

Pathology Qualification Review Project Professional Development



HumanAbility is a Jobs and Skills Council funded by the Australian Government Department of Employment and Workplace Relations for the Aged and Disability Services, Children's Education and Care, Health, Human Services, and Sport and Recreation industries.



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Acknowledgement of Country

We acknowledge Aboriginal and Torres Strait Islander peoples as the Traditional Owners of Country throughout Australia and their continuing connection to both their land and seas.

We also pay our respects to Elders - past and present – and generations of Aboriginal and Torres Strait Islander peoples now and into the future.

Agenda

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- Qualification Review – Consultation Summary
- Qualification Updates
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 - New TPOF qualification templates and foundational skills
- Units of competency – updates
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 - Implementation Guide
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- Discussion and Q&A

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The Jobs and Skills Council for the care and support economy

HumanAbility is responsible for VET qualifications and workforce planning for the Health, Care and Support Economy.

We develop strategies to equip workers with the training and skills needed to meet the challenges of today and tomorrow.



Qualification Review An Overview



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Consultation process

- The *HLT37215 Certificate III in Pathology Collection* and *HLT37415 Certificate III in Pathology Assistance* underwent a comprehensive review to ensure they continue to meet evolving industry requirements and workforce needs.

This review was informed by extensive consultation with industry stakeholders, employers, professional associations, registered training organisations, and subject matter experts.

Consultations were conducted between Tuesday 5 November 2024 and Wednesday 24 December 2024 using a mix of workshops, surveys, site visits, email submissions and meetings with subject matter experts (SMEs).

9 consultation workshops : 6 face-to-face and 3 online

4 site visits

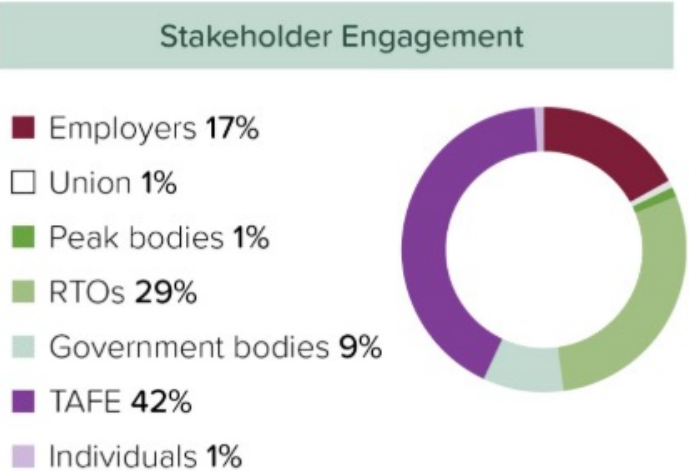
7 technical committee meetings

Consultation summary



Consultation overview

- 397** pieces of feedback
- 16** interviews
- 8** technical committee members
- 129** workshop participants
- 3** online workshops



Qualification Updates



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Changes	Rationale
<p>The qualification structure and packaging rules have been updated.</p> <p>The total number of units required to achieve the qualification remains unchanged at 14 units, 8 core units and 6 elective units</p> <p><i>HLT37215 Certificate III in Pathology Collection</i> and <i>HLT37415 Certificate III in Pathology Assistance</i> qualifications have been merged into a single qualification: <i>HLT37525 Certificate III in Pathology</i></p> <p>Options to specialise in either pathology collection or pathology assistance - mandatory electives for each specialisation have been added</p> <p>An extensive elective bank has been added</p> <p>Superseded units have been replaced with their current versions in core and elective groups.</p>	<p>Based on comprehensive stakeholder feedback and informed recommendations from the Technical Committee, the strategic changes have been implemented to better align the qualification with current industry demands and professional standards in pathology collection and assistance:</p> <ul style="list-style-type: none"> • Merging the 2 qualifications by including 8 core units to be completed by all candidates, followed by: <ul style="list-style-type: none"> ○ 4 mandatory electives for “Pathology Collection” specialisation <i>OR</i> ○ 3 mandatory electives for “Pathology Assistance” specialisation • Refined elective structure to support the streams of “Pathology Collection” and “Pathology Assistance” • Broader, more relevant elective options including units from communications, laboratory, pathology and work health and safety training packages

Qualification updates

Feedback suggests that a streamlined single qualification, with options to specialise in pathology collection or pathology assistance, would be beneficial and preferred.

HLT37525 Certificate III in Pathology

Contains 8 core units and 6 elective units – no change

All candidates complete the same core units

Candidates may choose to specialise in either *pathology collection* or *pathology assistance*. Each specialisation will require completing mandatory electives, with 2 elective units to be selected from the elective bank provided or any endorsed Training Package or Accredited Course

New TPOF qualification templates and foundational skills

- The qualification template has been updated to align with the 2025 Training Product Organising Framework (TPOF) template requirements.
- The foundation skills outcomes implicit in this qualification are outlined in the bar chart in qualification.
- Indicates the ACSF foundation skill outcomes a competent learner is expected to have upon completion of the qualification.

HLT37525 Certificate III in Pathology – core units

- *BSBMED301 Interpret and apply medical terminology appropriately*
- *BSBTEC201 Use business software applications*
- *CHCCOM005 Communicate and work effectively in health or community services*
- *CHCDIV001 Work with diverse people*
- *HLTAID011 Provide first aid*
- *HLTINF006 Apply basic principles and practices of infection prevention and control*
- *HLTPAT011 Receive, prepare and dispatch pathology specimens*
- *HLTWHS001 Participate in workplace health and safety*

Specialisation elective group

Group A elective units (mandatory for pathology collection specialisation)

- *BSBOPS203 Deliver a service to customers*
- *HLTPAT008 Identify and respond to clinical risks in pathology collection*
- *HLTPAT009 Collect pathology specimens other than blood*
- *HLTPAT014 Perform venous blood collections**

* indicates unit has a mandatory workplace requirement

Specialisation elective group

Group B elective units (mandatory for pathology assistance specialisation)

- *MSL933005 Maintain the laboratory/field workplace fit for purpose*
- *MSL973026 Prepare working solutions*
- *MSL973027 Perform techniques that prevent cross-contamination*

Broader elective units

Pathology electives

- *HLTAAP001 Recognise healthy body systems*
- *HLTCAR004 Perform electrocardiography (ECG)*
- *HLTCAR005 Perform holter monitoring*
- *HLTHPS002 Support health professional in the delivery of care*
- *HLTHPS011 Measure spirometry*
- *HLTPAT010 Collect specimens for drugs of abuse testing*
- *HLTPAT012 Perform capillary blood collections*
- *HLTPAT013 Perform venous blood collection from children 0 to 5 years**

* indicates unit has prerequisite units of competency

Broader elective units

Communications electives

- *CHCCCS020 Respond effectively to behaviours of concern*
- *CHCCCS037 Visit client residence*
- *CHCDIV002 Promote Aboriginal and/or Torres Strait Islander cultural safety*
- *CHCYTH013 Engage respectfully with young people*

Work Health and Safety elective

- *HLTWHS006 Manage personal stressors in the work environment*

Broader elective units

Laboratory electives

- *MSL922002 Record and present data*
- *MSL933008 Perform calibration checks on equipment and assist with its maintenance*
- *MSL933009 Contribute to the achievement of quality objectives*
- *MSL973015 Prepare culture media*
- *MSL973025 Perform basic tests*
- *MSL973028 Perform microscopic examination*
- *MSL974034 Perform biological procedures*
- *TLIF3091 Apply awareness of dangerous goods and hazardous materials*

Unit of Competency Updates



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Unit	Changes
<p><i>HLTCAR001 Perform electrocardiography (ECG)</i></p>	<p>Superseded and replaced by: <i>HLTCAR004 Perform electrocardiography (ECG)</i></p> <p>Minor changes to performance criteria, clarification of performance evidence and assessment conditions (equivalent)</p> <p>Foundation skills made explicit</p>
<p><i>HLTCAR002 Perform holter monitoring</i></p>	<p>Superseded and replaced by : <i>HLTCAR005 Peform holter monitoring</i></p> <p>Minor changes to performance criteria, clarification of performance evidence and assessment conditions (equivalent)</p> <p>Foundation skills made explicit</p>

Unit	Changes
<p><i>HLTHPS004 Measure spirometry</i></p>	<p>Superseded and replaced by <i>HLTHPS011 Measure spirometry</i></p> <p>Minor changes to performance criteria, clarification of performance evidence. Assessment conditions to include simulation prior to work placement (equivalent)</p> <p>Foundation skills made explicit</p>
<p><i>HLTPAT001 Identify and respond to clinical risks in pathology collection</i></p>	<p>Superseded and replaced by <i>HLTPAT008 Identify and respond to clinical risks associated with pathology specimen collection</i></p> <p>Minor changes to application, performance evidence, knowledge evidence. Minor changes to assessment conditions updated to include simulation prior to work placement (equivalent)</p> <p>Foundation skills made explicit</p>

Unit	Changes
<p><i>HLTPAT002 Perform venous blood collection</i></p>	<p>Superseded and replaced by <i>HLTPAT014 Perform venous blood collection</i></p> <p>Minor changes to performance criteria and knowledge evidence. Significant changes made to performance evidence and assessment conditions (equivalent)</p> <p>Foundation skills made explicit</p>
<p><i>HLTPAT003 Perform capillary blood collection</i></p>	<p>Superseded and replaced by <i>HLTPAT012 Perform capillary blood collections</i></p> <p>Minor changes to performance criteria. Major changes to performance evidence and assessment conditions (equivalent).</p> <p>Foundation skills made explicit</p>

Unit	Changes
<p><i>HLTPAT004 Collect pathology specimens other than blood</i></p>	<p>Superseded and replaced by <i>HLTPAT009 Collect pathology specimens other than blood</i></p> <p>Minor changes to performance criteria. Performance evidence reduced from 5 to 3 specimen types. Clarification of assessment conditions (equivalent).</p> <p>Foundation skills made explicit</p>
<p><i>HLTPAT005 Collect specimens for drugs of abuse testing</i></p>	<p>Superseded and replaced by <i>HLTPAT010 Collect specimens for drugs of abuse testing</i></p> <p>Minor changes to performance criteria. Performance evidence clarified. Clarification of assessment conditions (equivalent).</p> <p>Foundation skills made explicit</p>

Unit	Changes
<i>HLTPAT006 Receive, prepare and dispatch pathology specimens</i>	Superseded and replaced by <i>HLTPAT011 Receive, prepare and dispatch pathology specimens</i> Performance criteria updated for clarification (equivalent) Assessment conditions updated to include simulation prior to work placement Foundation skills made explicit

New Unit of competency

Unit	Changes
<i>HLTPAT013 Perform venous blood collection from children 0 to 5 years</i>	<p>This unit describes the skills and knowledge required to prepare, collect and complete venous blood specimens from children from 0 to 5 years.</p> <p>This unit applies to experienced individuals working in a phlebotomist role. They may work in collection centres, hospitals or other health care environments.</p>

Skill Sets Updates



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Revised Skill Set

Unit	Changes
<i>HLTSS00059 Collect venous blood Skill Set</i>	Superseded and replaced by <i>HLTSS00059 Collect Venous Blood Skill Set</i> Minor change to update superseded and equivalent unit of competency

New Skill Set

Unit	Changes
<i>HLTSS00085 Perform Blood Collection from Children 0 to 5 years Skill Set</i>	<i>HLTSS00085 Perform Blood Collection from Children 0 to 5 Years Skill Set</i> This skill set provides pathology collectors with the necessary skills and knowledge to perform blood collection from children 0 to 5 years in a clinical environment.

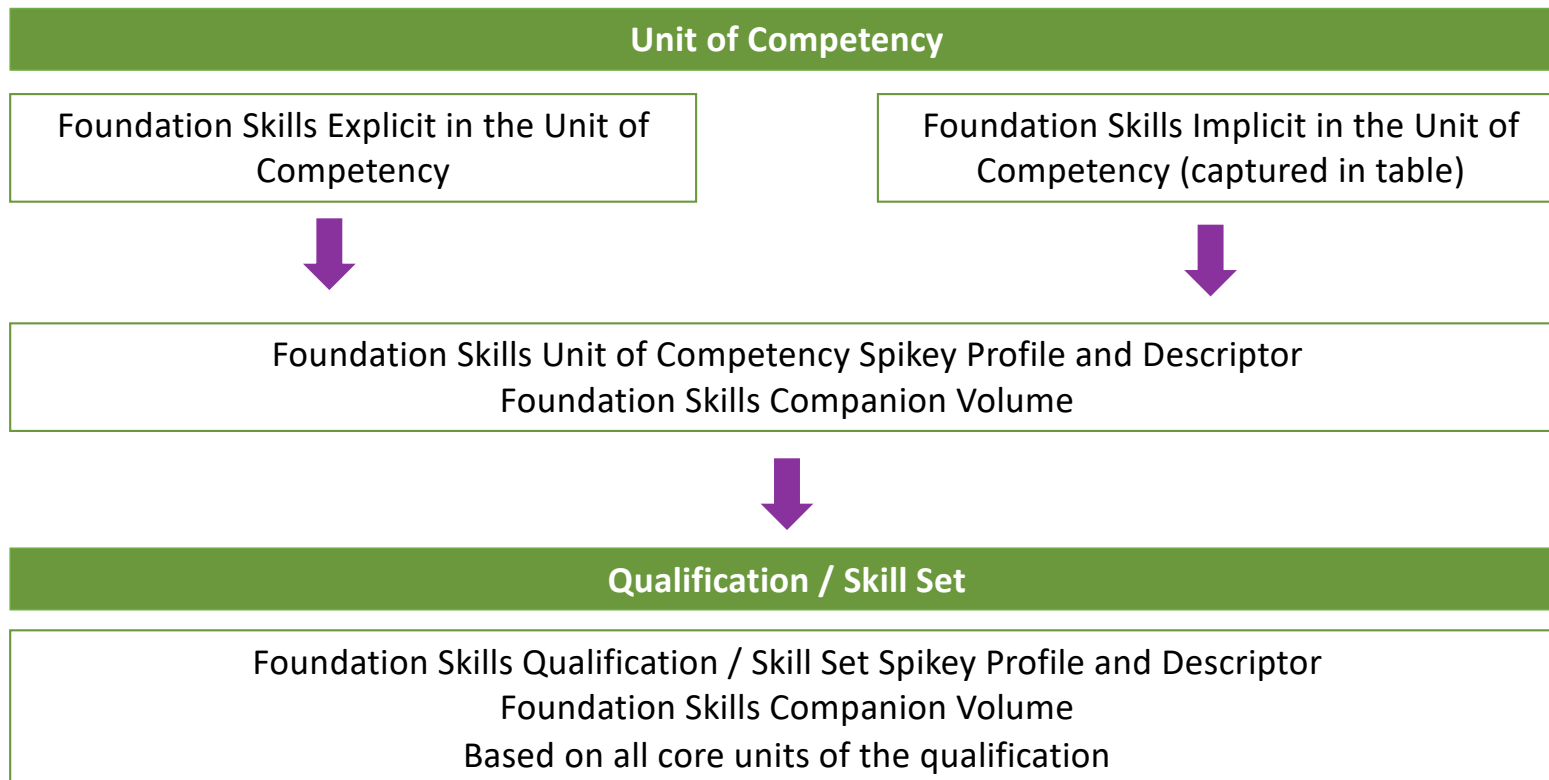
Companion Volumes



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HLT Health Companion Volume Implementation Guide Release 10 V1.0	HLT Health Foundation Skills Companion Volume Release 1.0
<p>https://training.gov.au/api/files/org/fec7c7a5-b863-4b1d-be4c-c1024a8ebf6d/019b444a-126c-96e1-832d-d45f010734c3.pdf</p> <p>The guide provides essential information to facilitate the effective implementation of the <i>HLT Health Training Package</i>, including mapping information and requirements for access and equity, cultural competency, national industry standards, work placement and inclusive practices</p>	<p>https://training.gov.au/api/files/org/fec7c7a5-b863-4b1d-be4c-c1024a8ebf6d/019b444a-126c-96e1-832d-d45f010734c3.pdf</p> <p>The <i>HLT Health Training Package Foundation Skills Guide</i> is part of a suite of companion resources developed to support assessors, trainers, Registered Training Organisations (RTOs), and healthcare providers in delivering the <i>HLT Health Training Package</i> effectively.</p> <p>This guide is structured into the following key sections:</p> <ul style="list-style-type: none"> • Overview of foundation skills including digital literacy • Core skills profiles for selected qualifications, skill sets and units of competency within the <i>HLT Health Training Package</i>.

Mapping of foundation skills



Foundation skills - Qualification

HEALTH FOUNDATION SKILLS

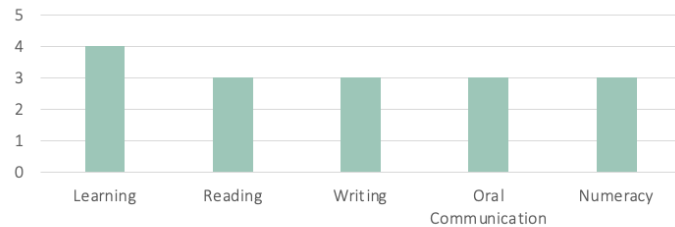
HLT37525 Certificate III in Pathology

This qualification reflects the role of pathology collectors and assistants who receive, collect, dispatch specimens and perform routine pathology procedures, taking responsibility for their own work under general supervision.

They combine communication, customer service and technical skills, and use discretion and judgment to adapt and transfer their skills to different situations.

ACSF core skills profile

The core skills profile shows the ACSF level required to demonstrate the performance outcomes of this qualification.



Core units of competency

These are mandatory for all students completing *HLT37525 Certificate III in Pathology*.

- The ACSF levels reflect **core language, literacy, numeracy, and learning skills** required for each unit.
- Numeracy levels vary slightly depending on technical requirements (for example specimen handling, calculations, or risk assessment)

HEALTH FOUNDATION SKILLS

Unit of Competency	Learning	Reading	Writing	Oral Communication	Numeracy
BSBMED301 Interpret and apply medical terminology appropriately	3	3	3	3	-
BSBTEC201 Use business software applications	2	2	2	2	-
CHCCOM005 Communicate and work in health or community services	3	3	3	3	3
CHCDIV001 Work with diverse people	4	3	3	3	3
HLTAID011 Provide first aid	4	3	3	3	2
HLTINF006 Apply basic principles and practices of infection prevention and control	3	3	3	3	-
HLTPAT011 Receive, prepare and dispatch pathology specimens	3	3	3	3	3
HLTWHS001 Participate in workplace health and safety	3	2	2	2	2

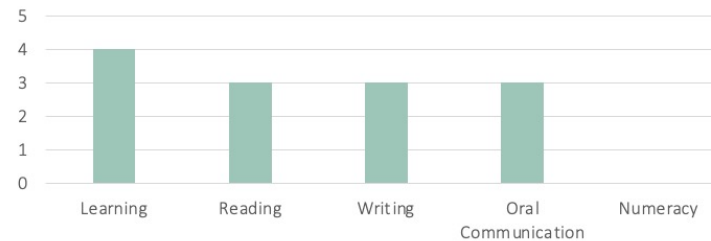
Unit of competency

HLTPAT008 Identify and respond to clinical risks in pathology collection

This unit describes the skills and knowledge required to recognise individual risk factors, identify emergency situations, and provide emergency or first aid response to individual reactions associated with pathology specimen collection.

This unit applies to any individual for whom pathology collection is part of the job role. They may be working in collection centres, hospitals or in other health care environments.

ACSF core skills profile



Summary of key ACSF Skills

Learning skills to follow procedures for first aid and emergency responses; recognise potential risks, adverse reactions and complications; recognise limitations and scope of own role.

Reading skills to interpret organisational procedures and protocols for pathology collection, first aid and emergency responses.

Writing skills to record clear information relating to workplace risks and incidents; use words and terms appropriate to audience and purpose.

Oral communication to engage effectively with team members about infection control; refer or escalate issues as required.

Summary of digital capability skills using [DigComp 2.2](#)

Level: Intermediate, Proficiency Level 4

Digital Capability skills to use workplace digital tools and systems independently; enter, organise, store and retrieve routine data in digital environments

Frequently asked questions

For HLTPAT009, the Assessment Conditions state that **“all aspects of the performance evidence must be demonstrated using simulation prior to demonstration in a clinical workplace.”**

Specifically, would the panel expect learners to demonstrate **all specimen types listed across the unit** in a simulated environment **before** any workplace demonstration occurs, or is the expectation that only the **reduced Performance Evidence requirements** need to be fully demonstrated in simulation prior to workplace assessment?

While there is only a requirement for 3 different specimen types to be assessed, given the depth of pathology specimens, it would be expected that education would be provided on all listed. Assessment will include 3 different specimen types only.

Frequently asked questions

Is it now more than 3 unit are linked to placement? and if then Performance Evidence requirement might have changed for HLTPAT006 too?

Work placement is only directly related to HLTPAT014. To accommodate traineeships, the assessment conditions includes “all aspects of the performance evidence must be demonstrated using simulation prior to demonstration in a clinical workplace setting or an environment that reflects the real workplace.”

Frequently asked questions

More clarification regarding the below as the Path units are equivalent and trainer & assessors may hold the current HLT37215 qualification. Will Trainers & assessors need to obtain this unit for delivery. Assessors must satisfy the Standards for Registered Training Organisations' requirements for assessors and must hold this unit or demonstrate equivalent skills and knowledge to that contained within this unit.

Trainers and assessors are not required to hold the new qualification as they can demonstrate equivalent skills and knowledge

Frequently asked questions

In HLTPAT013 unit - why are the pre-req's both units listed from the HLT37525 qualification. Why not list the superseded units too? (as they are equivalent)

The prerequisite requirements lists the current units from the HLT37525 qualification to ensure clarity, currency and consistency with the endorsed training package.

While the superseded units are considered equivalent, listing only the current units avoids confusion and supports correct interpretation by RTOs, learners and auditors.

Frequently asked questions

HLTPAT010 Collect Specimens for Drugs of Abuse testing.

The Performance Evidence states:

There must be evidence that the candidate has:

- followed relevant standard and organisational procedures to collect the following 3 different types of specimens for drugs of abuse testing from at least 2 different individuals, including:
 - urine
 - oral fluid
 - breath

The intent is for the student to collect 3 different types of specimens, from at least 2 individuals. The rationale is that the student will gain exposure to collecting 3 different specimen types and working with 2 different people to do this.

Frequently asked questions

How long is teach out?

It is anticipated that this will be 12 months

Why was *BSBOPS201 Deliver a Service to Customers* removed?

BSBOPS201 Deliver a Service to Customers does not meet the needs of the Pathology Assistance qualification, is included in Pathology Collection specialisation

Frequently asked questions

Why no Certificate IV in Pathology?

The decision was made to merge the Collection and Assistance qualifications, as they were previously merged.

Pathology Assistance does not meet the criteria to be a Certificate IV the merge would require both streams to meet Certificate IV requirements. Consensus did not agree to Certificate IV in Pathology

Supporting documentation (available on the website)

Key project submission documentation:

- [Training Product Submission Form](#)
- [Consultation log](#)
- [Anti Discrimination Assessment](#)

Additional documents referenced in the Submission Form:

- [Technical Committee Terms of Reference](#)
- [Consultation Strategy](#)
- [Functional Analysis](#)



QR Code for HumanAbility website

Q&A



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Contact us

Lee Wheeler

Training Product Project Manager (Health)

M: 0492 860 850

E: lee.wheeler@humanability.com.au

Sandra Wesselink

Technical Writer

M: 0492 951 784

E: sandra.wesselink@humanability.com.au