacts);
- all RTOs scoped to deliver any component of the RII Training Package; and,
- State and Territory Governments.

Because the potential implications from changes were more significant, a series of consultation workshops were conducted nationally for the MPO/HAN, Traffic Control and Mine Supervision reviews. Workshops were held in Adelaide, Brisbane, Darwin, Hobart, Hunter Valley, Mackay, Melbourne, Perth and Sydney.

Initial recommendations for the other three bodies of work were guided by subject matter experts and existing Industry reports.

Electronic submissions related to all projects were accepted throughout development of the Case for Change.

Final review and signoff off the Case for Change was completed by the relevant IRCs.

OUTCOMES OF HAN & MPO REVIEW

BACKGROUND

Feedback is regularly received about units of competency contained in the Mobile Plant Operation (MPO) and Materials Handling (HAN) streams. There are a total of 75 units in these two streams (25 HAN and 50 MPO). They are some of the most highly used units in the RII Training Package and relate to high risk workplace activities. It should also be noted that these units are regularly used outside of the National Training System for site based Verification of Competence and as the basis for the development of in-house, non-accredited, training and assessment.

Feedback and enquiries about these units primarily relates to:

1. Loading, unloading and transporting equipment;
2. use and types of attachments;
3. lifting and the use of lifting gear;
4. maintenance tasks; and,
5. duplication of some plant units where there is a general one and a Civil Construction one and some items also covered by High Risk Work Licence (HRWL) units.

In addition to the above, feedback received through the scoping survey suggested that:

6. units which required demonstration of performance with multiple soil types were a problem.

CASE FOR CHANGE

The following industry supported changes are proposed across the HAN and MPO groups of units. Following each of the changes is a description of the benefit of the change for stakeholders.

Loading, unloading and transporting equipment

1 Remove the requirement to load/unload plant/equipment in units where it appears.

2. Add knowledge evidence item related to the requirements/procedures for loading, transporting and unloading the equipment.

- *The unit should focus on candidates' ability to operate the item rather than the supplementary task of relocating it.*
- *In many industry settings transport companies are used to relocate plant/equipment. Operators are not permitted to complete this task which provides a barrier to completion for these workers.*
- *In some instances there are insurance implications if operators were to complete this task.*
- *There is a significant cost implication for some RTOs as they need to hire a float to complete the assessment and this adds substantially to the cost of delivery.*
- *Where competency in loading/unloading and/or transporting plant/equipment is required the following units are available to use: RIIHAN206D Transport plant, equipment and personnel; or, RIIHAN308E Load and unload plant*

Use and types of attachments

3. Where units prescribe a list of attachments to be selected from, replace this with the standard statement "manufacturer approved attachments". In some instances attachments essential to the operation of the equipment will still need to be prescribed within units with these being identified on a case by case basis by TACs.

- *New attachments are developed occasionally to improve productivity and by providing a list a barrier is created for assessment on new and/or custom built equipment.*

4. Reword requirements to allow fitting and removal of attachments "in line with organisational policies and procedures and manufactures guidelines".

- *Equipment comes in many configurations and sizes. Some do not have a quick hitch to allow the operator to change the attachment so it is done by a specialist (e.g. qualified fitter). Changing the wording as proposed allows for implementation across the range of workplace scenarios and equipment types.*

Lifting and the use of lifting gear

5. Amend performance requirements where lifting and/or the use of lifting gear is described to reflect only the role and responsibilities of the operator.

6. Amend any aspects of units which would require the operator to hold a dogman licence.

7. Amend knowledge requirements to include responsibilities of dogman and operator under regulation, lifting capacity of equipment, lifting techniques for different types of load and lifting points.

- Currently some units require the candidate to be a licenced dogman to achieve all performance requirements. The proposed amendments will remove this barrier.
- Some ad hoc amendments have been made to individual units over the last seven years in response to stakeholder feedback which has resulted in inconsistent treatment of similar tasks across units. Proposed amendments will rectify these inconsistencies which will improve skills recognition across the groups and support multiskilling pathways for plant operators.
- Amendments will vary based on the plant/equipment the unit relates to across the impacted units depending on the primary functions of the equipment.

Maintenance tasks

8. Amend performance requirements related to maintenance to reflect realistic requirements for equipment operators, including: pre-start checks, post-operational checks, fault identification and reporting, and basic maintenance as required by operator manuals and organisational policies and procedures (final requirements will be agreed by the TAC).

- Currently the requirements of some units describe maintenance tasks that are completed by specialist maintenance workers rather than the operator within many organisations. The proposed amendments will remove this barrier.

Duplication of plan units

9. No amendments are proposed related to this issue. Whilst some stakeholders believe duplicate units should be removed, the case for their removal is not as strong as the case for their retention.

- Whilst HRWL units are required for a worker to operate certain plant/equipment types in most jurisdictions, it is not currently a requirement in all (e.g. QLD mine regulation).
- The RII units are preferred to the HRWL units for site-based verification of competence by many stakeholders.
- The RII units also allow for workers who achieved a HRWL outside of the Resources and Infrastructure sectors to have those skills reassessed in the context of the RII sectors to ensure optimum productivity is achieved.
- Where there are general and civil construction RII units, the civil sector requirements are quite different to those in mining because a far greater level of accuracy is required.

Multiple soil types

10. Amend performance evidence to require demonstration with one soil type only.

11. Amend knowledge evidence to include how working with a range of different materials will impact on the performance of the equipment, and the operational adjustments that need to be made when working with different material types.

12. Replace the term 'soil' with 'material'.

- The proposed changes to performance and knowledge evidence will support implementation at some worksites where there is a barrier to accessing different materials.
- The proposed amendments will still ensure candidates need to provide evidence that they are aware of impacts on equipment performance and operational adjustments that need to be made when working with different materials.
- Changing the term 'soil' to 'material' will allow the unit to be used in a broader range of settings.

IMPACT OF THE PROPOSED CHANGES

Units that will be impacted

An analysis of all HAN and MPO units has been conducted to determine which contain the content referenced above. Results of this analysis are provided in Appendix A. The proposed industry supported changes would be applied where identified by this analysis. The table below provides a summary of the number of units impacted by the proposed changes.

Loading / unloading	24 of 75	Attachments	41 of 75
Lifting & lifting gear	50 of 75	Maintenance	61 of 75
Multiple soil types	22 of 75	<i>Units not impacted by proposed changes</i>	<i>8 of 75</i>

Regulatory compliance

Quite often State/Territory regulation will require that an individual be deemed competent against a nationally recognised unit of competency before they can undertake certain tasks. Often HAN/MPO units are used for this purpose. Regulators will be kept apprised of any changes proposed so their regulation can be adjusted if necessary.

Organisations will need to update their learning/competency management systems to ensure the most recent unit versions are shown and they will also need to ensure they review modification histories to determine if any changes to their unit selections need to be made.

RTO impacts

The primary impact for RTOs will be to amend resources and in some instances scope in response to the proposed changes. A significant number of the amended units will be deemed 'not equivalent' to the current versions (for example, where loading and unloading is removed there is a clear change to the outcome). Notwithstanding this, the proposed changes will remove many implementation problems RTOs have been raising for some time. The longer term benefits resulting from this will far outweigh the short term costs.

All RTOs will be made aware of the proposed changes and the timing of the development and endorsement programme. This will enable management of resource stocks and a planned transition to the revised components which should minimise cost.

INDUSTRY'S EXPECTATIONS

Given the high risk nature of this work Industry's preference is for a delivery model where candidates are trained, given the opportunity to practice those skills in the workplace under supervision, before a final workplace assessment. This is often made difficult because of the two main learner cohorts: those being supported through their training and assessment by their employer who have access to the opportunity for workplace practice and assessment; and, those seeking to gain a statement of attainment for a piece of plant to assist them in attaining employment (this group have limited access to a workplace for training and assessment). Industry is increasingly frustrated with the latter of these groups enrolling with providers offering training and assessment in an item of heavy plant in as little as a day or two with no exposure to an actual workplace. Development work will need to ensure that any amendments protect against, rather than facilitate poor practice by training providers.

OUTSTANDING ISSUES

There are no outstanding issues.

OUTCOMES OF TRAFFIC MANAGEMENT REVIEW

BACKGROUND

Feedback is regularly received about the unit of competency *RIIWH302D Implement traffic management plan*. This unit, together with *RIIWH205D Control traffic with stop-slow bat*, are used in Traffic Management Regulation as the basis for accreditation of workers to control traffic. Feedback suggested the assessment requirements of RIIWH302D create a problem for implementation by stipulating that performance must be demonstrated on “three live traffic projects”. In addition, one of the live projects must currently involve ‘construction vehicles’. It was also claimed that these requirements made compliance with regulation in some jurisdictions almost impossible.

It became apparent very early in the review that the major contributing factor to implementation problems was the use of the units within State/Territory Accreditation. This is exacerbated by inconsistency between jurisdictions in accreditation policies/processes; and in their interpretation of the performance evidence requirements. The prescription of units of competency within in regulation creates far greater demand for delivery of them. This increases the number of training providers and subsequently creates a high level of competition in that particular training market. In these highly competitive and high volume environments the quality of delivery is sometimes compromised to enable training and assessment to occur quickly and cheaply.

An additional factor for the traffic management sector is the tendency for employment service providers to encourage clients to enter the traffic management sector. However access to live projects for this cohort is difficult.

An additional problem with the current unit is that the Performance Evidence requirements stipulate assessment in ‘live projects’, yet the Assessment Conditions provide the opportunity for simulation to be used in certain circumstances. This contradiction needs to be rectified.

Discussions at consultation workshops highlighted significant differences in opinion (and expectation) between RTOs, State/Territory Roads Authorities (the Regulators and owners/administrators of accreditation schemes), the Traffic Management Association of Australia (TMAA) and smaller traffic management companies not aligned to TMAA. Meeting the disparate expectations of all these groups is not possible so the proposed amendments aim to find a balance between them.

Consultation has indicated no significant concerns with the unit *RIIWH205D Control traffic with stop-slow bat*. Notwithstanding this, if development work is approved both units should be included to ensure consistent assessment conditions are described for both units and that they continue to work well together.

CASE FOR CHANGE

The following industry supported changes are proposed for **RIIWH302D Implement traffic management plan** in response to the feedback and findings described above. Following each of the changes is a description of the benefit of the change for stakeholders.

1. Changes to performance evidence

The term ‘live project’ should be removed and requirements amended to describe the specific range of tasks expected of a competent person, and the variety of traffic management plan types that must be implemented. Minimum requirements will be determined during development by the Technical Advisory Group in consultation with industry and roads authority stakeholders.

- Specification of a ‘live project’ is an Assessment Condition rather than Performance Evidence and as such it is currently within the wrong field of the Assessment Requirements document.
- This, together with the change proposed to the Assessment Conditions described below, will address the current inconsistent interpretation between States/Territories about what constitutes a ‘live project’ while providing more prescription of the actual minimum performance requirements of the traffic management industry.
- The ability of some training providers to conduct assessment in a very limited range of traffic management scenarios will be removed.

2. Changes to assessment conditions

The bullet point in Assessment Conditions describing the use of simulation should be replaced with a description of the essential conditions for assessment. As a minimum this should include the requirement for assessment to be conducted on a public road where live traffic is present. Additional conditions would also be prescribed to support amended performance evidence.

- This will address the current conflict between the Performance Evidence and Assessment Conditions (i.e. one specifies 'Live' and one permits 'Simulation').
- It will maintain the requirement for assessment to be conducted in live traffic which was previously described in the Performance Evidence.

IMPACT OF THE PROPOSED CHANGES

State and Territory Accreditation Schemes

Changes will need to be accommodated within existing accreditation programs. State/Territory Roads Authorities will be invited to join the Technical Advisory Committee (TAC) which guides development work so they can ensure that the proposed changes do not have any major impact on their schemes.

The use of these units within regulation/accreditation is the most significant external impact on this work. These schemes issue credentials/licences outside of the National Training System and are not aligned to the Australian Qualifications Framework (AQF). The regulation they are called up in prescribes additional conditions (e.g. recertification periods, etc.) and the variation in the regulation between jurisdictions is significant. The units are developed for use within the National Training System, in compliance with the policies and guidelines of that system. Whilst the training package developers and IRCs consult with State/Territory Regulators when developing and maintaining components; neither the developers nor IRCs have any role in the establishment or maintenance of jurisdictional accreditation schemes. It is the responsibility of the State/Territory Regulators to ensure that the training package components they prescribe can work within their accreditation schemes.

Whilst not within the scope of this Case for Change, national harmonisation of accreditation schemes would greatly enhance labour supply and mobility for the traffic management sector, improve the quality of skilling outcomes and potentially be far more cost effective for an industry where a considerable number of workers are transient.

RTO impacts

The proposed changes are not extensive and should result in the amended unit being deemed 'equivalent' to the current one. Hence it is unlikely there will be any scope implications for RTOs.

The primary impact for RTOs will be that they will need to amend resources in response to the proposed changes. All RTOs will be made aware of the proposed changes and the timing of the development and endorsement programme. This will enable management of resource stocks and a planned transition to the revised components which should minimise cost.

Some RTOs maintain that they are not allowed access to live roads to conduct assessment. However, the majority of RTOs are already using live roads for assessment. Those that are not must build stronger engagement with industry to facilitate opportunities for live assessment. Employment service providers need to establish similar engagement which will improve skilling outcomes and also employment opportunities for their clients once they have completed training and assessment.

There will be an impact on RTOs that have been using the current 'simulation' provisions within the Assessment Conditions. However, given the high risk nature of the activity these units cover, the risk of not ensuring rigor of assessment far outweighs any additional burden on RTOs.

INDUSTRY'S EXPECTATIONS

The Traffic Management Association of Australia (TMAA) considers that assessment in live conditions is essential to minimising risk, maintaining quality, and, encouraging professionalism in the sector. They are also supportive of a delivery model which provides the opportunity for candidates to practice the skills they have learned under supervision in the workplace between being trained and final assessment.

Many stakeholders put forward suggestions about assessment methods and evidence gathering (e.g. mandated assessments, use of log books, issuing certificates of training completion that allow candidates to work in the industry prior to completing a final assessment, etc.). Whilst all of these suggestions have merit to support the jurisdictional accreditation of workers, they should not be prescribed within endorsed components of National Industry Training Packages – State/Territory Regulators should consider use of these within their accreditation schemes.

OUTSTANDING ISSUES

There will be significant dissatisfaction from some RTOs with the removal of the opportunity for simulated assessment. However, the implications for the safety of workers and road users of insufficient rigor in assessment justify this change.

OUTCOMES OF MINE SUPERVISION REVIEW

BACKGROUND

The following three units considered in this review are used within regulation as the minimum requirement for supervisors at mines in some States.

- RIICOM301D Communicate Information
- RIIRIS301D Apply risk management processes
- RIIWHS301D Conduct safety and health investigations

There is dissatisfaction with the standard of skill and knowledge outcomes being achieved from training based on these units of competency. The dissatisfaction is with both the quality of delivery and the effectiveness of the training in meeting the industry need.

The prescription of units of competency within in regulation creates far greater demand for delivery of them. This increases the number of training providers and subsequently creates a high level of competition in that particular training market. In these highly competitive and high volume environments the quality of delivery is sometimes compromised to enable training and assessment to occur quickly and cheaply.

This review was requested by the Coal Mining IRC. However these units are commonly used within qualifications for all five sectors (often as core units) and are imported into other qualifications outside of the RII Training Package; so careful consideration must be given to any proposed amendments to ensure they meet industry needs for all sectors. The following table provides a summary of qualifications that contain these units:

Unit	Civil	Coal	Drilling	Extract	Metal	Other
RIICOM301D Communicate Information	2	10	3	3	8	-
RIIRIS301D Apply risk management processes	3	6	5	2	8	2
RIIWHS301D Conduct safety and health investigations	-	9	2	3	8	1

N.B. Qualifications the units appear in range from AQF level 3 to 5.

A broader body of work is included in the RII Training Package Four Year Work Plan to consider supervisor/manager qualifications and the units of competency within them.

CASE FOR CHANGE

Findings of the review indicate that no change should be made to these units at this time because the costs of change are greater than the benefits of change.

Findings of the review

A recurring theme from feedback received during stakeholder consultation was to question if the units reviewed were the correct ones to use as “a minimum requirement for supervisors”. It was suggested that the communication unit did not describe requirements at a high enough level for supervisors (but was appropriate for operational staff). The risk management one was also described as not at the right level with RIIRIS402D suggested as more appropriate. Conversely, some stakeholders suggested that the level of the ‘Conduct safety and health investigations’ unit was too high for front line supervisors because they managed the incident when it occurred, but often a different team conducted the investigation.

Feedback in Queensland, where the units are used within mine regulation, suggested that the problem originated because the grouping of units was initially targeted at ‘Site Safety Coordinators’ but had been since been adopted in regulation for supervisors when the skill sets required of the two roles were quite different. The suggestion was that there was little wrong with the units as they stand, they were just not the right ones to use as a minimum requirement for supervisors.

A significant factor contributing to the perceived poor outcomes achieved from these units is where they are delivered in very short duration courses, entirely outside of the workplace, to achieve regulatory compliance so supervisors can mobilise to site. Whilst the majority of candidates undertaking training and assessment in these units will have substantial workplace experience in the RII sectors (obtained from operational roles prior to being appointed as a supervisor), regular examples of all three units being delivered and assessed over three days are concerning. Whilst developed to guide State Government funding rather than measure quality, it cannot be ignored that the Victorian Purchasing Guide lists total nominal hours for the three units as 100 (RIICOM301 = 30 hours; RIIRIS301 = 40 hours; and, RIIWHS301 = 30 Hours) which is substantially more than three days.

Whilst some minor changes to the units were suggested during consultation, the impact and costs associated with making those changes are far more than the benefits that would be achieved from the change. The quality problems appear to be mainly confined to instances where the units are used within regulation in some States, but to amend the units would impact on delivery of multiple qualifications for multiple sectors, many of which do not experience the reported problems.

Recommendations

1. That no changes are made to the units at this time.
2. That the broader body of work programmed in the RII Training Package Four year workplan looking at 'leadership and management' will provide a better opportunity to consider supervisory skill requirements across all sectors within a career path. The findings of this review will be fed into that broader body of work.
3. Where quality is being compromised because of the use of units within regulation (i.e. short duration courses outside of the workplace to achieve regulatory compliance), that the owners of that regulation consider options for strengthened enforcement; and, where it is considered that training providers are not meeting their obligations under the Standards for RTOs that stakeholders report this practice to the appropriate VET Regulator so it can be investigated.

OUTSTANDING ISSUES

There are no outstanding issues.

OUTCOMES OF EMERGENCY RESPONSE REVIEW

BACKGROUND

The following three units included in this review relate to first response to mine emergency and rescue.

- RIIERR201D Conduct fire team operations
- RIIERR204D Provide aided rescue to endangered personnel
- RIIERR302D Respond to local emergencies and incidents

The review was requested by Mines Rescue Services to ensure they are appropriate for implementation across the range emergency response scenarios for both coal and metalliferous mining.

Feedback suggests the units need to provide more clarity about personal protective equipment, firefighting equipment, strategies and techniques; and, ensure these are clearly articulated in skill and knowledge evidence requirements. Some of the knowledge evidence items included in these units need improved specification of requirements to ensure they adequately underpin performance.

An additional issue raised about these units is they appear to be more metal mine response focused and ignore some specific hazards (and their controls) associated with underground coal mining, e.g. outburst and rock burst which have both caused fatalities.

The activities described within the three units often cross over and it may be possible to better organise the tasks across the three units to facilitate more focussed skilling outcomes.

CASE FOR CHANGE

The following industry supported changes are proposed for the three units. Benefits are described after the four proposed changes.

1. Strengthen content related to personal protective equipment (PPE), firefighting equipment, strategies and techniques

The units do not adequately address fire behaviour and the combustion process and methods of fighting fires.

2. Review alignment between performance criteria and assessment requirements

The current units often do not have clear links between the performance criteria, performance evidence and knowledge evidence. For example, knowledge evidence in RIIERR201D includes items such as “basic site geology and survey information and basic building structural information related to fire operations” and “critical situation dynamics and control”, but there is no clear indication in other fields of what performance this knowledge underpins.

3. Determine the most effective way to cover skills in the use of breathing apparatus and gas monitoring

This may be addressed by the addition of specific entry requirements for the units and/or inclusion of an element related to these skills and knowledge with associated evidence requirements.

4. Ensure specific requirements for emergency response in underground coal mines are covered

This may require an additional new unit for underground coal to be developed.

Benefits of the proposed changes

- *The proposed changes will improve development of skills and knowledge related to fires and their behaviour.*
- *The units only go part of the way to meeting the breadth of industry’s needs (there are a number of PUA units in the same field but they are too specific being developed for fire fighters as opposed to miners fighting fires).*
- *Would remove ambiguity between performance criteria and evidence requirements and provide clearer guidance on required evidence.*
- *Content related to the use of breathing apparatus currently is not sufficient to ensure competency in the use of this essential PPE.*
- *Hazards related to underground coal are unique to that type of mining and being able to respond to them is essential.*
- *The units would be improved for use by other sectors in mining, forestry and engineering.*

IMPACT OF THE PROPOSED CHANGES

Regulatory Compliance

RIIERR302D Respond to local emergencies and incidents is part of Standard 11 in Queensland and as such any amendments to this unit will need to include close consultation with the regulator in that state.

RTO impacts

The primary impact for RTOs will be to amend resources and in some instances scope in response to the proposed changes. Notwithstanding this, the proposed changes will improve the quality of outcomes in this key area of worker safety, and as such, the longer term benefits resulting from this will far outweigh the short term costs.

All RTOs will be made aware of the proposed changes and the timing of the development and endorsement programme. This will enable management of resource stocks and a planned transition to the revised components within the available transition and teach out arrangements which should minimise cost.

OUTSTANDING ISSUES

There are no outstanding issues.

OUTCOMES OF BLASTING REVIEW

BACKGROUND

Feedback has suggested the performance criteria and associated assessment requirements of **RIIBLA202E Support underground Shotfiring operations** need review to ensure they accurately describe tasks completed by 'support' roles as opposed to those of a shot firer. This unit is often delivered as a standalone unit for personnel working in bench assistant or support shotfirer roles. These roles are a support resource to the shotfirer responsible for helping gathering explosives from magazines, transporting and storing underground, and assisting the shotfirer with face charging activities. Many personnel in a mine may qualify in this unit, whereas only those personnel who are responsible for the complete blasting activity, including tying up and initiation, as well as post blast activities would complete the full shotfirer skill set. Some minor amendments to the unit will support clearer role clarity.

RIIBLA203D Conduct mobile mixing of explosives needs to be updated to reflect contemporary equipment and practices. This unit is often delivered as a standalone unit, but can be bundled with associated units of competency as part of a holistic training and assessment approach for a Mobile Mixing Unit (MMU) operator. This could include, but not be limited to, storage, handling and transport of explosives. Other units may cover pre-start checks, operational maintenance, Operate Heavy Rigid or Medium vehicle, conduct pumping operations, and operation of a Programmable Logic Controller (PLC). There is no specific unit for either surface or underground, and hence this unit is applicable to both types of operation.

There are some units related to blasting in the AHC10 Agriculture, Horticulture and Conservation and Land Management training package but none adequately cover the skills and knowledge in the RII units; nor reflect the needs of the Resources sectors.

CASE FOR CHANGE

The following industry supported changes are proposed in response to the feedback described above. Following each of the changes is a description of the benefit of the change for stakeholders.

1. Application of explosion inhibitor - performance criteria 2.4 in RIIBLA202E Support underground Shotfiring operations

A significant number of sites do not require the application of explosion inhibitor. Replace with broader criteria and make appropriate amendments to corresponding performance and knowledge evidence requirements.

2. Completing muck out - performance criteria 3.2 in RIIBLA202E Support underground Shotfiring operations

Remove the requirement that "muck out is completed" because it is not within a support underground shotfirer's role. Replace with broader criteria and make appropriate amendments to corresponding performance and knowledge evidence requirements.

- *Amending the two problematic performance criteria will enable the unit to be applied in a broader range of workplace contexts.*
- *The amendments will enable easier implementation for RTOs with flow on benefits for industry.*
- *The only alternative to making the proposed changes would be the development of additional units to cover the workplace contexts where there is currently a barrier to the unit being applied. It is not industry's preference to have multiple narrowly defined units unless this is an absolute necessity.*

3. Undertake a review of RIIBLA203D Conduct mobile mixing of explosives

Update the unit to reflect contemporary equipment and workplace practice.

- *Mobile Mixing Units (MMUs) or Mobile Production Units (MPUs) have reached a level of sophistication far beyond earlier generations. They are now capable of producing a wide range of explosive products according to controlled formulations. They include sophisticated control systems, pumps, augers, hydraulically powered hose delivery, computer managed delivery rates, accurate tracking and reporting of raw materials, multiple isolation points, etc.*
- *Skill and knowledge requirements described in the unit are inadequate to support comprehensive training and assessment for contemporary equipment. Industry is required to provide additional training to cover skills and knowledge not covered by the unit. Amendments will bring the unit into line with industry requirements, simplify training and assessment delivery, and ensure certification reflects a competent person using contemporary equipment.*

4. Review placement of RIIBLA203D Conduct mobile mixing of explosives within qualifications

Add RIIBLA203D Conduct mobile mixing of explosives as a Group D elective within RII30115 Certificate III in Surface Extraction Operations; and a Group B elective within RII30315 Certificate III in Underground Metalliferous Mining.

- The increased sophistication in this work since the unit was last reviewed also raises questions about its placement within RII Qualifications. It is currently an elective within RII20215 Certificate II in Surface Extraction Operations and RII20415 Certificate II in Underground Metalliferous Mining. There is sufficient justification for it to be added as an elective within the AQF 3 level qualifications within these career paths to facilitate improved occupational definition and career progression.

IMPACT OF THE PROPOSED CHANGES

Regulatory Compliance

RIIBLA202E Support underground Shotfiring operations is part of RIISS00035 Underground Shotfiring – Coal Skill Set, and RIISS00036 Underground Shotfiring – Metalliferous Skill Set. Accordingly, regulators in States and Territories include this unit as part of licensing requirements for underground shotfirers in the coal and metalliferous sector. Regulators will need to consider if any changes are required to their accreditation schemes. They will be represented on the TAC which guides development work.

The activity covered by RIIBLA203D Conduct mobile mixing of explosives is not licenced by regulators such as DNRM in QLD (currently). It is listed on their web site matrix for competency requirements as a recommended requirement for MMU Operator roles, but it is not mandated.

RTO impacts

The proposed changes to RIIBLA202E Support underground Shotfiring operations are not extensive and should result in the amended unit being deemed 'equivalent' to the current one. Hence it is unlikely there will be any scope implications for RTOs. The primary impact for RTOs will be that they will need to amend resources in response to the proposed changes.

Changes to RIIBLA203D Conduct mobile mixing of explosives will be more substantial and it is almost certain that the revised unit will be deemed 'not equivalent' to the current one. RTOs will need to make substantial changes to resources and re-apply for scope. These impacts are necessary to update the unit so it reflects contemporary practice and equipment.

All RTOs will be made aware of the proposed changes and the timing of the development and endorsement programme. This will enable management of resource stocks and a planned transition to the revised components which should minimise cost.

Industry impacts

A risk with review of RIIBLA203D Conduct mobile mixing of explosives is that the changes could possibly cause problems for companies still using older types of equipment. This will be managed through broad consultation and ensuring that companies using the full range of equipment types are represented on the Technical Advisory Committee (TAC) formed to guide development work.

INDUSTRY'S EXPECTATIONS

RIIBLA202E Support underground Shotfiring operations can normally be delivered from a theory perspective in a day or two. The practical application of the training and subsequent assessment needs to occur underground in the workplace. E-Learning may be a suitable means for the theory component, but not for the practical application, which would need to occur under direct supervision of a qualified shotfirer, and involve different loading activities. This unit is also bundled as part of coal and metalliferous shotfirer courses, as the unit is part of the skillset for both. In this context, the theory course for a shotfirer would typically take 1 week, followed by on-the-job experience under direct supervision, which can take months to experience all the different types of blasts, and cover all requirements of the unit.

Delivery of **RIIBLA203D Conduct mobile mixing of explosives** needs to cover all the vehicles manufacturing, delivery and control systems, as well as inbuilt safety systems including controls for pumps, emergency stop isolations etc. The theory component can occur in part off the job, but needs to involve actual equipment. Practical reinforcement must occur on the vehicle itself, in actual workplace situations involving different blast loading scenarios. Assessment must occur in the workplace and address the different delivery methods and products supported by the MMU.

OUTSTANDING ISSUES

There are no outstanding issues.

OUTCOMES OF TYRE FITTING REVIEW

BACKGROUND

In recent years there have been a number of workplace incidents on mine sites related to the fitting of tyres including worker fatalities. In response to this there has been State Government Commissioner Safety alerts issued, reviews of the relevant Australian Standards, and more recently a Recognised Standard for Tyre, Wheel and Rim Management drafted for issue under the QLD Coal Mining Safety Act 1999.

This review looked at existing units of competency related to tyre fitting and considered their suitability for equipment used in the resources and infrastructure sectors.

The following table lists RII Training Packages units of competency related to tyres and rims which have been in place for some time. The table also lists a number of earthmoving and off-the-road tyre specific units of competency developed in 2011/2012 by Auto Skills Australia (through consultation with representatives from the tyre and mining industries).

RII Training Package	AUR Training Package
RIISAM211D - Remove, repair and refit tyres and tubes	AURKTJ001 Remove, inspect and fit earthmoving and off-the-road tyres
RIISAM210D - Remove and fit wheel assemblies	AURKTJ002 Remove, inspect and fit earthmoving and off-the-road wheel and rim assemblies
	AURKTJ005 Select earthmoving and off-the-road tyres, wheels and rim assemblies for specific applications
	AURKTJ006 Use earthmoving and off-the-road tyre handlers

When the AUR units were developed it was expected that the corresponding RII units would be retired and replaced within relevant RII qualifications with the AUR ones.

Analysis and comparison of content for the following units was conducted:

- RIISAM211D against AURKTJ001
- RIISAM210D against AURKTJ005

The analysis found that all requirements of the RII units were covered by the AUR equivalents. However the AUR versions provided stronger coverage of skill and knowledge requirements related to earthmoving and off-the-road tyres which are commonly used within the resources and infrastructure sectors. The analysis suggests the current duplication is not required.

The two RII units of competency currently sit within the following RII qualifications:

- RII20215 - Certificate II in Surface Extraction Operations (Group C Electives)
- RII20315 - Certificate II in Underground Coal Mining (Group B Electives)

The AUR Training Package provides units broken up into specialist areas including: light, heavy, Agricultural and earthmoving. These areas provide greater specification than the generic units contained in the RII Training Package. The additional units covering the 'selection of tyres and rims' and the 'use of tyre handlers' provide coverage of additional essential skills and knowledge for resources sector workers required to fit and remove tyres and rims.

CASE FOR CHANGE

The following industry supported changes are proposed. Following each of the changes is a description of the benefit of the change for stakeholders.

1. Retire RII Units related to tyre fitting

Remove the units, **RIISAM211D - Remove, repair and refit tyres and tubes** and **RIISAM210D - Remove and fit wheel assemblies** from the RII Training Package because they duplicate content held within the AUR Training Package. Ensure sufficient transition arrangements are in place for retired units, i.e. RII units should remain on the national register for 2-3 years before full removal.

- *AUR units provide content that is specific to different tyre types and as such describe more relevant skills and knowledge for the resources sector than the generic RII equivalent units.*
- *The IRCs responsible for tyre units in the AUR Training Package are better placed to provide advice on development and maintenance of tyre fitting content in training packages.*
- *Removing duplicate units encourages skills recognition, labour mobility and contextualisation of training/assessment.*

2. Replace RII Units of competency with the AUR equivalents

Remove/replace units as follows:

Qualification / elective group	Remove	Replace with
RII20215 - Certificate II in Surface Extraction Operations (Group C)	RIISAM211D - Remove, repair and refit tyres and tubes	AURKTJ001 Remove, inspect and fit earthmoving and off-the-road tyres
And RII20315 - Certificate II in Underground Coal Mining (Group B)	RIISAM210D - Remove and fit wheel assemblies	AURKTJ002 Remove, inspect and fit earthmoving and off-the-road wheel and rim assemblies

- *See benefits described for previous proposed change*

3. Develop a Skill Set covering tyre fitting in the Resources sector

To enable companies to train and assess workers responsible for fitting the very large tyres on earthmoving equipment used in the resources sector a Skill Set should be developed.

The Skill Set should cover the technical requirements for tyre fitting but also have an equal focus on risk assessment/management of this task, and the tools and equipment used for it within the resources sector.

The TAC formed to guide this work will need to identify any skill requirements for fitting very large earthmoving tyres not covered by the AUR tyre units and RII risk management units and determine if these can be covered by another existing unit or if new content needs to be developed.

- *Will enable enterprises to develop and deliver contextualised training and assessment of workers on a range of tyre types in-line with manufacturer guidelines and internal procedures for those tyre types.*

IMPACTS OF THE PROPOSED CHANGES

Regulatory Compliance

Some organisations may have developed assessment tools for RII units to use for verification of competence which will need to be mapped against AUR units and revised.

RTO impacts

Equivalency of both qualifications will not be affected and therefore there will not be any scope implications for RTOs unless they hold scope for the individual units. The primary impact for RTOs will be that they will need to amend resources in response to the proposed changes.

All RTOs will be made aware of the proposed changes and the timing of the development and endorsement programme. This will enable management of resource stocks and a planned transition to the revised components which should minimise cost.

OUTSTANDING ISSUES

There are no outstanding Issues

PROPOSED APPROACH AND ESTIMATED TIMEFRAMES FOR UNDERTAKING DEVELOPMENT WORK

All development work could be undertaken in the first half of 2017 with the intention of submitting a Case for Endorsement covering all sub-projects in this Case for Change to the AISC's first meeting after the end of July 2017.

Following is a brief description of the approach for each project. This is followed by a graphical indication of the broad timeframes proposed.

Mobile plant operation and materials handling (MPO/HAN)

This will be by far the largest body of work resulting from this Case for Change and as such development work should commence at the start of the 2017 calendar year.

Analysis conducted as part of this Case for Change has identified the relative impact on units (i.e. some will require multiple amendments whilst others will be minimal – refer Attachment C).

A Technical Advisory Committee (TAC) will be formed at the outset of development work to agree on conventions to be applied for each of the proposed changes.

Initially a selection of 20% of the units to be reviewed would be identified. The first draft of amendments to that selection would be completed by the SSO as a desktop activity for review and amendment by the TAC prior to publishing for broader stakeholder input. Once amendments to that selection were agreed the remainder of units would be amended with the consultation process repeated.

Traffic Control

Whilst development to complete recommended amendments for these units can be done quite quickly, broad consultation will be required due to the very high enrolment numbers and the strong links to State/Territory accreditation schemes.

Work is currently occurring between Austroads and State/Territory Roads Authorities to harmonise some aspects of their accreditation schemes. The timing of any development work on these units should be aligned to the implementation of this other initiative to ensure the bodies of work complement each other; and, minimise disruption to industry.

Some States/Territories may need to make slight amendments to their accreditation processes to accommodate the amendments and as such the timing for publication of the revised units will need to be communicated well in advance to roads authorities so they can plan the timing for implementation of their revised accreditation schemes (if required).

Mine Supervision

There is no development required for this project at this time. A Case for Change looking at leadership and management for the resources and infrastructure sectors more broadly is proposed in the RII Training Package Four Year Workplan.

First Emergency Response and Rescue (ERR)

There is already a reasonably firm indication of the required amendments for these units so development timeframes will be shorter than those for other projects. A TAC will be formed to guide first drafts which will then be released for broader consultation.

Blasting (BLA)

There is already a reasonably firm indication of the required amendments for these units so development timeframes will be shorter than those for other projects. A TAC will be formed to guide first drafts which will then be released for broader consultation.

Tyre Fitting

A TAC will be formed at the outset of this project including inviting representation nominated by the IRC responsible for tyre fitting content in the AUR Training Package.

The creation of a skill set for tyre fitting in the resources sector will require a functional analysis in the first instance. This may or may not identify that a new unit/s need to be developed.

Once functional analysis is completed components can be drafted under the direction of the TAC and circulated for broader consultation.

BROAD TIMEFRAMES FOR DEVELOPMENT

The following table shows proposed timeframes for development work described in the Case for Change.

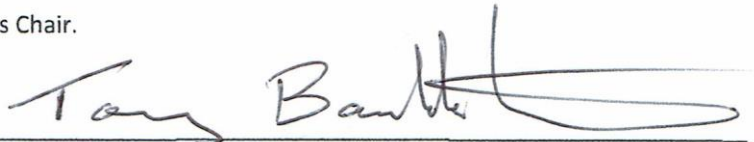
Project	January '17	February '17	March '17	April '17	May '17	June 17	July '17
MPO/HAN	Commence	Draft	Consult	Draft	Consult	Redraft and validate. Complete Case for Endorsement (CfE).	Submit CfE
Traffic		Commence	Draft	Consult			
ERR			Commence	Draft	Consult		
BLA			Commence	Draft	Consult		
Tyre		Commence	Functional analysis	Draft	Consult		

IRC SIGNOFF

This Case for Change was agreed to by the following IRCs:

- Civil Infrastructure
- Coal Mining
- Drilling
- Extractive Industries (Quarrying)
- Metalliferous Mining

Signed for and on behalf of the Civil Infrastructure IRC by its Chair.



Tony Baulderstone

Signature of Chair

Date: 25-11-16

Signed for and on behalf of the Coal Mining IRC by its Chair.



Darryl Cooper

Signature of Chair

Date: 28 NOV 16

Signed for and on behalf of the Drilling IRC by its Chair.

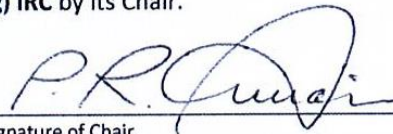


Tim Westcott

Signature of Chair

Date: 25/11/2016

Signed for and on behalf of the Extractive Industries (Quarrying) IRC by its Chair.

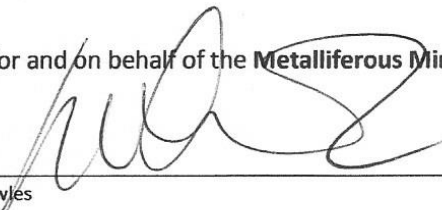


Paul Sutton

Signature of Chair

Date: 25/11/16

Signed for and on behalf of the Metalliferous Mining IRC by its appointed Chair.



Mark Knowles

Signature of Chair

Date: 25/11/2016

ATTACHMENT A: SCHEDULE OF REVIEW OF TRAINING PRODUCTS

Skills Service Organisation: SkillsDMC, under a Transitional Agreement with the Commonwealth of Australia to provide services consistent with those of a Skills Service Organisation (SSO) until one is appointed.

Contact details: Paul Humphreys, Technical Manager, trainingpackage@skillsdmc.com.au

Date submitted: 25 November 2016

Training Package: RII Resources and Infrastructure Industry Training Package

HAN & MPO REVIEW

Unit Code	Unit Name	IRC Name	Review status	Change Required
RIIHAN201D	Operate a forklift	All Five RII IRCs	Completed	Change, costs of change are less than the benefits of change.
RIIHAN202D	Handle and store cargo	All Five RII IRCs		
RIIHAN203D	Conduct lifting operations	All Five RII IRCs		
RIIHAN204D	Load and unload cargo/goods	All Five RII IRCs		
RIIHAN206D	Transport plant, equipment and personnel	All Five RII IRCs		
RIIHAN207D	Operate personnel and materials hoists	All Five RII IRCs		
RIIHAN208D	Perform dogging	All Five RII IRCs		
RIIHAN209D	Perform basic rigging	All Five RII IRCs		
RIIHAN210D	Perform intermediate rigging operations	All Five RII IRCs		
RIIHAN211D	Conduct basic scaffolding operations	All Five RII IRCs		
RIIHAN212D	Conduct non-slewing crane operations	All Five RII IRCs		
RIIHAN213D	Work effectively in the drilling Industry	All Five RII IRCs		
RIIHAN301D	Operate elevating work platform	All Five RII IRCs		
RIIHAN302D	Conduct intermediate scaffolding operations	All Five RII IRCs		
RIIHAN304D	Conduct slewing crane operations	All Five RII IRCs		
RIIHAN305D	Operate a gantry or overhead crane	All Five RII IRCs		
RIIHAN306D	Carry out lifting using multiple cranes	All Five RII IRCs		
RIIHAN307D	Operate a vehicle loading crane	All Five RII IRCs		
RIIHAN308E	Load and unload plant	All Five RII IRCs		
RIIHAN309E	Conduct telescopic materials handler operations	All Five RII IRCs		
RIIHAN310D	Conduct crane operations underground	All Five RII IRCs		
RIIHAN311E	Conduct operations with integrated tool carrier	All Five RII IRCs		
RIIMPO201D	Operate roller/compactor underground	All Five RII IRCs		
RIIMPO202D	Undertake towing underground	All Five RII IRCs		
RIIMPO203D	Support bucket wheel system operations	All Five RII IRCs		
RIIMPO204D	Conduct conveyor shifting dozer operations	All Five RII IRCs		
RIIMPO205D	Operate roller/compactor	All Five RII IRCs		
RIIMPO206D	Conduct bulk water truck operations	All Five RII IRCs		
RIIMPO208E	Operate support equipment	All Five RII IRCs		
RIIMPO210D	Conduct underground truck operations	All Five RII IRCs		
RIIMPO301D	Conduct hydraulic excavator operations	All Five RII IRCs		
RIIMPO302D	Conduct hydraulic shovel operations	All Five RII IRCs		
RIIMPO303D	Conduct rope shovel operations	All Five RII IRCs		
RIIMPO304D	Conduct wheel loader operations	All Five RII IRCs		
RIIMPO305E	Conduct coal stockpile dozer operations	All Five RII IRCs		
RIIMPO306D	Operate plant/machinery on live stockpiles	All Five RII IRCs		
RIIMPO307D	Conduct wheel grader operations in underground mines	All Five RII IRCs		
RIIMPO308E	Conduct tracked dozer operations	All Five RII IRCs		
RIIMPO309E	Conduct wheeled dozer operations	All Five RII IRCs		
RIIMPO310E	Conduct grader operations	All Five RII IRCs		

Unit Code	Unit Name	IRC Name	Review status	Change Required		
RIIMPO312D	Conduct scraper operations	All Five RII IRCs				
RIIMPO313D	Conduct face loader operations	All Five RII IRCs				
RIIMPO314D	Operate small open cut mine equipment	All Five RII IRCs				
RIIMPO315D	Conduct tractor operations	All Five RII IRCs				
RIIMPO316D	Conduct self propelled compactor operations	All Five RII IRCs				
RIIMPO317E	Conduct roller operations	All Five RII IRCs				
RIIMPO318E	Conduct civil construction skid steer loader operations	All Five RII IRCs				
RIIMPO319D	Conduct backhoe/loader operations	All Five RII IRCs				
RIIMPO320E	Conduct civil construction excavator operations	All Five RII IRCs				
RIIMPO321E	Conduct civil construction wheeled front end loader operations	All Five RII IRCs				
RIIMPO322D	Conduct civil construction tracked front end loader operations	All Five RII IRCs				
RIIMPO323D	Conduct civil construction dozer operations	All Five RII IRCs				
RIIMPO324E	Conduct civil construction grader operations	All Five RII IRCs				
RIIMPO325D	Conduct civil construction scraper operations	All Five RII IRCs				
RIIMPO326D	Conduct civil construction water cart operations	All Five RII IRCs				
RIIMPO327D	Conduct pipe layer operations	All Five RII IRCs				
RIIMPO328D	Conduct continuous bucket trencher operations	All Five RII IRCs				
RIIMPO329D	Conduct dragline operations	All Five RII IRCs				
RIIMPO330D	Conduct bucket-wheel operations	All Five RII IRCs				
RIIMPO331D	Conduct operations with stockpile dozer	All Five RII IRCs				
RIIMPO333D	Conduct underground load, haul and dump truck operations	All Five RII IRCs				
RIIMPO334D	Conduct skid steer loader operations using attachments	All Five RII IRCs				
RIIMPO335D	Conduct skid steer loader operations without attachments	All Five RII IRCs				
RIIMPO336D	Conduct belly dump truck operations	All Five RII IRCs				
RIIMPO337D	Conduct articulated haul truck operations	All Five RII IRCs				
RIIMPO338D	Conduct rigid haul truck operations	All Five RII IRCs				
RIIMPO402D	Apply the principles of earthworks construction	All Five RII IRCs				
RIIHAN205D	Secure cargo	All Five RII IRCs			Completed	No change, to be scheduled for review in four years
RIIHAN401D	Organise and monitor wharf/terminal operations	All Five RII IRCs				
RIIHAN402D	Process movement of containers and cargo	All Five RII IRCs				
RIIMPO401D	Supervise mobile plant operations	All Five RII IRCs				
RIIMPO403D	Monitor interaction of heavy and light vehicles and mining equipment	All Five RII IRCs				
RIIMPO501D	Implement, monitor, rectify and report on mobile plant and equipment systems	All Five RII IRCs				
RIIMPO502D	Manage the interaction of heavy and light vehicles and mining equipment	All Five RII IRCs				
RIIMPO503D	Manage laser levelling of operating plant	All Five RII IRCs				

TRAFFIC MANAGEMENT REVIEW

Unit Code	Unit Name	IRC Name	Review status	Change Required
RIIWH205D	Control traffic with stop-slow bat	Civil	Completed	Change, costs of change are less than the benefits of change.
RIIWH302D	Implement traffic management plan	Civil		

MINE SUPERVISION REVIEW

Unit Code	Unit Name	IRC Name	Review status	Change Required
RIICOM301D	Communicate Information	All Five	Included in another Case for Change	No change, costs of change are greater than the benefits of change
RIIRIS301D	Apply risk management processes	All Five		
RIIWH301D	Conduct safety and health investigations	All Five		

EMERGENCY RESPONSE REVIEW

Unit Code	Unit Name	IRC Name	Review status	Change Required
RIIERR201D	Conduct fire team operations	Coal & Metal's	Completed	Change, costs of change are less than the benefits of change.
RIIERR204D	Provide aided rescue to endangered personnel	Coal & Metal's		
RIIERR302D	Respond to local emergencies and incidents	Coal & Metal's		

BLASTING REVIEW

Unit Code	Unit Name	IRC Name	Review status	Change Required
RIIBLA202E	Support underground Shotfiring operations	Coal & Metal's	Completed	Change, costs of change are less than the benefits of change.
RIIBLA203D	Conduct mobile mixing of explosives	Coal, Metal's & Extractive		

TYRE FITTING REVIEW

Unit Code	Unit Name	IRC Name	Review status	Change Required
RIISAM210D	Remove and fit wheel assemblies	Coal, Metal's & Extractive	Completed	Change, likely to be recommended for removal from the national training system
RIISAM211D	Remove, repair and refit tyres and tubes	Coal, Metal's & Extractive		

ATTACHMENT B: STAKEHOLDERS CONSULTED

Individuals from the following organisations contributed during consultation related to this Case for Change through either: attendance at a consultation workshop; providing and electronic submission; or, providing specific subject matter expertise.

- Access Training Centre
- Achieve Training
- Acquired Awareness
- ActiveTEC
- Admire Workplace Safety
- AE Training & Assessment Services
- Akron Group NT
- Altus Traffic
- Anglo American
- ARBTrack Australia
- Associated Training Consultants
- ATB Training
- Australian Asphalt and Pavement Association
- Australian Drilling Industry Training Committee
- Australian Employment Services
- Australian Industry Drilling Association
- Australian Skills Quality Authority
- Australian Training Alliance
- BHP Billiton Mitsubishi Alliance (multiple divisions)
- Billiton Mitsui Coal (BMC) - South Walker Creek & Poitrel Mines
- Blastcon
- Boral & Boral Asphalt
- Bridgestone Earthmover tyres
- CFMEU - Mining & Energy Division Qld
- Charles Darwin University
- Civil Contractors Federation (including National, NSW, NT, SA, QLD, Vic & WA Divisions)
- Construction Material Processors Association
- Construction Skills Queensland
- Construction Skills Training Centre
- Construction Training Group
- CRW Training
- Delta Training
- Dickens Assessment and Training Services
- Down to Earth Training & Assessing
- Down Under Training
- Dubbo Traffic Control Training
- Dyno Nobel
- Earthworks Training and Assessment Services
- Elevating Work Platform Association of Australia
- Emergency Risk Management Queensland
- Ensham Resources PTY LTD
- Evolution Training
- Fire & Rescue Australia Training
- Foraco
- Foresite Training
- Forsythes Training
- Glencore (multiple divisions)
- Holmesglen Institute
- Institute of Public Works Engineering
- ISAustralia
- J&S Drilling
- Jellinbah Mine
- Journey Management Group
- JSW Drilling
- Krause Health & Safety
- LDO Training
- Lennon Training
- Macmahon
- Mcilwain Civil Engineering Pty Ltd
- Men at Work
- Milspec Proficiency Solutions
- Mines Rescue NSW & QLD
- Mount Isa Mines
- Mynesight
- National Energy Resources Australia
- National First Aid Training Institute
- National Skills Institute
- NSW Department of Industry
- NSW Roads & Maritime Services
- NT Department of Infrastructure
- NT Industry Skills Advisory Council
- Onroad Offroad Training
- Orica
- Peabody Energy
- Perth Training Centre
- PIMS Mining
- QLD Transport & Main Roads
- Queensland Training and Development
- Response Civil Machinery and Equipment
- Rio Tinto (multiple divisions)
- Rockwell Drilling
- Ron Horsfall Training
- Safe T Training
- Sagacity Drilling Solutions
- SGS
- South32
- Southern Cross Training & Assessing
- SRG Limited
- Start Training
- SWQ Training
- TAFE NSW, SA & TASTAFE
- Tahbony Training & Assessment
- The Institute of Quarrying Australia
- The Management Edge
- The Operator School
- Thiess
- Traffic Management (Traffic Werx NT)
- TrainAbility (Training Management Services)
- Traffic Management Association of Australia (including National, NSW, SA & WA Divisions)
- Training Services Tasmania
- Trainwest
- Trans-plant Training
- Tweed Excavation and Mines Training
- VicRoads
- WA Chamber of Minerals and Energy
- WA Department of Training and Workforce Development
- WA Main Roads
- WA Resources Industry Training Council
- Western College
- William Adams Institute Training
- Winslow Group

ATTACHMENT C: ANALYSIS OF IMPACTED HAN AND MPO UNITS

Unit	Multiple soil types	Transporting/ loading	Attachments	Lifting and lifting gear	Maintenance tasks	Duplication
RIIHAN201D Operate a forklift	x	x	✓	✓	✓	✓
RIIHAN202D Handle and store cargo	x	x	x	✓	x	x
RIIHAN203D Conduct lifting operations	x	x	x	✓	✓	x
RIIHAN204D Load and unload cargo/goods	x	x	x	✓	✓	x
RIIHAN205D Secure cargo	x	x	x	x	x	x
RIIHAN206D Transport plant, equipment and personnel	x	✓	x	✓	✓	x
RIIHAN207D Operate personnel and materials hoists	x	x	✓	✓	✓	✓
RIIHAN208D Perform dogging	x	x	x	✓	✓	✓
RIIHAN209D Perform basic rigging	x	x	x	✓	✓	✓
RIIHAN210D Perform intermediate rigging operations	x	x	x	✓	✓	✓
RIIHAN211D Conduct basic scaffolding operations	x	x	x	✓	✓	x
RIIHAN212D Conduct non-slewing crane operations	x	x	x	✓	✓	✓
RIIHAN213D Work effectively in the drilling industry	x	x	x	✓	x	x
RIIHAN301D Operate elevating work platform	x	x	x	x	✓	✓
RIIHAN302D Conduct intermediate scaffolding operations	x	x	x	x	✓	✓
RIIHAN304D Conduct slewing crane operations	x	x	x	✓	✓	✓
RIIHAN305D Operate a gantry or overhead crane	x	x	x	✓	✓	✓
RIIHAN306D Carry out lifting using multiple cranes	x	x	x	✓	x	x
RIIHAN307D Operate a vehicle loading crane	x	x	✓	✓	✓	✓
RIIHAN308E Load and unload plant	x	✓	x	x	x	x
RIIHAN309E Conduct telescopic materials handler operations	x	x	✓	✓	✓	x
RIIHAN310D Conduct crane operations underground	x	x	✓	✓	✓	x
RIIHAN311E Conduct operations with integrated tool carrier	x	x	✓	✓	✓	x
RIIHAN401D Organise and monitor wharf/terminal operations	x	x	x	x	x	x
RIIHAN402D Process movement of containers and cargo	x	x	x	x	x	x
Total HAN Units impacted	0	2	6	19	18	11
RIIMPO201D Operate roller/compactor underground	x	x	✓	✓	✓	x
RIIMPO202D Undertake towing underground	x	x	x	✓	✓	x
RIIMPO203D Support bucket wheel system operations	x	x	x	x	✓	x
RIIMPO204D Conduct conveyor shifting dozer operations	x	x	✓	x	✓	x
RIIMPO205D Operate roller/compactor	✓	x	✓	✓	✓	x
RIIMPO206D Conduct bulk water truck operations	✓	✓	x	x	✓	x
RIIMPO208E Operate support equipment	x	x	✓	x	✓	x
RIIMPO210D Conduct underground truck operations	x	✓	x	x	✓	x
RIIMPO301D Conduct hydraulic excavator operations	x	x	✓	✓	✓	x
RIIMPO302D Conduct hydraulic shovel operations	x	x	✓	✓	✓	x
RIIMPO303D Conduct rope shovel operations	x	x	✓	✓	✓	x
RIIMPO304D Conduct wheel loader operations	x	x	✓	✓	✓	x
RIIMPO305E Conduct coal stockpile dozer operations	x	x	✓	✓	✓	x
RIIMPO306D Operate plant/machinery on live stockpiles	✓	x	✓	✓	✓	x
RIIMPO307D Conduct wheel grader operations in underground mines	x	x	✓	x	✓	x
RIIMPO308E Conduct tracked dozer operations	x	x	x	✓	✓	x
RIIMPO309E Conduct wheeled dozer operations	x	✓	✓	x	✓	x
RIIMPO310E Conduct grader operations	✓	✓	✓	✓	✓	x
RIIMPO312D Conduct scraper operations	✓	x	✓	✓	✓	x
RIIMPO313D Conduct face loader operations	x	x	✓	✓	✓	x

Unit	Multiple soil types	Transporting/ loading	Attachments	Lifting and lifting gear	Maintenance tasks	Duplication
RIIMPO314D Operate small open cut mine equipment	x	x	✓	x	✓	x
RIIMPO315D Conduct tractor operations	✓	✓	✓	✓	✓	x
RIIMPO316D Conduct self propelled compactor operations	✓	✓	✓	x	✓	x
RIIMPO317E Conduct roller operations	✓	✓	✓	x	✓	x
RIIMPO318E Conduct civil construction skid steer loader operations	✓	✓	✓	✓	✓	✓
RIIMPO319D Conduct backhoe/loader operations	✓	✓	✓	✓	✓	✓
RIIMPO320E Conduct civil construction excavator operations	✓	✓	✓	✓	✓	✓
RIIMPO321E Conduct civil construction wheeled front end loader operations	✓	✓	x	✓	✓	✓
RIIMPO322D Conduct civil construction tracked front end loader operations	✓	✓	✓	✓	✓	✓
RIIMPO323D Conduct civil construction dozer operations	✓	✓	✓	✓	✓	✓
RIIMPO324E Conduct civil construction grader operations	✓	✓	✓	✓	✓	✓
RIIMPO325D Conduct civil construction scraper operations	✓	✓	✓	✓	✓	✓
RIIMPO326D Conduct civil construction water cart operations	✓	✓	✓	✓	✓	✓
RIIMPO327D Conduct pipe layer operations	✓	✓	✓	✓	✓	x
RIIMPO328D Conduct continuous bucket trencher operations	✓	✓	✓	✓	✓	x
RIIMPO329D Conduct dragline operations	x	x	✓	x	✓	x
RIIMPO330D Conduct bucket-wheel operations	x	x	✓	x	✓	x
RIIMPO331D Conduct operations with stockpile dozer	x	✓	✓	✓	✓	x
RIIMPO333D Conduct underground load, haul and dump truck operations	x	x	✓	✓	✓	x
RIIMPO334D Conduct skid steer loader operations using attachments	✓	✓	✓	✓	✓	x
RIIMPO335D Conduct skid steer loader operations without attachments	✓	✓	✓	✓	✓	x
RIIMPO336D Conduct belly dump truck operations	x	✓	x	x	✓	x
RIIMPO337D Conduct articulated haul truck operations	x	x	x	✓	✓	x
RIIMPO338D Conduct rigid haul truck operations	x	x	x	✓	✓	x
RIIMPO401D Supervise mobile plant operations	x	x	x	x	x	x
RIIMPO402D Apply the principles of earthworks construction	✓	x	x	x	✓	x
RIIMPO403D Monitor interaction of heavy and light vehicles and mining equipment	x	x	x	x	x	x
RIIMPO501D Implement, monitor, rectify and report on mobile plant and equipment systems	x	x	x	x	x	x
RIIMPO502D Manage the interaction of heavy and light vehicles and mining equipment	x	x	x	x	x	x
RIIMPO503D Manage laser levelling of operating plant	x	x	x	x	x	x
Total MPO Units impacted	22	22	35	31	43	9
Total all Units impacted	22	24	41	50	61	20

