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PARTICIPANT HANDBOOK

Revision 1.3

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Participant Handbook

Welcome to Integral Development

Thank you for choosing Integral Development as your training provider and allowing us to play a role in your learning journey.

We pride ourselves on professional, flexible learning and providing you with the best experience possible to attain your learning goals.

We hope you are looking forward to your learning and making contacts along the way. We are here to help you make the most of your learning while ensuring the program is tailored and applicable to the challenges leaders face in the current operating environment.

I look forward to hearing of your achievements and providing support where I can. I trust you will enjoy your time with us and wish you every success in your learning.



Travis Thomas
Managing Director
Integral Development

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SECTION 1 INTRODUCTION

The purpose of this handbook is to provide you with a quick reference about training programs, policies and processes, roles and responsibilities guiding you through your learning experience with Integral Development.

Integral Development

Thank you for considering training with Integral Development.

Integral Development is a registered training organisation (RTO) registered with the Vet Regulator, Australian Skills Quality Authority (ASQA).

Integral Development aims to deliver high quality, innovative and engaging training that is relevant to participants, employers and industry. Our commitment to continuous improvement means we are constantly developing and improving new resources, processes and facilitation methods to remain ahead in technology and industry standards.

Integral Development's training location is:

- Perth, WA – 3/88 William Street, Perth, 6000

Integral Development offers a range of training products and services which includes the following:

- Accredited, Nationally Recognised Training:
 - BSB42015 Certificate IV in Leadership and Management
 - BSB51918 Diploma of Leadership and Management
 - BSB61015 Advanced Diploma of Leadership and Management
- Non-Accredited Training
 - Your Leadership Best
 - Leading for Strategic Impact
 - Applied Innovation
 - Dealing with Difficult Behaviours
 - Effective Facilitation Skills
 - Integral Women in Leadership
 - Leading Change
 - Coaching Skills for Leaders and Managers

As an RTO, Integral Development is bound to comply with the Standards for Registered Training Organisations (SRTOs) 2015. Training Services provided to participants follow policies and processes developed to meet the VET Quality Framework and SRTOs 2015.

Service Commitment

Integral Development is committed to providing quality training and assessment services to its learners.

We aim to:

- Provide training and assessment services that meet industry needs and trends;
- Deliver high quality, innovative and engaging training;
- Maintain a person-centred approach;
- Foster relationships with our participants, supporting them through their career;
- Provide flexible learning opportunities;
- Provide a supportive, facilitative and open learning environment;
- Ensure all training is delivered by qualified trainers and assessors with the necessary skills and experience;
- Ensure all training is continually monitored and improved;
- Maintain a healthy and effective learning environment for participants;
- Produce competent and confident workers that benefit the community and industry.

Training Programs

Integral Development delivers a range of training programs, both accredited and non-accredited, which we conduct as public courses or customised in-house programs for participants and industry. Our holistic approach ensures participants' needs are met. Accredited programs have been approved by State and /or Commonwealth Government.

SECTION 2 PARTICIPANT RIGHTS AND RESPONSIBILITIES

Integral Development conducts training courses at various venues to suit participant needs, course type, and learning styles. The following participant etiquette guidelines will help foster a healthy learning environment for all participants.

Assessment

All assessments must be submitted by the due date. If you are having difficulty completing an assessment, you should discuss it with your trainer/assessor well in advance of the due date. This way the trainer/assessor may be able to offer support or grant additional time. Please note there may be conditions or penalties to gaining an extension.

Assessment malpractice

Assessment malpractice includes: cheating, collusion and plagiarism.

Integral Development regards the integrity of assessment as critical to its professional responsibilities as an RTO and therefore strives to ensure the assessment processes are not compromised. Integral Development has policies and procedures in place for dealing with assessment malpractice.

- **Cheating -**
All assessments must be 100% your own work. Cheating or the use of another person's work and submitting as your own is cheating and will not be tolerated.
- **Collusion -**
Collusion is the presentation of work, which is the result in whole or in part of unauthorised collaboration with another person or persons. It is your responsibility to ensure that other participants do not have opportunity to copy your work.
- **Plagiarism -**
Copying from a published work (including the internet), without referencing, will not be tolerated. This includes presentation of work which has been copied in whole or in part from another person's work or from any other source such as the Internet, published books, and periodicals. This includes systematic re-wording or changing key nouns and verbs.
You must follow referencing guidelines if you use another person's idea, and put it into your own words.

Attendance

Attendance in training is recorded each day. These records are required for both learning, compliance and health and safety reasons.

Participant attendance in workshops is paramount to successful completion of learning and assessment outcomes. Participants are expected to be in attendance for all training sessions.

It is expected that participants arrive to workshops on time and remain for the full duration. Should it be necessary for you to leave a workshop early – you must advise the trainer/assessor before the workshop commences.

All workshop sessions are designed to provide participants the essential knowledge and skills required for relevant units of competency. It is expected however that participants will undertake additional reading and research.

If you are absent from a workshop, it is your responsibility to catch up on any work missed.

If you are going to be absent from a scheduled workshop or activity, please advise your trainer/assessor or Integral Development administration personnel. Other arrangements can be made, including self-paced learning or alternative training dates or catch-up sessions.

Punctuality

As a courtesy to other learners and the trainer/assessor, all participants must be punctual throughout the training day, including returning from breaks. Punctuality shows respect and is essential to avoid disruption to other participants and the trainer/assessor.

Behaviour

Participants are expected to behave appropriately in a mature and professional manner at all times. All participants are expected to take responsibility for their own learning and behaviour during training and assessment. Misconduct will not be tolerated.

Misconduct includes -

- Any offensive conduct or unlawful activity (e.g. theft, fraud, violence, assault);
- Interfering with another person's property;
- Removing, damaging or mistreating Integral Development property or equipment;
- Cheating/plagiarism;
- Interfering with another person's ability to learn through disruptions during training;
- Breach of confidentiality;
- Inappropriate language;
- Serious negligence, including WHS non-compliance;
- Discrimination, harassment, intimidation or victimisation;
- Being affected by drugs or alcohol and being unfit to participate in learning activities.

Respect for others

It is expected that the behaviour of all persons in the learning environment ensure a positive learning experience. Respect for other participants and the trainer/assessor is expected at all times.

Integral Development retains the right to remove disruptive participants from the training environment.

- You will be expected to treat staff and fellow participants with respect and observe any participant etiquette requirements which appear in this handbook or requested during the course by a trainer/assessor.
- Inappropriate language and actions will not be tolerated.
- Harassment, bullying and intimidation of staff or fellow learners will not be tolerated.
- Treat facilities and equipment with due care and respect.
- You are required to respect the rights of others and treat others in a manner which is fair and non-discriminatory.

Breaks

Your trainer will advise of timing for all breaks. Typically, though the following break times have been allocated, however they may vary:

- **15 minutes** duration for - Morning and afternoon tea breaks
- **45 minutes** duration for - Lunch breaks

Change of personal details

Participants are required to ensure their personal details recorded with Integral Development are up-to-date at all times. Should your circumstances or details change please update your record by emailing the RTO Coordinator on rto@integral.org.au.

Disciplinary Processes

Integral Development may implement participant discipline processes should a participant be found to be acting inappropriately, due to misconduct or assessment malpractice.

Any breaches of discipline will result in the person being given a 'verbal warning'.

Further disciplinary processes may include:

- The participant being asked to justify why they should continue to participate in the learning group;
- Suspension from the training room;
- Expulsion from the training room; or
- Expulsion from the training course.

Dress & Hygiene Requirements

Participants are to be well presented and appropriately dressed during all training. Dress requirements include:

- Neat, comfortable clothing in the workshop environment;
- Appropriate work attire, including personal protective clothing (PPE) for training in workplace or simulated environments;
- Appropriate footwear must be worn at all times;
- Since you will be working in close proximity with others, care with your personal hygiene (clothing, hair, deodorant etc) is requested.

Duty of Care

Under Workplace Health and Safety legislation, participants have a duty of care to maintain a safe environment for both themselves and their fellow participants.

- Should you be involved in an accident which results in personal injury and/or damage to equipment or facilities, notify your trainer/assessor immediately.
- If you have a personal health condition which may become critical while attending training, please advise us before commencing the course. All information will be treated in strict confidence and is only needed so Integral Development can provide support or treatment should an emergency arise.
- Emergency procedures and exit plans must be followed.

You have a duty to:

- Protect your own health and safety and to avoid adversely affecting the health and safety of any other person;
- Not wilfully or recklessly interfere or misuse anything provided by Integral Development in the interests of health, safety and welfare;
- Cooperate with health and safety directives given by staff of Integral Development;
- Ensure that you are not affected by the consumption of drugs or alcohol.

Evaluation and Feedback

Integral Development values all feedback from participants as it assists us to continuously improve the products and services we offer. Participants are encouraged to provide us with feedback, both positive and constructive.

Integral Development has developed some feedback forms (usually in digital format) for you to provide feedback.

Thank you in advance for your comments.

Learner Support services

Integral Development understands that there may be times when personal issues may affect your ability to undertake your training. Integral Development has identified a number of support services for participants who have special needs or require additional support and assistance to undertake or complete their learning.

Mentoring & Guidance

Integral Development can provide participants with mentoring, coaching and guidance on course content, as well as effective learning and study techniques.

Centrelink

Centrelink may be able to assist you in payment for your training. Payments are in many instances in accordance to asset tests and may also be determined based on the number of hours undertaken. These may include:

- Youth allowance
- Austudy payment
- Newstart allowance
- ABSTUDY
- CentrePay

You should discuss your own personal circumstances and opportunities with your local Centrelink office.

Language, Literacy Numeracy

Discuss with us your options for further language literacy and numeracy development.

Reading Writing Hotline

<http://www.readingwritinghotline.edu.au/>

1300 655 506

Learning Materials

Participants receive a copy of training and /or assessment materials as part of the course fee. Should you lose or misplace the materials you are provided, additional fees for replacement of materials may be incurred.

Making the Most of your Training

It is very important to make the most of your training opportunity. Please note it is your responsibility to do this. To optimise your own learning and successful completion, undertake to do the following:

- Attend all training sessions and complete all required reading and learning activities;
- Prepare well in advance of each training session;
- Be a willing participant;
- Work with fellow learners;
- Respect other people's opinions;
- Ensure you have a clear understanding of the assessment requirements;
- Take responsibility for the quality of evidence that you submit to the Assessor;
- Keep track of your progress;
- Complete and submit all assessment tasks on time, using clear and concise language;
- Be willing to contact your trainer/assessor if you do not understand the training activity or assessment task.

Mobile Phones

All phones must be turned off (or at least on silent) during training unless otherwise instructed, as a courtesy to the trainer/assessor and other participants. In an emergency where you need to be contacted, please advise your trainer/assessor so that arrangements can be made.

Security

Do not leave handbags or other valuables unattended. Although the building may be reasonably secure, you are ultimately responsible for your own belongings. Integral Development accepts no responsibility for any belongings which may be stolen or go missing.

SECTION 3 COURSE INFORMATION

Accredited Training Programs

Accredited programs are competency based which means that training and assessment focuses on the development and recognition of a person's ability to apply relevant knowledge and skills to perform workplace tasks to a specified standard.

The specific skills and knowledge required for particular workplace activities are set out in Units of Competency which can be grouped together to formulate the completion of a nationally recognised qualification. Nationally recognised qualifications are outlined in Training Packages. These can be viewed at www.training.gov.au.

Each qualification has a list of employability skills which describe the non-technical skills and competencies that are important for effective and successful participation in the workforce. For each qualification there are specific employability skills listed under the following headings:

- Communication
- Teamwork
- Problem solving
- Initiative and enterprise
- Planning and organizing
- Self-management
- Learning
- Technology

These employability skills will be part of the assessment requirements of a nationally accredited course.

Competency

It is important to note that the rules and requirements of a Unit of Competency and a qualification are applied to all participants regardless of where they are, or the mode of training delivery provided. You could be a full-time participant in a workshop or the workplace, or you could be applying for recognition of the skills and knowledge currently held.

Each Unit of Competency is made up of the following:

- Elements;
- Performance Criteria;
- Performance Evidence;
- Knowledge Evidence;
- Assessment Conditions;
- Any pre or co requisites (if applicable).

To be deemed Competent in any Unit of Competency you must be able to provide evidence of the required skills and knowledge to complete work tasks to the standard that is required in the workplace and to the level of qualification. Skills need to be demonstrated in a range of situations and environments (which could include simulated applications in a learning environment) over a period of time.

Evidence

Evidence is the material proof that you have performed the specified competency or task to the required standard. Your evidence requirements will be determined by the Unit of Competency, employability skill requirements, industry expectations, Government regulations, and your qualifications and current experience. Evidence can take many forms and you will be required to present more than just one piece of evidence.

Assessment tools that we will provide to you set out the exact requirements for evidence for each unit/module.

Examples of evidence could include one or more of the following:

- Specific assessments tasks set by your Assessor
- Observation reports
- Certificates and awards
- Examples of work completed or special projects
- Current licenses
- Position descriptions and performance reviews
- Third party reports
- Question responses

- Tests

Your evidence must also demonstrate the following:

- That you can do the job or task to the required standard
- Understand why the job should be done in a particular way
- Handle unexpected issues or problems
- Work with others 'in a team'
- Do more than one thing at a time, e.g. perform the task and be aware of the occupational health and safety requirements
- Know the workplace rules and procedures

Assessment

Assessment is an integral part of your learning if you wish to complete successfully and gain certification.

The assessment process will be explained at the program launch and throughout your program. Assessors and the RTO Coordinator will also be available to you if you have any questions.

Assessment is the process of collecting evidence and making judgement on whether competency has been achieved to confirm that an individual can perform to the standards expected in the workplace and as expressed in relevant competency standards.

Throughout the training program you will be assessed to see if you have gained the necessary skills and knowledge to achieve the qualification. Your trainer/assessor is required to ensure that the assessment tasks you undertake meet the national principles of assessment and rules of evidence (see below for more information).

Various assessments tasks /activities may be involved including, but not limited to:

- Observation of performance;
- assignments;
- written activities;
- written / oral questioning;
- oral presentations;
- workplace performance;
- projects;
- case studies;
- role plays/ simulations;
- demonstration of skills;
- online assessments;
- portfolio of evidence.

Certification will only be given to participants who successfully complete all assessment requirements for a course.

Integral Development is required to meet stringent quality requirements in the conduct of all assessments.

Integral Development has carefully constructed and developed assessment resources to meet these quality requirements, as well as be user friendly to participants.

Principles of Assessment

Assessments will be conducted in accordance with the following principles of assessment:

Valid	Any assessment decision of the RTO is justified, based on the evidence of performance of the individual learner. Validity requires: <ul style="list-style-type: none"> • Assessment against the unit/s of competency and the associated assessment requirement covers the broad range of skills and knowledge that are essential to competent performance; • Assessment of knowledge and skills is integrated with their practical application; • Assessment to be based on evidence that demonstrates that a learner could demonstrate these skills and knowledge in other similar situations; and • Judgement of competence is based on evidence of learner performance that is aligned to the unit/s of competency and associated assessments requirements.
Reliable	Evidence presented for assessment is consistently interpreted and assessment results are comparable irrespective of the assessor conducting the assessment.
Flexible	Assessment is flexible to the individual learner by: <ul style="list-style-type: none"> • Reflecting the learner's needs; • Assessing competencies held by the Learner no matter how or where they have been acquired; and • Drawing from a range of assessment methods and using those that are appropriate to the context, the unit of competency and associated assessment requirements, and the individual.
Fair	The individual learner's needs are considered in the assessment process. Where appropriate reasonable adjustments are applied by the RTO to take into account the individual learner's needs. The RTO informs the learner about the assessment process and provides the learner with the opportunity to challenge the result of the assessment and be reassessed if necessary.

Rules of Evidence and Assessment

Integral Development is required to ensure that all evidence provided by participants, as proof of their competency, meets the following "rules of evidence":

Valid	The assessor is assured that the learner has the skills, knowledge and attributes as described in the module or unit of competency and associated assessment requirements.
Sufficient	The assessor is assured that the quality, quantity and relevance of the assessment evidence enables a judgement to be made of a learner's competency.
Authentic	The assessor is assured that the evidence presented for assessment is the learner's own work.
Current	The assessor is assured that the assessment evidence demonstrates current competency. This requires the assessment evidence to be from the present or the very recent past.

Course Assessment

There will be assessment tasks set for each course regardless of the learning mode. Assessment activities and expectations will be explained to participants and are outlined within learner / assessment resources.

Many courses require assessment to be completed after the course, as workplace performance is essential in competency-based learning.

Presentation of Assessments / Assignments

- All assessments should be typed.
- Handwritten assessments are accepted; however, handwriting must be clear and easy to read.

- If you are mailing an assignment, it must be received by the due date. Integral Development does not accept responsibility for any lost assignments. **Please ensure you keep a copy of your assignment prior to submission.**
- All assignments are registered as they are received.
- Participants are entitled to one resubmit of assessments. If the re-submissions are still deemed Not Yet Competent (NYC), participants may be offered the opportunity to re-submit at a fee. No further re-submits are allowed. Participants must re-enrol in the course again, paying the full course fee of the day.

Assessment results

Results of assessment are provided to participants as soon as is practical. These results are emailed. Assessment results are confidential at all times and will not be given to any other party unless a written request signed by the participant is received in advance.

Reasonable adjustments

Participants with disabilities are encouraged to discuss with Integral Development any 'reasonable adjustments' to learning and assessment processes which they consider would be necessary or would assist them in the performance of their studies.

Careful consideration will be given to any requests for reasonable adjustment of this nature, and, where reasonably practicable, such adjustments will be made. There may, however, be circumstances where it will not be reasonable or reasonably practicable for Integral Development to accommodate or where other adjustments may be more appropriate. Reasonable adjustments cannot compromise the integrity of competency based training and assessment.

Extensions for Assessment

It is expected that all assessment tasks are handed in on the due date. Should you require additional time to complete an assessment you must communicate with your assessor and apply for an extension.

Certificates

Types of Certification

In general, four types of certificates are issued by Integral Development. Certificates can only be awarded by Integral Development in accordance with our approved qualification scope.

- **Qualification** – issued under the Australian Qualification Framework (AQF) for nationally recognised training. Full qualifications can only be issued once the participant has been deemed competent across all the relevant units of competency making up the qualification.
- **Record of Results** – accompanies a qualification issued under the Australian Qualification Framework (AQF) for nationally recognised training. This document supplements the qualification listing all units of competency achieved for the qualification.
- **Statement of Attainment (SOA)** – issued under the Australian Qualification Framework (AQF) for nationally recognised training. Issued when a participant is deemed competent in a unit or a cluster of units of competency. Minimum achievement for a SOA is one unit of competency. You can request a SOA at any time during your training.
- **Certificate of Attendance** – for non-nationally recognised training. Issued upon request when a participant attends a short course which is not within the Australian qualifications framework (AQF). To receive a Certificate of Attendance, the participant must have a satisfactory attendance rate.

Certificates will only be posted to participants at their nominated postal address as detailed on Integral Development's Student Management System (SMS). The onus is on the participant to ensure their address details are correct.

Certificates will not be sent to other parties, without the expressed prior written permission from the participant. Duplicate or replacement copies of certificates incur a fee.

Course Delivery

Integral Development ensures the following resources are in place:

- Trainer/Assessors and Assessors with appropriate qualifications, and experience;
- Course materials appropriate to the methods of delivery and assessment requirements;
- All necessary copyright authorisations;
- Appropriate equipment and facilities.

Training and assessment methods used by Integral Development meet specific quality requirements and are chosen to best suit the unit of competency, while giving consideration to the learning style of the participant. The provision of training often includes a blended approach with a combination of on and off-the-job methods.

A number of delivery methods will be used throughout the training to help you achieve the necessary skills. Learning is a partnership that involves participation from all involved.

Delivery methods may include, but are not limited to:

- Practical demonstrations
- Audio/visual presentations
- Group participation/ discussions
- Trainer/facilitator instruction
- Practical activities
- Self-paced activities
- Individual projects
- Workplace based training
- Case studies

Flexible Delivery

Flexible delivery focuses on learning rather than teaching to provide the best possible learning experience for the participant. This means that the participant has greater control over what, when and how they learn.

Integral Development offers various forms of delivery to accommodate the varying needs of participants. Modes of delivery available for most courses include workshop (face-to-face) environment, workplace –based, on-line, Recognition of Prior Learning (RPL) or a combination of these.

Language, Literacy and Numeracy

Each Training Package sets a minimum requirement in language, literacy and numeracy skills of participants, with which Integral Development must abide.

Integral Development makes appropriate concessions for language, literacy and numeracy issues of participants where these concessions do not compromise the requirements of the relevant Training Package and the integrity, equity and fairness of assessment.

Where there are entry requirements for courses e.g. literacy in English and numeracy, these are clearly stated in pre-enrolment and enrolment information.

Advice is given to all participants on appropriate actions if there is a need to update literacy and numeracy skills. Integral Development can assist in providing this additional development prior to completing your enrolment into vocational skills.

Recognition

Recognition is the collective term and includes:

- Recognition of prior learning (RPL);
- Recognition of current competency (RCC);
- Credit transfer (CT); and
- Mutual recognition (MR).

All participants have the opportunity to apply for recognition. This means that you can submit evidence for a Unit(s) of Competency and have it assessed by a qualified Assessor without completing the training.

Integral Development aims to maximise the recognition of a learner's prior skills and knowledge whilst at all times maintaining the integrity and standards of the defined learning outcomes of the specific qualification or course of study. Participants who consider they already possess the competencies identified in all or part of any course/qualification offered by Integral Development may seek recognition.

If you think you have the necessary knowledge and skills to match a Unit(s) of Competency or a qualification at the required standard you need to contact our RTO Coordinator on (08) 9242 8122 who will provide the information you need to complete an application.

Recognition Process

Recognition is a method of assessing if you have evidence of competency for a particular unit of competency that you are enrolled in. It is important to remember that Recognition is an **assessment process** not an assumption of competence.

Recognition is the determination, on an individual basis, of the competencies obtained by a participant through:

- Previous formal training;
- Work experience; and/or
- Life experience.

Recognition therefore determines the subsequent advanced standing to which the participant is entitled in relation to a course/qualification. The main focus of Recognition is what has been learned rather than how, where or when it was learned. Recognition focuses on both the demonstration of competence and the currency of that competence to industry standards.

It is important to note; the onus is on the participant to document and present evidence to justify a claim for recognition and present their case to the satisfaction of the Assessor.

Any documents that you provide to support your claim of competency must be the originals rather than copies. Your original documents will be photocopied and handed back to you. It is also expected that any evidence submitted is your own and if any part of the work is the work of others, that this is formally acknowledged and advised.

Recognition Decision

Regardless of the type of evidence that you submit, Assessors must be confident that the evidence meets the following criteria:

- Full requirements of the Unit of Competency(s);
- Any Regulatory requirements;
- Authenticity - That it is your own evidence and can be authenticated;
- That you can perform the competency consistently and reliably;
- Is at the standard expected in industry and set out in the Australian Qualification Framework (AQF);
- Sufficiency - There is sufficient evidence to make a judgment.

Integral Development is committed to ensuring that all judgments made by Assessors against the same competency standards are consistent. Your Assessor will examine the evidence that you present and then make a judgment on that evidence which will be either:

- Competent (C) - you have been deemed competent against all the requirements of the Unit/s of Competency
- Not Yet Competent (NYC) - you have not yet demonstrated competency to all requirements.

Your assessor will advise you what you can do if you receive a NYC for your assessment task. If you are deemed NYC in your initial assessment, you are allowed a second attempt. However, if you are deemed NYC in the second attempt, you will be required to re-enrol. Please talk to your assessor if you have any concerns.

For further information on Recognition, please see Integral Development's Recognition policy.

Mutual Recognition

Integral Development recognises the AQF qualifications and Statements of Attainment issued by other Registered Training Organisations (RTOs). This is commonly referred to as Mutual Recognition or Credit Transfer. Mutual

recognition is applicable when a Statement of Attainment or qualification provided by a participant has the same national competency codes as those that form part of the training and assessment program within which the participant is enrolled or is intending to enrol. Participants are required to formally apply for Mutual Recognition. With Mutual Recognition participants are not required to undertake learning in the unit/s again, the participant is exempt.

Special Needs

Participants intending to enrol for training with Integral Development are requested to advise us if they have any physical or other impairment (e.g. English language, literacy or numeracy difficulties, dyslexia, etc) which may adversely affect their ability to successfully undertake training and assessment, prior to enrolment.

Participants with disabilities or impairments are encouraged to discuss with the RTO Coordinator any 'special needs' and/or 'reasonable adjustments' to the study environment which they consider are necessary or would assist them in the performance of their studies.

The RTO Coordinator, in collaboration with the participant, will assess the potential for the participant to successfully complete the training which may include flexible delivery options to optimise the ease and benefit of the participant's learning.

Trainer and Assessors

All Trainers and Assessors are qualified in training and assessment and the vocational area which they are delivering. They have practical experience and maintain their currency in industry.

SECTION 4 POLICIES

Access and Equity

Integral Development is committed to promoting, encouraging and valuing equity and diversity with respect to its participants and to providing them with a positive learning environment to achieve success. Integral Development will ensure services offered are provided in a fair and equitable manner to all participants, free from bias.

Integral Development abides by equal opportunity principles, providing access to the benefits of training and assessment to all participants regardless of gender, sex, pregnancy, race, marital status, sexuality, age, family/carer responsibilities, culture, linguistic background, disability, transgender, political conviction or religious belief.

All participants have equitable access to training resources and facilities, support services and information, trainer and assessors, learning and assessment materials and opportunities.

For further information, see Integral Development's Access & Equity Policy.

Appeals

Integral Development ensures that participants have access to a fair and equitable process for appeals against assessment decisions. An appeals and reassessment process is an integral part of all training and assessment pathways leading to a nationally recognised qualification or Statement of Attainment under the Australian Qualifications Framework (AQF).

- Participants have the right to lodge an appeal against an assessment decision if they feel they were unfairly treated during an assessment, and/or where they feel the assessment decision is incorrect and they have grounds for an appeal.
- The principles of natural justice and procedural fairness are adopted at every stage of the appeal process.
- The appellant can provide detail of their appeal either verbally and/or in writing.
- All appeals must be lodged within 7 calendar days of the date of the assessment result notification to the participant.
- If the appeals process fails to resolve the appeal or the appellant is not satisfied with the outcome of the appeal, the matter will be referred to an independent third party for review, at the request of the appellant. All costs incurred for the third-party review will be advised to the appellant.
- Every appeal is heard by a suitably qualified independent assessor or panel, who will be asked to make an independent assessment of the application.
- All appeals are acknowledged in writing and finalised as soon as practicable.
- Integral Development may charge a fee for the appeals process where an external assessor is engaged. Should this be the case, all costs incurred will be advised to the appellant.
- If the appeal will take in excess of 60 calendar days to finalise Integral Development will inform the appellant in writing providing the reasons why more than 60 calendar days are required. The appellant will also be provided with regular updates on the progress of the appeal.
- Integral Development strives to deal with appeal issues as soon as they emerge, in order to avoid further disruption or the need for a formal complaint process.
- All appeals will be handled 'In-Confidence' and will not affect or bias the progress of the participant in any current or future training.

Grounds of appeal

Valid grounds for an appeal against an assessment decision (where the trainee feels the assessment decision is incorrect) could include the following:

- The judgement as to whether competency has been achieved and demonstrated was made incorrectly;
- The judgement was not made in accordance with the Assessment Plan;
- Alleged bias of the assessor;
- Alleged lack of competence of the assessor;
- Alleged wrong information from the assessor regarding the assessment process;

- Alleged inappropriate assessment process for the particular competency;
- Faulty or inappropriate equipment; and/or
- Inappropriate conditions.

Appeal Outcomes

Appeal outcomes may include:

- a) Appeal is upheld; in this event the following options will be available:
 - i. The original assessment will be re-assessed, potentially by another assessor.
 - ii. Appropriate recognition will be granted.
 - iii. A new assessment shall be conducted/arranged.
- b) Appeal is rejected/ not upheld; in accordance with Integral Development assessment policy the participant will be required to:
 - i. Undertake further training or experience prior to further assessment; or
 - ii. Re-submit further evidence; or
 - iii. Submit/undertake a new assessment.

For further information, see Integral Development's Appeals Policy.

Participant Enrolment

To enrol in a training program simply do so via our website or contact the RTO Coordinator on (08) 9242 8122 and we will send out an enrolment form and the information flyer about the course. Simply complete an Enrolment form and send to us, either by email (rto@integral.org.au) or post (3/88 William Street, Perth, WA 6000).

Enrolments must be received no later than 24 hours prior to the course commencement. Enrolment forms should be returned with payment. Enrolments will be considered tentative until payment has been received.

Tentative Enrolments

Should enrolment numbers reach maximum, and another person wishes to enrol on a course where there is a tentative enrolment, Integral Development will contact the tentative bookie for payment confirmation or forfeiture of the tentative booking.

Enrolment Confirmation

All participants receive a letter/email to confirm their enrolment. Written confirmation will outline relevant details, such as venue, date, and course duration.

Participant Induction

Induction for all new participants includes the provision of this manual. All participants must complete and return the *Induction Checklist*, which can be found in *Appendix 1*.

Participant Selection

Integral Development conducts recruitment of participants at all times in an ethical, fair and responsible manner using various methods.

Integral Development is committed to ensuring that all participant selection processes are fair, equitable and consistent with workplace performance, competency level and the Training Package requirements. Therefore, selection into a training program is based upon the applicant:

- Satisfying appropriate funding body entry criteria (if applicable);
- Meeting any pre-requisite qualifications or work experience; and
- Meeting any age requirements that may be in place for a particular course

Participant enrolments are subject to availability of places on the training program. This is based on the maximum number of participants who can be accommodated, given room capacity, type of course, learning structures, participant needs etc.

If a training program is fully booked at the time the participant enquires about enrolment into that particular training program they will either be placed on a “reserve” list or offered a place on a date where there are vacancies. Participants on a “reserve” list are given priority should a place become available. Enrolments are strictly on a first-in, first-served basis. Participants must have the appropriate level of language, numeracy and literacy.

Integral Development shall ensure that any applicants who do not meet entry requirements are advised of any appropriate pre-entry training they may take to meet eligibility criteria.

Participant Records

Integral Development maintains an individual electronic participant file for every participant who undertakes accredited training and assessment with us. This file contains records regarding your personal details provided to us, any training and assessment undertaken and completed.

In accordance with Privacy laws and confidentiality requirements, your file is secured via our Student Management System which is password protected. Only those Integral Development personnel who need to have access to your file for training and assessment purposes can access it.

No other person/participant can and will have access to your personal participant file without your prior written permission.

Complaints

Integral Development has a fair and equitable process for dealing with participant complaints.

All participants have the right to express a concern or problem they may be experiencing when undergoing training. The following is an outline of the Complaints Policy.

Principles

- Complaints are treated seriously and dealt with promptly, impartially, sensitively and confidentially.
- Complaints will be resolved on an individual case basis, as they arise.
- All participants have the right to express a concern or problem and/or lodge a complaint if they are dissatisfied with the training and assessment services that they have been provided (including through a third party) or the behavioural conduct of another learner.
- All complaints are acknowledged in writing and finalised as soon as practicable.
- The complaint resolution procedure is based on the understanding that no action will be taken without consulting the complainant and respondent, using a process of discussion, cooperation and conciliation.
- The rights of the complainant and respondent will be acknowledged and protected throughout the complaint resolution process, including the conduct of separate interviews initially.
- In the interest of confidentiality, the number of people involved in the resolution process will be kept to a minimum.
- Final decisions will be made by the Managing Director of Integral Development or an independent party to the complaint.
- The complaint resolution procedure emphasises mediation and education while acknowledging that in some instances formal procedures and disciplinary action may be required.
- If the complaints process fails to resolve the complaint or the complainant is not satisfied with the outcome of the complaint the matter will be referred to an independent third party for review, at the request of the complainant. All costs incurred for the third-party review will be advised to the complainant.
- If the complaint will take in excess of 60 calendar days to finalise Integral Development will inform the complainant in writing providing the reasons why more than 60 calendar days are required. The complainant will also be provided with regular updates on the progress of the complaint.
- Victimisation of complainants, respondents or anyone else involved in the complaint resolution process will not be tolerated.
- All complaints will be handled as Staff-In-Confidence and will not affect or bias the progress of the participant in any current or future training. The rights of the complainant and respondent will be acknowledged and protected throughout the complaint resolution process.

Lodging a Complaint

Should you wish to lodge a complaint, a formal or informal approach should be made by the participant to the trainer /assessor or Managing Director.

The participant completes a Complaints Form to commence the process.

For further information, see Integral Development's Complaints Policy.

Course Fees

Integral Development has developed a fair and equitable process for determining course fees, refunds and payment options.

Flexible payment options

Integral Development accepts various methods of payment for course fees. Payment for courses can be made in the form of cash, Visa card, MasterCard, Direct Deposit or PayPal.

Course fees are payable in advance and enrolments are considered tentative until payment is received.

Qualification enrolments

Fees for qualification programs may be paid via a payment arrangement in advance. As full qualification payments are discounted, this payment method incurs a surcharge.

Cancellation & Transfers

Enrolment cancellation / withdrawal / deferral / amendment

Participants who wish to withdraw/cancel/defer/amend their course are required to complete a Course Withdrawal Amend form.

Participant Transfers

- a) **Transfer to another "Course date"** – participants are able to transfer to another course date, providing they make a request in writing a minimum of one week in advance. The transfer is subject to course availability.
- b) **Transfer to another "Course"** – Should a participant wish to transfer to another course, they need to make the request in writing a minimum of one week in advance. The transfer is subject to course availability.
- c) **Transfer to another "Delivery mode"** – Should a participant, enrolled in a course, wish to transfer to another "delivery mode" for the same course they are able to do so providing they make a request in writing a minimum of one week in advance. An administration fee is applicable for all transfers to another course delivery mode. The transfer is subject to course availability. Should a student wish to transfer to another delivery mode and does not provide written notice at least one week in advance, the student forfeits the full course fee.
- d) **Transfer to another "Participant"** – Prior arrangement no later than one week prior to the course. An administration fee is applicable for all transfers to another participant.

RTO Cancellation of courses

Integral Development reserves the right to cancel a course if insufficient enrolments are received prior to course commencement. Participants already booked in these courses will be notified. If a course is cancelled, a full refund of all monies paid by a participant for the course will be made within seven (7) days. Integral Development has financial safeguards in place to ensure that all pre-paid fees are available for refund in the case of cancellation by Integral Development.

Equal Opportunity

Integral Development is committed to equal opportunity policies and principles, as they affect participants and employees to ensure the elimination of discrimination and harassment.

Rights and Responsibilities

Integral Development has a legal and moral obligation to provide equal opportunity in employment and a learning environment free from harassment for employees, contractors and participants.

Integral Development is committed to providing an environment which recognises and respects the diversity of employees, contractors and participants. Integral Development is committed to providing a work and study environment free from harassment, vilification and bullying and supports the rights of all employees, contractors and participants to work and study in a safe and healthy environment free from such behaviour.

Integral Development will:

- Ensure that employees, contractors and participants understand that these types of actions and behaviour will not be tolerated in the work/study environment.
- Request that any behaviour which could be considered harassment, vilification or bullying cease immediately.

All employees, contractors and participants have a role to play in eliminating harassment, vilification and bullying by not encouraging or showing support for harassment, vilification or bullying aimed at work or study colleagues. This can be achieved by:

- Refusing to join in with these types of actions and behaviours.
- Supporting the person in saying no to these behaviours.
- Acting as a witness if the person being harassed decides to lodge a complaint.

If an employee, contractor or participant feels harassed, vilified or bullied, the employee, contractor or participant is encouraged to inform the person where the behaviour is unwanted, unacceptable and/or offensive. If the employee, contractor or participant feels unable to approach the person, or if the behaviour continues following their request that the behaviour cease, the Managing Director should be contacted.

As a participant of Integral Development, you have the responsibility to:

- Act to prevent harassment, discrimination and victimisation against others;
- Respect differences among other staff, participants and contractors, such as cultural and social diversity;
- Treat people fairly, without discrimination, harassment or victimisation;
- Refuse to join in with these behaviours;
- Supporting the person in saying no to these behaviours;
- Acting as a witness if the person being harassed decides to lodge a complaint.

Discrimination

Discrimination is treating someone unfairly or harassing them because they belong to a particular group. It is against the law to discriminate against a person because of their age, sex, pregnancy, disability (includes, past, present or possible future disability), race, colour, ethnic or ethno-religious background, descent or nationality, marital status, sexuality or gender identification.

Both direct and indirect discrimination are against the law:

- Direct discrimination - means treatment that is obviously unfair or unequal.
- Indirect discrimination - means having a requirement that is the same for everyone but has an effect or result that is unfair to particular groups.

Harassment, Vilification and Bullying

All employees, contractors and participants have an equal opportunity to work and study. Integral Development will not tolerate behaviour which is of a harassing, vilifying or bullying nature.

It is against the law for employees, contractors and participants to be harassed during the course of their work or study because of their sex, pregnancy, race (including colour, nationality, descent, ethnic or religious background), marital status, disability, sexuality, HIV/AIDS status or transgender. Federal anti-discrimination legislation applies to staff, contractors and participants.

Harassment

In general, harassment is behaviour which is unwanted and that humiliates, offends or intimidates a person, and occurs because of a person's:

- Race, colour, ethnic or ethno-religious background, descent or national identity.
- Sex.
- Pregnancy.
- Marital status.
- Disability (including physical, intellectual and/or behavioural/psychiatric disability; past, current or future disability; actual or presumed disability).

- Sexuality (male or female; actual or presumed).
- Transgender.
- Age.

It is unlawful for a person to be harassed due to a relationship to or association with a person of a particular race, sex, marital status, disability, homosexuality, transgender or age.

Harassment in the work and study environment can be overt or subtle, direct or indirect. It can be verbal, non-verbal or physical. Harassment can occur when power is used incorrectly.

Harassment is not always intended. Actions and behaviour which one person finds amusing or unimportant may offend or hurt another person.

Examples of harassment include:

- Intrusive or inappropriate questions or comments about a person's private life.
- Unwanted written, telephone or electronic messages.
- Promises or threats to a person.
- Physical violence or the threat of physical violence or coercion.

Vilification

Vilification is the public act of a person which incites hatred towards, serious contempt for, or severe ridicule of, a person or group of persons on the grounds of race, sexuality, transgender or HIV/AIDS status.

Examples of circumstances and behaviour that may constitute vilification on the basis of a person's race, sexuality, on transgender grounds, or disability (HIV/AIDS) etc are graffiti, speeches or statements made in public, abuse that happens in public, statements or remarks in a newspaper, journal or other publication, on radio, television or other widely accessed electronic media such as internet, email etc. People wearing symbols, such as badges or clothing with slogans, in public, gestures made in public, posters or stickers in public space.

Bullying

Bullying behaviour can refer to the actions or behaviours of a person to another that intimidates, degrades or humiliates the person. It may include verbal abuse, behaviour intended to punish such as isolation, exclusion from workplace activities and "ganging up". Repeated "put-downs", aggression, threats and poorly managed conflicts of opinion may be part of bullying behaviour. It can occur between people such as managers and employees or contractors, co-workers and participants.

Sexual harassment

Integral Development will not tolerate sexual harassment in the learning or work environment.

Integral Development deplores all form of sexual harassment and seeks to ensure that the work and study environment is free from such harassment. Implementation of this policy is the responsibility of all persons.

Sexual harassment is unlawful. The harasser may be held liable for unlawful actions and be required to pay damages. All employees, contractors and participants have the right to work and study in an environment free from sexual harassment.

Forms of sexual harassment

Sexual harassment may take many forms. Often people do not realise that their behaviour constitutes sexual harassment, but they must be aware that behaviour that is acceptable to one person may not necessarily be acceptable to another. Sexual harassment is any unwanted behaviour of a sexual nature by one person to another at work or in a work-related setting. Examples of sexual harassment include, but are not limited to:

- Insensitive jokes and pranks.
- Lewd comments about appearance.
- Unnecessary body contact.
- Displays of sexually offensive materials, for example, calendars or posters.
- Requests for sexual favours.
- Speculation about a person's private life and sexual activities.
- Threatened or actual sexual violence.
- Threat of dismissal, loss of opportunity and so on, for refusal of sexual favours.

Complaints

All complaints regarding equal opportunity matters are treated seriously and investigated promptly, confidentially and impartially.

Privacy

Integral Development abides by the Privacy Act and respects participants, staff and trainer/assessors' right to privacy.

As a RTO, Integral Development is obliged to maintain effective administrative and records management systems. This involves the collection and retention of personal information from participants in secure participant records. All staff must be scrupulous in using participant information only for the purposes for which it was gathered. All participants have access to their own records at all times.

Integral Development collects information from participants upon initial enquiry in order to send course information, and is collected at enrolment and during the provision of the training and assessment services. Integral Development may use personal information to advise participants of upcoming events and training course, for marketing and research purposes. In addition, feedback on services provided through surveys is collected. This feedback assists us improve the quality of the services and training and is treated confidentially.

Integral Development will only disclose information to other parties, as required by law, or as otherwise allowed under the Privacy Act 1988.

For further information, see Integral Development's Privacy Policy.

Refund Policy

Payment of all refunds, to participants who are entitled to a refund, are in accordance with the following refund policy.

Integral Development will strive to maintain its highly competitive fee structure, as well as its fair and equitable refund policy.

- a) Payment of all refunds is made within one week (seven days) of application for refund.
- b) With regard to all withdrawals, Integral Development will firstly encourage a participant to enrol on another course date, prior to processing refund applications.
- c) Written notification of withdrawal from a training program must be provided by a participant to apply for a refund for a course. This may be via letter, email or the completion of the refund form.
- d) There is no refund applicable where a participant has commenced their course/unit.
- e) There is no refund to participants who do not obtain their qualification after assessment.
- f) There is no refund for recognition of prior learning assessments after enrolment, where Recognition resources and services have been supplied to the participant.
- g) Integral Development does not accept liability for loss or damage suffered in the event of withdrawal from a course by a participant.
- h) Integral Development provides a full refund to all participants, should there be a need for Integral Development to cancel a course. In the first instance Integral Development will (where possible) provide an opportunity for the participant to attend another scheduled course.
- i) If Integral Development cancels a course, participants do not have to apply for a refund, Integral Development will process the refunds automatically.
- j) Refunds for cancellation of enrolments in individual courses are granted on a sliding scale:

Reason for Refund	Notification requirements	Refund
Participant withdraws	In writing, eight (8) calendar days or more prior to the course commencement	100% of the course fee (paid by the participant)
Participant withdraws	In writing, within seven (7) calendar days prior to the course commencement.	75% of the full course fee (regardless of how much the participant has already paid)

Reason for Refund	Notification requirements	Refund
Participant withdraws	In writing, less than 24 hours prior to course commencement.	Nil Refund
Participant withdrawn from the course by Integral Development	After course commencement, due to inappropriate behaviour	Nil Refund
Course cancelled by Integral Development		100% of the course fee (paid by the participant)
A fee equal to 25 % of the full fee is charged where cancellations occur within seven (7) days before commencement of an enrolled course or assessment		
Fees are refunded in full where the participant submits in writing reason for withdrawal, eight (8) days or more prior to commencement of an enrolled course or assessment		

k) Refunds for cancellation of enrolments in full qualifications are subject to the following refund formula.

Fee Type	Description	Fee \$\$
Enrolment cancellation fee	RTO administrative processes for processing of enrolment, reporting and other administrative actions related to cancellation	\$150.00 per qualification
Unit Fee – Commenced	For all individual units commenced/attended/ completed from within the qualification /Accredited course	Full Unit fee payable by the participant Nil Refund
Unit Fee – Not Commenced	For all individual units NOT commenced/attended/ completed from within the qualification /Accredited course	Full Unit fee paid by the participant is Refunded

Commencement dates

- ** Please note commencement for correspondence courses is the date that the training materials were posted to the participant.
- Commencement for online participants is the date that online access is provided to an individual participant for a particular course.
- Commencement date for a workshop based learning mode is the first day of the course.

Workplace Health and Safety (WHS)

Integral Development is committed to providing a safe and healthy learning and work environment. The safety of our participants and staff is of primary importance in all activities and operations of our organisation. We are committed to implementing, maintaining and continuously improving work health and safety in all of our facilities and operations.

Integral Development encourages all persons to regard accident prevention and safety as a collective and individual responsibility.

Integral Development recognises its responsibility under the Workplace Health and Safety and related regulations. The Managing Director has responsibility for ensuring the health and safety of staff, participants, contractors and visitors. This includes:

- Provide and maintain safe plant, equipment and systems of work.
- Provide, monitor and maintain systems for safe use, handling, storage and transportation of plant, equipment and substances.
- Maintain the workplace in a safe and healthy condition.
- Provide adequate facilities to protect the welfare of all employees.
- Provide information, training and supervision for all staff and contractors, helping them to integrate WHS into their work areas and roles.
- Provide information, where relevant, to participants, allowing them to learn in a safe manner.

- Check WHS system compliance via ongoing auditing.
- Integrate continuous improvement into WHS performance.

Duty of Care

Integral Development is committed to taking practicable steps to provide and maintain a safe and healthy work and learning environment for all staff, participants, and contractors. Specific responsibilities are shown below:

Integral Development Management:

- Are responsible for the effective implementation and regular review of this WHS policy.
- Must observe, implement and fulfil responsibilities under legislation that applies to WHS and endeavour to comply with relevant standards and codes of practice.
- Must ensure that the agreed procedures for regular consultation between management and staff are followed.
- Monitors the WHS management policies and procedures. Outcomes of WHS monitoring are used to help maintain appropriate risk controls. The effectiveness of these risk controls and this monitoring and review process is linked to Integral Development Continuous Improvement processes
- Are responsible for ensuring that a WHS management system is implemented.

Staff, contractors, participants and visitors:

- Have a duty of themselves and others.
- Have a responsibility to cooperate with all WHS processes.
- Have a responsibility to comply with relevant Integral Development WHS management system policies and procedures.
- Must not bypass or misuse systems or equipment provided for WHS purposes.
- Must report any unsafe conditions which come to their attention to the Managing Director.

Accidents, Injuries and Near Misses

All incidents and near misses are required to be reported immediately. See your trainer/assessor or administration personnel to report any issues.

Integral Development will ensure that the injured person receives appropriate first aid and/or medical treatment as soon as possible and will conduct an investigation to reasonably prevent a recurrence.

Integral Development is also committed to ensuring that injury management activities commence as soon as possible after injury and that every effort is made to provide suitable and meaningful duties consistent with the nature of the injury or illness, after seeking appropriate medical judgement.

Participants and employees are expected to take care to prevent work-related injuries to themselves and to others.

Investigating incidents and accidents

The Managing Director is responsible for investigating incidents and accidents.

Following the report of an incident (near miss) or accident (and after first aid and other injury management processes have been implemented), the Managing Director will immediately undertake an investigation.

The process for investigations may include.

- Interview all people involved in the accident or incident and witnesses.
- Use the risk management approach to help understand the underlying hazards that caused the incident or accident and whether controls failed, were insufficient or were absent.
- Listen to recommendations of people involved in the incident or accident about what is required to prevent such incidents or accidents in the future.
- Analyse results of investigation and document recommended courses of action for evaluation by the Managing Director.
- Once action is approved, communicates outcomes and planned actions.