

Information Kit for Students

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Welcome Letter

Dear student,

On behalf of all the staff at Masters in Building Training (MIBT), we send you a warm welcome and thank you for choosing MIBT for your professional development. Your enrolment is an important step in further developing and/or formally recognising your skills and knowledge to assist you in your career aspirations.

We will strive to provide you with a first-class experience that is based on up-to-date practices and skills as used in the workplace and community.

Our vision is to enable students to achieve their chosen career goals by providing flexibility in accessing training. To provide excellence in the training and support provided to assist you in your path to career satisfaction.

Our goals are to:

- Provide accessible training for everyone,
- Allow students to choose their learning pathway and method of assessment to prove competence, and
- Make training enjoyable, supportive and ensure we encourage continued search for knowledge and up-skilling.

This Information Kit for Students will provide you with information about MIBT, as well as the services we provide and how to enrol.

At any time you need additional information, please do not hesitate to contact us on 1300 642 457.

We also welcome your comments. Tell us about things we have done well, or could have done better, so we can improve our services to our students. Comment forms are available in each of our courses as well as via our website.

Once again, on behalf of the MIBT team we welcome you and look forward to working with you.

Kind regards,



CEO

Paul Lawrence

Contents

Welcome Letter	2
Introduction to MIBT	5
Student Overview	6
Standards for Registers Training Organisations	6
Purpose and Operation	6
A Focus on Outcomes	6
A Systematic Approach	6
Continuous Improvement	6
Access and Equity	7
Governance	7
Licensing.....	7
What Courses Can I Study With MIBT?	7
Language, Literacy and Numeracy (LLN) Assistance	8
Recognition of Qualifications Policy	9
Recognition of Prior Learning (RPL)	9
Credit Transfer.....	9
Issuance of Certificates and Statements of Attainment	9
Flexible Delivery and Assessment Procedures	10
Working with Persons Under 18 Years of Age	10
Fees and Refund Policy and Procedure.....	10
Introduction	10
Scope.....	10
Policy	10
Replacement of Parchments/Testamurs	11
Classroom-Based Courses.....	11
Procedure	11
Induction	12
Training Services.....	13
Training Guarantee.....	13
Our Codes of Business.....	14
Access and Equity	14
Appeals and Complaints.....	14
Complaints.....	14
Appeals.....	15
Client/Student Support	15
Discrimination and Harassment.....	16
MIBT Code of Conduct.....	16
Health and Safety	17
Workplace Health and Safety Policy	17

Privacy	18
Overview	18
Information Collected.....	18
Information Provided	18
Use of Personal Information	18
Disclosing Personal Information	18
Sensitive Information	19
Management and Security of Personal Information	19
Updating Personal Information	19
Health and Safety	20
Photographs and Particulars of Achievements	20
Privacy Principles	20
Collection	20
Use and Disclosure	20
Data Quality	20
Data Security	20
Openness	20
Access and Correction	20
Anonymity	20
Sensitive Information	21
Unique Student Identifier (USI)	21
Student Training Records Policy	21
Completed Assessments	21
Results of Assessment Records.....	21
Security	21
Ceasing Operation.....	22
ACT Apprenticeship Handbook	23
Acknowledgements and Authorisations	33
Acknowledgement Declaration	33
General Privacy Authority Form	34

Introduction to MIBT

This Information Kit for Students has been prepared to provide you with essential information that will assist you becoming aware of your rights and choices as well as those of MIBT and its staff. In this handbook you will also find information regarding:

- The structure and operations of MIBT,
- Training and assessment services on offer,
- Procedures for recognition of prior learning,
- Complaints and appeals processes,
- Policies regarding safety and discrimination, and
- Student services and the privacy of your information.

The Australian Quality Framework (AQF) is the national set of standards which assures nationally consistent, high-quality training and assessment services for the clients of Australia's Vocational Education and Training (VET) system.

Based on the AQF, the Standards for Registered Training Organisations (NVR Standards 2015) were developed as part of the National Vocational Education and Training Regulator Act 2011

The objectives of the NVR Standards 2015 are to ensure nationally consistent, high-quality training and assessment services for the clients of Australia's Vocational Education and Training (VET) system.

MIBT is committed to best practice and is continually seeking improvement in the development and delivery of training programs.

The staff at MIBT are available to answer any questions that you may have regarding the information in this handbook and can be contacted on:

Phone: 1300 642 457

Email: info@mibt.edu.au

Address: 3 Garnet Street Rockdale NSW 2216

Student Overview

Standards for Registers Training Organisations

Purpose and Operation

The objectives of the standards are to ensure nationally consistent, high-quality training and assessment services for the clients of Australia's Vocational Education and Training (VET) system.

Compliance with the standards is a condition for all NVR registered training organisations and for applicants seeking registration under the NVR Act 2011.

A Focus on Outcomes

The standards and their elements specify the key requirements to be met by each RTO. The standards for registered training organisations do not specify detailed processes but explain the outcomes to be achieved through the application of each standard. An RTO must be able to show, through systematic approaches to management and continuous improvement, that it is focused on improving its outcomes in relation to each standard.

The quality indicator and competency completion reports support the outcome's focus on the standards by giving an overall picture of how well an RTO is meeting client needs. You will be required to complete this at the end of your course.

A Systematic Approach

A systematic approach to the management and delivery of services helps an RTO to meet the registration requirements throughout the registration period. Systematic approaches are planned, purposeful and repeatable actions to improve products and services for clients.

Continuous Improvement

Continuous improvement is an integral part of the Standards. Continuous improvement processes refer to the continual enhancement of an RTO's performance so that the changing needs of clients and industry continue to be met. Continuous improvement does not relate to actions to achieve compliance as such actions are considered rectifications.

An effective quality system includes processes that encourage and achieve continuous improvement. For RTOs this means developing a planned and on-going process to systematically review and improve policies, procedures, products and services through analysis of relevant information and collection of data from clients and other interested parties, including staff. Data from the quality indicators provides a key tool for continuous improvement.

The value for RTOs of adopting a continuous improvement cycle is in its potential to create a stronger, more sustainable business that meets the needs of clients and stakeholders. Such a cycle also enables

RTOs to adapt quickly to changing external environments, such as economic factors and skills needs. Types of continuous improvement processes and tools are not prescribed and RTOs have the flexibility to consider their own business context and make improvements based on feedback from their clients and stakeholders.

Access and Equity

The National Skills Framework has a strong focus on providing opportunities for everyone to access and participate in learning, and to achieve their learning outcomes. MIBT is committed to integrating Access and Equity principles within all our services that we provide to our clients. All staff recognise the rights of students and provide information, advice and support this is consistent with our policies and procedures.

Regardless of cultural background, religion, gender, sexuality, disability, location or age you have the right to learn in an environment that is free from discrimination and harassment and be treated in a fair and considerate manner while you are studying with us.

Governance

MIBT will meet all legislative requirements of State and Federal Government.

Current legislation is available online at www.austlii.edu.au

Licensing

Each Australian state has its' own requirements for licensing as a builder or trades-person, current requirements are located only at:

- Licensing in New South Wales www.fairtrading.nsw.gov.au
- Licensing in Queensland www.qbcc.qld.gov.au
- Licensing in South Australia www.sa.gov.au
- Licensing in Victoria www.vba.vic.gov.au
- Licensing in Western Australia www.commerce.wa.gov.au
- Licensing in Northern Territory www.bpb.net.gov.au
- Licensing in Tasmania www.justice.tas.gov.au
- Licensing in ACT www.planning.act.gov.au

What Courses Can I Study With MIBT?

Currently MIBT is able to offer students accredited training in the following qualifications:

- CPC10111 Certificate I in Construction
- CPC30111 Certificate III in Bricklaying/Blocklaying
- CPC30211 Certificate III in Carpentry
- CPC30313 Certificate III in Concreting
- CPC30611 Certificate III in Painting and Decorating
- CPC31011 Certificate III in Solid Plastering
- CPC31211 Certificate III in Wall and Ceiling Lining
- CPC31311 Certificate III in Wall and Floor Tiling
- CPC31411 Certificate III in Construction Waterproofing
- CPC31511 Certificate III in Formwork/Falsework
- CPC32612 Certificate III in Roof Plumbing
- CPC40110 Certificate IV in Building and Construction (Building)
- CPC50210 Diploma of Building and Construction (Building)
- CPC60212 Advanced Diploma of Building and Construction (Management)

MIBT provides clear and concise information pertaining to qualifications/courses during the enrolment process.

Enrolment and admission into some MIBT training programs is subject to meeting certain pre-requisite conditions. Specific details of the pre-requisites pertaining to these training programs are contained in individual course documentation and are made available prior to enrolment. In the case that a potential student does not meet the pre-requisite conditions, MIBT staff will endeavour to assist them in understanding their options in regards to meeting the standards. Trainers or MIBT management can address any questions regarding pre-requisites.

The enrolment procedure commences when a student contacts MIBT expressing interest in a training program(s). The student will discuss with a qualified assessor all options available for all training and assessment processes. MIBT staff will then provide a brochure outlining fees and charges, enrolment form, student handbook and course information.

Enrolment applications will then be assessed to ensure that the student meets any pre-requisites that have been set for the selected course. Students will be informed of successful enrolment and sent information on the course and their course induction. Students who do not meet the pre-requisites for the selected course will be notified of their unsuccessful enrolment and invited to contact MIBT to discuss their training needs and alternative opportunities.

Language, Literacy and Numeracy (LLN) Assistance

MIBT is committed to ensuring accessibility to all perspective students for the training course we provide.

We also recognise that at time language and literacy problems may restrict a person from achieving the competencies required for a particular course or program.

MIBT will make every effort to assess a perspective client/students ability to carry out all the learning tasks and required assessments before enrolment. Where possible, the learning activities/assessments may be modified to compensate for those with literacy or numeracy skill needs. Please refer to our Language, Literacy and Numeracy Policy for further information.

Recognition of Qualifications Policy

MIBT will recognise all AQF qualifications and statements of attainment issued by any other RTO. If any ambiguity is detected when validating a student's certification, MIBT will seek verification from the relevant RTO before recognising the qualification or statement of attainment.

Recognition of Prior Learning (RPL)

Recognition of prior learning assessment is available to all students. If you believe you have relevant skills and abilities that you have learned in your past please contact an MIBT assessor representative. They will discuss the evidence requirements you will need to provide supporting documentation as required (see RPL students information Kit). RPL must be completed within 13 weeks since being signed up. If the assessment is not completed within required timeframe, a re-enrolment fee will be charged at \$125.00 per month or part thereof.

Credit Transfer

Credit transfer refers to the transferral of academic credit obtained by students through participation in courses or national training package qualifications with other RTOs, towards a qualification offered by MIBT. Credit transfer is granted on the basis that the credit validates the student's competency within the relevant qualification / unit of competence. Credit transfer of a qualification / unit of competence is available to all students enrolling in any training program offered by MIBT.

Issuance of Certificates and Statements of Attainment

MIBT will issue AQF qualifications and Statements of Attainment within 30 days of completion of a nationally recognized qualification or skills set. All qualifications and Statements of Attainment issued by MIBT will comply with the standards outlined in the AQF Australian Qualifications Framework.

MIBT will only issue AQF qualifications and Statements of Attainment within its scope of registration that certifies the achievements of qualifications or industry/enterprise competency standards from nationally endorsed Training Packages or units of competency from accredited vocational courses.

A student who has successfully completed all of the required units of competency or modules (as specified in the Training Package qualification or accredited course) is entitled to receive the following certification documentation on award of the qualification:

- A testamur, and
- A record of results

A testamur is defined by the AQF as 'an official certification document that confirms that a qualification has been awarded to an individual'. References to 'testamurs' on this policy and procedures refer only to official documents that confirm that an AQF qualification has been awarded to an individual.

A record of results will be provided in addition to the testamur.

Flexible Delivery and Assessment Procedures

Our training and assessment procedures are flexible and take into account student needs. We will ensure that:

- All required resources for the delivery of any course are in place and to the most current industry standard
- Training and assessment will only be conducted by qualified staff/contractors
- All training and assessment will be to the nationally set standard prescribed in the relevant Training Package or accredited course material

This means that training and assessment you receive with us is done in accordance with the national quality- training framework.

Some MIBT courses may be delivered in conjunction with a third-party provider.

Working with Persons Under 18 Years of Age

If you are under 18 years of age and are enrolling with MIBT, your parent or guardian will be required to sign your Enrolment Form as well to indicate that they agree with your enrolment.

Fees and Refund Policy and Procedure

Introduction

This policy/procedure provides all students and staff information on the ability to apply for a refund of tuition, training or assessment fees in certain circumstances.

The following policy provides notification in advance to ensure all students are treated fairly and with integrity when applying for refunds.

Any application or request for a refund of any fee amount paid in advance, must be made in writing addressed to Masters in Building Training (MIBT) National Administration, sent via email to info@mibt.edu.au.

Consideration of requests for any refund will be solely at the discretion of MIBT National Administration or their delegate, in accordance with this policy.

Scope

This policy applies to all fees and refunds applicable to all pre-enrolment, enrolment, registration, training, assessment, qualifications, skill sets, units or other training programs.

Policy

It is the policy of Masters in Building Training to have fair and reasonable financial dealings with all clients and students.

MIBT will not require a prospective or current learner to prepay fees in excess of a total of \$1500 (being the threshold prepaid fee amount), in advance of either the commencement of training or any current stage of training or assessment delivery.

Payment for any course, training or assessment does not guarantee a successful outcome, or any issuance of a certificate, or successful application for any industry licence.

MIBT will clearly identify the amount applicable for tuition, training &/or assessment and any materials or other fees, as well as the timeframes for payments;

A refund will only be considered to the value of any portion of the course that has not been opened or commenced by the Student.

The initial quote or price presented by MIBT to a prospective Student is based on the information provided by the Student. The price for training &/or assessment may vary during the course, if the amount of training requested by the Student, or the proportion of training versus RPL assessment varies during the course.

Prices quoted by MIBT include pre-enrolment administration elements, including but not limited to; application processing, capturing and verifying Student identification, applying for any relevant funding, language, literacy and numeracy testing and marking and establishment of a training plan. The initial amount of \$500.00 paid at the time of enrolment covers the provision of these pre-enrolment services. In the case of a short or single unit course it may constitute the total fee. The initial payment however is not considered a prepayment of training or assessment fees. A refund of the initial payment made at the time of enrolment may therefore only be applied for where;

- a) The application for a refund is received within fourteen days of payment and
- b) The Student has not commenced the course or commenced any units

In any instance where fees have not been paid in advance, Masters in Building Training reserves the right to withhold Certification documents until all applicable fees are received.

Replacement of Parchments/Testamurs

A fee of \$25.00 for an original parchment. Please note that a request for a parchment may entail a higher cost at some point in the future.

Classroom-Based Courses

Failure to commence a course or notify of absence will result in the full fee being due for any days missed, including for all materials and consumables that may have been provisioned.

Circumstances such as illness and traumatic events will be considered as exceptional circumstances for refund purposes. Students will be required to provide evidence to support claims of exceptional circumstance, e.g. illness and accident – (Doctor's certificate) or family crisis.

Classroom programs may be changed or cancelled due to low registrations or other reasons which are out of the control of MIBT. Reasonable notice of cancellation including an offer to transfer to another program within six (6) weeks of the original course will be given to students. If MIBT cannot honour the transfer within the six (6) week period and the student prefers, MIBT will refund the full payment made in advance.

Procedure

Any application or request for a refund of any fee amount paid in advance, must be made in writing addressed to MIBT National Administration sent via email to info@mibt.edu.au;

Where a refund is determined to be payable:

- Once the National Administration has given permission for a refund, the administration staff will notify Accounts for a refund to be issued, and
- A copy of refund details will be placed in student's file and/or contact log.

Induction

On successful completion of the enrolment process, all students will under-go an induction program including:

- Introduction to the course,
- Introduction to E-learning,
- The training and assessment procedures including method, format and purpose of assessment, and
- Qualifications to be issued.

Training Services

Currently MIBT is able to offer students accredited training in the following qualifications:

Note: Some MIBT programs may be delivered by or in conjunction with a third-party provider.

- CPC10111 Certificate I in Construction
- CPC30111 Certificate III in Bricklaying/Blocklaying
- CPC30211 Certificate III in Carpentry
- CPC30313 Certificate III in Concreting
- CPC30611 Certificate III in Painting and Decorating
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- CPC31511 Certificate III in Formwork/Falsework
- CPC32612 Certificate III in Roof Plumbing
- CPC40110 Certificate IV in Building and Construction (Building)
- CPC50210 Diploma of Building and Construction (Building)
- CPC60212 Advanced Diploma of Building and Construction (Management)

MIBT recognises the importance and benefits of combining industry experience with education when striving to deliver programs of highest quality and relevance to the client. Therefore, all trainers and assessors employed or contracted by MIBT have demonstrated significant industry experience in addition to holding the relevant qualifications, allowing them to provide a professional, well-rounded learning environment for participants.

As a student with MIBT, your feedback is critical to our continuous improvement policy. Along with the formal feedback mentioned earlier, students are encouraged to give feedback throughout their enrolment.

Training Guarantee

It is the intention of the RTO Manager and MIBT that all students will receive the full training services at all times. MIBT undertakes to guarantee student completion of courses in the event that significant change occurs to affect the RTO's legal or operation status. We will assist and support students to complete their course to the end of the agreed course end date. In the event we are unable to provide this support, MIBT will assist the student in finding a placement for the student with another provider who will oversee the completion of your course.

Our Codes of Business

As a Registered Training Organisation MIBT operates within the standards set out by Australian Skills Quality Authority (ASQA), the National VET regulator Act 2011 and the Standards for Registered Training Organisations 2015 (NVR Standards 2015).

MIBT is committed to providing supportive and positive outcomes for all services provided to our clients. All staff recognises the rights of students and provides information, advice and support that are consistent with our Code of Practice.

If, at any time, you feel that any staff member is not abiding by our policies and procedures then report your complaints or grievance to your supervisor/trainer or someone within MIBT or complete our complaints and appeals form.

Access and Equity

MIBT is committed to integrating Access and Equity principles within all our services that we provide to our clients. All staff recognises the rights of students and provides information, advice and support that are consistent with our policies and procedures.

Regardless of cultural background, religion, gender, sexuality, disability, location or age you have the right to learn in an environment that is free from discrimination and harassment and be treated in a fair and considerate manner while you are studying with us.

Appeals and Complaints

MIBT has a defined complaints and appeals process that will ensure student's complaints and appeals are addressed effectively and efficiently. The CEO is the dedicated consumer protection officer.

MIBT strives to ensure that each student is satisfied with their learning experience and outcome. In the unlikely event that this is not the case, all students have access to rigorous, fair and timely complaint and appeal processes which are outlined in this section of the policy and procedures document. Any complaints or appeals will be reviewed as part of the continuous improvement process and where corrective action has been highlighted, it will be implemented as a priority.

Complaints

A complaint can be defined as a student's expression of dissatisfaction with any aspect of MIBT services and activities such as;

- The enrolment, induction/orientation process,
- The quality of education provided,
- Academic matter, including student progress, assessment, curriculum,
- Handling of personal information and access to person records, and
- The way someone has been treated.

In handling a complaint, whether formal or informal, confidentiality will be maintained to:

- Protect all parties involved in a complaint under the principles of natural justice, and
- Involve the minimum number of people possible.

A complaints procedure is available to all persons wishing to make a complaint, appeal or any other manner of objection in relation to the conduct of MIBT. The complaints procedure will address both formal and informal complaints.

All complaints and appeals will be treated seriously and dealt with promptly, impartially, sensitively and confidentially. To protect the rights of both the complainant and the respondent, the following principles will be observed:

- The consideration of complaints and appeals will be dealt with according to principles of procedural fairness and natural justice which respect the right of a complainant to be heard by an impartial party
- Attempts will be made to resolve complaints and appeals with and by the person(s) involved
- Complainants and respondents will not be subject to discrimination or harassment resulting from their participation in the complaints process
- This complaints process does not restrict a person's right to pursue other legal remedies
- Complainants and/or respondents have the right to be accompanied and assisted by a support person (such as a family member, friend, counsellor or other professional support person other than a qualified legal practitioner) if they so desire
- All communications arising from the complaints process, together with the proceedings of the Appeals Committee, will remain confidential, except to the extent necessary to give effect to this policy
- Where the appeal relates to the suspension of enrolment, students may maintain their enrolled status whilst awaiting the outcome of the appeal
- At all stages of the process, reason and a full explanation for decision and actions taken as part of the procedures will be given in writing if so requested by the complainant or respondent
- A complainant is entitled to access the appeal procedures regardless of the location at which the complaint has arisen, the complainant's place of residence, or the mode in which they study

A student has the right to contact ASQA at any time before, during or after a complaint has been lodged with MIBT. ASQA Complaints Forms are available from <http://www.asqa.gov.au/forms.html> and can be submitted to:

Complaints Team
Australian Skills Quality Authority
PO BOX 9928
Sydney NSW 2001

Or via email to complaints.team@asqa.gov.au

- students may also contact their relevant State Department,
- NSW Smart and Skilled Consumer support centre if they are completing a funded program <https://smartandskilled.nsw.gov.au/for-students/consumer-protection-for-students> , and
- QLD Department of Employment Small Business and Training Complaints and Appeals <https://training.qld.gov.au/apprenticeshipsinfo/information-resources/information-sheets/atis-002>

Appeals

The MIBT appeals process is concerned with a student's right to request change to decisions or processes of an official nature, usually in relation to academic or procedural matters.

In the case of a student's appeal against specific assessment decisions, the student should first discuss the decision(s) with the relevant trainer or assessor and request re-evaluation. The trainer or assessor will hear the student's appeal, make fair judgement to the best of their ability as to whether change(s) are required and then discuss their final decision with the student.

If the matter cannot be resolved at a local level or if the complainant is not satisfied with the outcome, either the complainant or the respondent can refer the matter to the training manager or the dedicated consumer protection officer.

If the student is still not satisfied with the resolution of the appeal or complaint after following the procedure, the student may contact ASQA and lodge a written complaint as outlined above.

Client/Student Support

We will endeavour to provide information and guidance to all students. This includes but is not limited to:

- Learning pathways and possible RPL opportunities, and
- Provision for special learning needs including LLN.

Discrimination and Harassment

MIBT abides by the anti-discrimination and equal opportunity legislations by providing a work environment in which:

- All people are treated with dignity and respect,
- All people have equal access to jobs, opportunities and careers based on their knowledge, skills and abilities,
- All selection is based on merit, ie the best person for the job, and
- Diversity is valued.

These acts promote equality of opportunity for everyone, by protecting from unfair discrimination.

These different acts ensure that there is not discrimination based on:

- Sex,
- Marital status,
- Parental status,
- Age,
- Race/culture,
- Disability, and
- Religious belief etc.

Victimisation is also against the law. Victimisation includes threatening, harassing or punishing a person.

Related links:

- Australian Human Rights Commission <http://www.humanrights.gov.au/>

MIBT Code of Conduct

Whilst a student of the MIBT, you are expected to:

- Obey all Australian laws and regulations,
- Be respectful to other people: harassment, bullying, physical or verbal assault will not be tolerated,
- Be polite and treat everyone equally and fairly, regardless of gender, age, race, sexual preference or religious belief,
- Respect the property of others, whether at your accommodation, your training campus, MIBT office or any other venue,
- Comply fully with the notified Work Health and Safety requirements in your accommodation, your tuition campus and in all MIBT property, and
- Do not use mobile phones in class or in meetings (turn them off during class times)
- Smoke only in designated smoking areas.

Health and Safety

MIBT has a comprehensive Workplace Health and Safety Policy that is displayed throughout the RTO.

Workplace Health and Safety Policy

MIBT is committed to providing a safe and healthy workplace for all of our employees, students and clients and recognises all of its responsibilities to provide a safe and healthy work environment for employees, students, contractors, clients, visitors and the public.

Creating a safe work environment and care for the environment is the responsibility of **ALL** MIBT personnel at every level of the Company.

To achieve this stated policy outcome, the commitment and contribution of each and every employee is required through:

- Taking responsibility for the health and safety of themselves and their fellow workmates;
- Not compromising personal health and safety in the mistaken belief that other requirements are more important;
- Considering health and safety as an integral part of our work.

MIBT promotes a work environment and safety management system that is characterised by:

- A systematic approach to controlling health and safety hazards and risks through the development and implementation of suitable policies and procedures;
- effective management demonstrated by commitment and direct involvement at all levels of the company;
- outperforming teamwork with effective two-way communication as an integral part of every job;
- Provision of appropriate facilities, equipment, education, training and supervision for employees and contractors to ensure healthy and safe working conditions and methods.

In its activities MIBT maintains so far as practicable a working environment that is safe and without risks to health, eliminates or controls work-related hazards and risks by:

- ensuring as far as practicable all operations conducted by employees, students, contractors and visitors are in accordance with relevant legislation and regulatory requirements and relevant industry standards;
- the application of a systematic approach to identifying, assessing and controlling workplace hazards and risks; and
- Facilitating continuous improvement through periodic review of objectives and performance measures, systems, practices and procedures to ensure their continued effectiveness and relevance.

Privacy

Australian privacy laws place very strict conditions on the collection and use of private information by organisations.

MIBT is bound by the National Privacy Principles contained in the Commonwealth Privacy Act.

MIBT considers student privacy to be of upmost importance and will practice a high standard of care and concern in regards to maintaining student privacy in all aspects of business operations. MIBT will comply with all legislative requirements including the Privacy Act 1988 (Commonwealth) and National Privacy Principles www.privacy.gov.au

Overview

This statement outlines how MIBT uses and manages personal information provided to or collected by it.

MIBT may, from time to time, review and update this Privacy Policy to take account of new laws and technology, changes to operations and practices and to make sure it remains appropriate to the changing training environment.

Information Collected

The type of information MIBT collects and holds includes, but is not limited to, personal information, including sensitive information, about trainees before, during and after the course of a trainee's enrolment at MIBT.

Information Provided

MIBT will generally collect personal information held about an individual by way of forms filled out by trainees, face-to-face meeting and interviews, and telephone calls.

Use of Personal Information

MIBT will collect and use personal information about individuals for the primary purpose of facilitating and enabling the provision of training and welfare services to trainees.

The purposes for which MIBT uses personal information related to trainees include (but are not necessarily limited to):

- day-to-day administration
- looking after student's educational well-being
- reporting to your employer / sponsor
- to satisfy our legal obligations and to allow us to discharge our duty of care
- to meet relevant State Government or Funding organisational requirement through such as:
 - Smart and Skilled contract,
 - User Choice Contracts, and
 - Certificate 3 Guarantee Contracts.

Disclosing Personal Information

Unless prevented by law, MIBT may disclose personal information, including sensitive information, held about an individual to:

- an individual's employer/sponsor/guardian
- government departments

- medical practitioners
- people providing services to MIBT, including education and accommodation providers
- anyone an individual authorises MIBT to disclose information to.

Sensitive Information

Under Australian legislation, in referring to 'sensitive information', MIBT means information relating to a person's:

- racial or ethnic origin
- political opinions
- religion
- trade union or other professional or trade association membership
- sexual preferences
- criminal record, that is also personal information
- health information.

Sensitive information will be used and disclosed only for the purpose for which it was provided or a directly related secondary purpose, unless you agree otherwise, or the use or disclosure of the sensitive information is allowed by law.

Management and Security of Personal Information

MIBT's staff members are required to respect the confidentiality of trainee's personal information and the privacy of individuals. MIBT has in place steps to protect the personal information we hold from misuse, loss, unauthorised access, modification or disclosure by use of various methods including locked storage of paper records and password access rights to computerised records.

Updating Personal Information

MIBT endeavours to ensure that the personal information it holds is accurate, complete and current.

Under the Commonwealth Privacy Act, an individual has the right to obtain access to any personal information which MIBT holds about them and to advise MIBT of any perceived inaccuracy.

To obtain access to your personal information, for the purpose of ensuring its accuracy, please contact the MIBT RTO Manager.

Health and Safety

Photographs and Particulars of Achievements

MIBT may seek student authority to use photographs and particulars of student achievements for the promotion of MIBT's capabilities and achievements and will provide an authority form for this purpose for student signature.

Note that this authority is also subject to approval by each student's employer/sponsor. A student may decline to provide MIBT with such authority and may also withdraw any previously provided authorisation by advising MIBT in writing of such withdrawal.

Privacy Principles

Collection

MIBT will only collect necessary information pertaining to one or more specific operations. The student will be informed as to the purpose for which details are being collected.

Use and Disclosure

MIBT will ensure student personal information is not used or disclosed for secondary purposes without obtaining explicit consent from the student unless a prescribed exception applies.

Data Quality

MIBT will take all reasonable measures to ensure that all student personal information that is collected, used or disclosed is accurate, current and complete.

Data Security

MIBT will take all reasonable measures to ensure all collected student personal information is protected from misuse, loss or damage, and that all data and record storage is secure from unauthorised access, modification or disclosure.

Openness

MIBT will maintain documentation which detail how student personal information is collected, managed and used. When a student makes an enquiry in relation to information collected, MIBT will explain what information is held, for what purpose it is held, and what procedures outline the collection and use of information.

Access and Correction

MIBT will allow students access to personal information held in all circumstances unless prescribed exceptions apply. If the student identifies errors within the information, MIBT will correct and update to file.

Anonymity

MIBT will provide students the opportunity to interact with the business without requiring the student to make their identity known in any circumstances it is practical and possible to do so.

Sensitive Information

MIBT will request specific consent from a student in circumstances where it is necessary to collect sensitive information. Sensitive information may include but is not limited to; information relating to a student's health, criminal record, racial or ethnic background.

Unique Student Identifier (USI)

MIBT will comply with USI requirements as the system is implemented.

Student Training Records Policy

Upon enrolment, student's details will be entered into the RTO database system. This process initiates the establishment of the student's individual file which is then used to record all future details pertaining to the client. The file is retained by MIBT and management of the file will be in accordance with the RTO training records policy.

MIBT is committed to maintaining the accuracy, integrity and currency of all student files, as well as ensuring appropriate security of all records to uphold confidentiality and protect student privacy. MIBT management will undertake a validation of the training records and report the findings at the monthly management meeting.

When in paper format, student's work will be filed according to the competency / unit number, competency / unit cluster or alphabetically according to the students' names. Individual student records will be stored in a lockable steel filing cabinet in a locked secure office area. If the files are stored in a location where student or public access is possible, the cabinets should remain locked. For ease of application and consistency, a similar filing process will be used for electronic files. The electronic records are stored utilising AVETMISS compliant software and are protected by password access.

Completed Assessments

Each and every assessment submitted by every student will be retained for a minimum period of six (6) months.

At the expiration of six (6) months period, the student's assessments will be stored in a safe and secure facility for (2) years.

Results of Assessment Records

student assessment results will be recorded electronically within the RTO's database system. This information may be used to provide annual competency completion reports and / or AVETMISS reports, as required.

- Sufficient information to re-issue the testamur, if required, will be retained, and
- Results of assessment will be retained for thirty (30) years.

Security

Further security of records is ensured by complying with the storage requirements detailed in ASQA's general directive: Retention requirements for completed student assessment items dated 22 June 2012.

Ceasing Operation

In the event that MIBT ceases to operate, the RTO's records will be transferred to ASQA in the appropriate format and detail as specified by the Department at the time of ceasing RTO operations and state governing body.

ACT Apprenticeship Handbook

Welcome to MIBT as an Australian Apprentice/Employer in the ACT

As part of your introduction to the apprenticeship/traineeship, we have collected information that you are required to know and understand as you enter into a training contract for the qualification of your choice.

Who is MIBT?

MIBT is a Registered Training Organisation (RTO) that deliver/assess building and construction qualifications nationally. MIBT delivers qualifications by flexible delivery. This includes online through our e-learning Learning Management System (LMS) and workplace-based training. To find out more, please visit our website at www.mibt.edu.au and watch our videos.

MIBT are approved providers of the ACT User Choice funding program. This provides funding for delivery of training to ACT apprentices/trainees.

Student Fees

The following student fees, paid to MIBT, are required for the relevant qualification under the ACT User Choice funded program:

Qualification	Qualification Code	Student Fee
CPC10111	Certificate I Construction	\$500
CPC30111	Certificate III Bricklaying	\$500
CPC30313	Certificate III Concreting	\$500
CPC30211	Certificate III Carpentry	\$500
CPC30611	Certificate III Painting/Decorating	\$500
CPC31011	Certificate III Solid Plastering	\$500
CPC31211	Certificate III Wall and Ceiling Lining	\$500
CPC31311	Certificate III Wall and Floor Tiling	\$500
CPC31411	Certificate III Waterproofing	\$500
CPC31511	Certificate III Formwork/Falsework	\$500
CPC32612	Certificate III Roof Plumbing	\$500
CPC40110	Certificate IV Building & Construction	\$500
CPC50210	Diploma Building & Construction	\$500

The fee(s) cover the cost of online training delivery on LMS, which includes the resources required to complete the qualification, it covers the cost of our support team, workplace assessments and trainer. There are no additional fees for MIBT ACT Australian Apprentices.

To become an ACT User Choice funded apprentice/trainee, the student is required to complete an eligibility checklist with MIBT. This will determine if you are eligible for funding (see checklist attached).

Fee Concession

In accordance with the ACT Standards Compliance Guide for Australian Apprenticeships, MIBT may offer a fee concession to eligible Australian Apprentices in certain circumstances. Please discuss this further with the Apprenticeship Manager if you have concerns about paying enrolment fees.

To be eligible for a fee concession, at the commencement of training an Australian apprentice must:

- Hold a current Health Care Card/Pension Card or,
- Can provide genuine hardship to MIBT.

If the Australian Apprentice is under the age of 18 years, the parent/guardian may provide the above evidence in their name(s).

Once MIBT have made a decision to apply fee concession to the Australian Apprentice, MIBT must submit the Application for Fee Concession Reimbursement to the ACT Government for approval.

Fee Exemption

- Fee Exemption will apply in accordance with the exemption rules:
 - The employer is the RTO for its own Australian Apprentice,
 - The Australian Apprentice leaves one (1) employer and recommences within 12 months with another employer, in the same qualification and with the same RTO, or
 - The Australian Apprentice is required to go to a different RTO as a result of change of RTO process, or
 - The student is an Australian School Based Apprenticeships (ASBA) and the school is the RTO.

MIBT will ensure that all students who have been transferred from another RTO to MIBT do not pay the fees for the Australian Apprenticeship qualification.

Now You've Decided to Proceed with MIBT What Happens Next?

Once you have decided to have MIBT deliver your qualification, the apprentice/trainee and employer will sign a training contract by contacting an Apprenticeship Network Provider (APN) (e.g. Australian Apprenticeship Support Network).

ANP's currently in the ACT:

ACT	MEGT (Australia) Ltd	136 348
ACT	Chambers Apprenticeship Support Australia Pty Ltd	1300 652 236
ACT	Sarina Russo Job Access (Australia) Pty Ltd	1300 178 776

The ANP will advise MIBT that an apprentice/trainee have nominated us for delivery of training of the qualification chosen.

We will then get in touch with the apprentice/trainee and employer to organise documentation prior to commencement of training.

Training Plan

The training plan is developed in conjunction with the apprentice/trainee, the employer and MIBT. It will be agreed with the student and, where required by the specific training initiative, the employer.

The training plan will:

- Be consistent with the qualification or competencies to be attained,
- Be consistent with the proposed delivery and assessment strategies,
- Be customised as required for the needs of the apprentice/trainee and employer, where applicable, including the needs identified in the Language, Literacy and Numeracy (LLN) Assessment task (if any),
- Must include all elements of the ACT Australian Apprenticeship Training Plan template,
- The Training Plan must be signed by all parties who are entering into the training plan for the apprenticeship/traineeship.

A completed, signed copy of the training plan is provided to the apprentice/trainee and the employer within 14 days of completion. This document will be reviewed annually or when requested/required by any party.

If you are an apprentice/trainee moving from another training provider to MIBT, a new training plan will be completed within eight (8) weeks of the date of the transition to MIBT.

Learning Management System Induction

The LMS will be explained to the apprentice/trainee and the employer, with loading of identification and other important information required to be uploaded prior to commencement of the apprenticeship/traineeship training.

Language, Literacy and Numeracy Assessment

In addition, the apprentice/trainee must undertake a LLN assessment task prior to commencing units of competency.

LLN are important aspects of vocational training.

MIBT will conduct an initial skills assessment comprising of an assessment of LLN skills to ascertain the proposed qualification, learning program, strategies and materials are appropriate for the student.

The LMS provides for online LLN assessment tasks which are completed by the student prior to commencement of units of competency.

MIBT have an automated electronic process for conducting the LLN assessment, including determining and documenting the Australian Core Skills Framework (ACSF) level (1 – 5) of the apprentice/trainee.

MIBT align the results of the LLN assessment with the ACSF. The ACSF Level is recorded on the apprentice's/trainee's LMS student file.

Once the LLN assessment is complete the LMS automatically measures the apprentice's/trainee's outcomes to the ACSF levels. This is reported to the assigned trainer for review, the outcome is also automatically stored. A preliminary assessment of LLN skills will assist trainers to identify any additional support that may be required for the successful achievement of competencies by the apprentice/trainee or may indicate if alternative training is required.

Commencing Training in Units of Competency.

Once the above information is completed, and uploaded to the LMS, the apprentice/trainee will commence training in accordance with the training plan. The apprentice/trainee will be allocated a trainer who will support the apprentice/trainee and employer throughout the progress of the apprenticeship/traineeship.

Completion Payment for ACT Apprentices/Trainees

Upon completion of the Australian Apprenticeship, an ACT Australian Apprentice is eligible to receive a \$300.00 completion payment.

Eligibility includes:

- You are an ACT Australian Apprentice,
- Started your apprenticeship/traineeship on or after January 2016,
- Successfully completed your apprenticeship/traineeship,

- Have not completed more than 50% of your qualification through Recognition of Prior Learning (RPL) or Credit Transfer (CT),
- Complete a student survey that you will be sent by Training and Territory Education (you must provide an updated email address on your training contract).

This completion payment is only available for up to one (1) year after you complete your apprenticeship/traineeship. Payment will be made electronically to the bank account details nominated by the apprentice/trainee on the survey.

This payment is made by the ACT Government. For more information please contact (02) 6205 8555 or skills@act.gov.au.

National Code of Good Practice for Australian Apprenticeships

Australian Apprenticeships, which may be referred to as apprenticeships or traineeships in some States and Territories, offer many benefits to employers and Australian Apprentices. Employers can take on an Australian Apprentice who is trained to understand the specific requirements of their workplace and has the skills that match their business objectives. Australian Apprentices have the chance to gain valuable work experience, develop skills and acquire a nationally recognised qualification.

This Code of Good Practice has been developed to assist both parties entering into a Training Contract with a clear understanding of each other's obligations and expectations.

A copy of this Code should be retained by the Employer and the Australian Apprentice.

Both Parties

Both parties understand that there is a formal agreement to train the Australian Apprentice. This agreement is known as the Training Contract, and it sets out the legal obligations binding the Employer and the Australian Apprentice.

Both parties enter into the employment and training arrangement with a commitment to mutual respect, honesty and fairness.

Both parties agree to determine the qualification and the competencies that the Australian Apprentice is working to attain.

Both parties have a clear understanding of their contractual obligations including the duration of the Training Contract.

Both parties are clear about available dispute resolution avenues and understand what is required to terminate the Training Contract.

The Employer will:

Meet legal obligations

This involves:

- Conforming with relevant Australian Government and State/Territory legislation, including that relating to Australian Apprenticeship arrangements.

Provide a safe working environment

This involves:

- Providing a safe workplace, free from bullying and verbal, physical, racial and sexual abuse,
- Ensuring that all occupational health and safety requirements are addressed,
- Providing an appropriate introduction to the workplace, stressing those core occupational health and safety requirements essential to workplace safety.

Support structured training

This involves:

- Providing opportunities to develop knowledge and skills,
- Lodging Training Contract documentation with the relevant authorities, selecting a MIBT (training provider) and enrolling the Australian Apprentice within the timeframe determined by your State/Territory Training Authority,
- Participating in the development of the training plan and providing facilities and expertise to assist in the training of the Australian Apprentice in the agreed qualification (this may include on-the-job training, supervision from competent people, mentoring, or time to undertake off-the-job training),
- Ensuring that a record of training is maintained,
- Ensuring that the relevant authorities are notified on the completion of the Training Contract, or advising them in instances where the Training Contract is in danger of not being completed,
- Providing on the job supervised tasks that meet the units of competency selected for the training plan/for assessment,
- Ensuring that all third-party reports are completed and uploaded to the LMS apprentice/trainee file.

Provide supervision and support

This involves:

- Providing the Australian Apprentice with a nominated workplace supervisor and could involve a coaching or mentoring arrangement, especially for Australian Apprentices with little experience of work, and
- Being mindful that Australian Apprentices under the age of 18 are minors, and that their parents or guardians have legal responsibility for them.

Advise Australian Apprentices of their rights and responsibilities

This involves:

- Ensuring that Australian Apprentices are encouraged to raise issues and problems both in the workplace and with MIBT (training provider),
- Advising them of entitlements, such as wages, conditions etc.,
- Ensuring that the Australian Apprentice is aware that help and assistance are also available from the relevant State/Territory Training Authority,
- Providing comprehensive induction processes for commencing Australian Apprentices to ensure that they are aware, from the time of commencement, of the proposed training program, workplace safety requirements and their rights and responsibilities.

The Australian Apprentice will:**Be aware of and make a commitment to fulfil work responsibilities**

This involves:

- Attending and performing work in a professional and courteous manner in accordance with the employer's requirements,
- Taking care of workplace property and resources,
- Respecting the rights of other Australian Apprentices and employees in the workplace,
- Remembering that information obtained from the employer must be kept confidential and not Disclosed without approval from the employer,
- Obtaining consent from a parent or guardian, if you are less than 18 years of age.

Be aware of and make a commitment to fulfil training responsibilities

This involves:

- Making all reasonable efforts to achieve the competencies specified in the training plan and undertaking any training and assessment required,
- Participating in the development of the training plan,
- Attending training sessions or supervised workplace activities and taking advantage of learning opportunities,
- Ongoing weekly progression on the LMS,
- Maintaining a record of training to include in workplace activities/third party reports on the apprentice's LMS student file.

For Further Information and Assistance

Australian Apprenticeship Support Network provider in each State and Territory can provide further information on Australian Apprenticeships. Their contact details can be obtained by calling 13 38 73 or by visiting <https://www.australianapprenticeships.gov.au/>.

State and Territory Training Authority

State and Territory Training Authorities are government departments responsible for the operation of the Vocational Education and Training (VET) system (including Australian Apprenticeships) within that jurisdiction. Contact details for State and Territory Training Authorities are listed below:

Australian Capital Territory

Skills Canberra – ACT Government

GPO Box 158, Canberra ACT 2601

Ph: (02) 6205 8555

Web: www.skills.act.gov.au

This handbook has been discussed by an MIBT representative to both the Australian Apprentice and the employer.

Both parties are aware and understand their obligations in relation to entering this structured training program.

MIBT has assessed the employers' capacity to support this structured training for the selection qualification.

We (below) agree this information was discussed and supplied by MIBT representative on _____ (Date)

Australian Apprentice Name Signature

Employer Name Signature

MIBT Representative Name Signature

Checklist for Eligible ACT Australian Apprentices/Employers

Prior to enrolling potential ACT Australian Apprentice's and Employers to MIBT apprenticeship/traineeship programs the following information/requirements are required:

- Work in the ACT,
- At least 15 years of age,
- Australian Citizen,
- Permanent Resident,
- New Zealand passport holder who has resided in Australia for more than six (6) months, or
- A person who holds a visa identified below,
- Receive remuneration for their work,
- Complete a minimum of 15 hours combined work and training per week (employment and training hours may be averaged over four (4) weeks for non-school based training contracts),
- Undertake an approved Australian Apprenticeships qualification with an approved RTO, as listed on the ACT Qualifications Register,
- Have the required supervision in the workplace for an Australian Apprentice. In the case of apprentices in the licensed trades, the supervisor must have the relevant qualification and license,
- In addition to the eligibility criteria above, the apprentice/trainee and the employer have been issued a copy of the MIBT document National Code of Good Practice for Australian Apprenticeships and have had the obligations of each party explained. This document has been signed as acknowledged by both parties prior to enrolment.

Eligible Visa Types (for Funding)

- 100 Partner (Migrant) Visa,
- 189 Skilled Independent Visa,
- 190 Skilled Nominated Visa,
- 200, 201, 202, 203, 204, 866,
- Permanent Humanitarian Visas,
- 309 Partner (Provisional) Visa,
- 445 Dependent Child Visa,
- 449 Temporary Humanitarian Concern Visa,
- 785 Temporary Protection Visa,
- 786 Temporary Humanitarian Stay Visa,
- 790 Safe Haven Enterprise Visa,
- 801 Partner (Permanent) Visa,
- 820 Partner (Temporary) Visa,
- Criminal Justice Stay Visa (Subclass ZB 951),
- A Bridging Visa where the substantive Visa appears on the eligible visa type list,
- Refugees and asylum seekers who hold a Bridging Visa A, B, C or E.

Acknowledgements and Authorisations

In summary, Masters in Building Training will provide:

- *Training programs and services that promote inclusion and are free from discrimination,*
- *Support services, training, assessment and training materials to meet the needs of a variety of individual students,*
- *Consideration of each individuals' needs to provide the best opportunity for skill development and attainment of qualifications that can lead to further training or employment,*
- *Opportunity for consultation between staff and students, so that all aspects of individual circumstances can be taken into consideration when planning training programs,*
- *Consideration of the views of students' community, government agencies and organisations, and industry when planning training programs,*
- *Access to information and course materials in a readily available, easily understood format, and*
- *Information to assist students in planning their pathway from school or the community to vocational education and training.*

Acknowledgement Declaration

I acknowledge that I, _____, have read and fully understand the contents of this student handbook, which outlines the conditions of my rights and responsibilities as a student of Masters in Building Training.

Signature

Date

Name of Witness

Signature of Witness

General Privacy Authority Form

I hereby provide authority for Masters in Building Training to obtain and use photographs of me and particulars of my activities and achievements whilst a student at Masters in Building Training for purposes including (but not limited to):

- Newsletters
- Social Media Sites (such as Facebook, Instagram, etc.)
- Masters in Building Training Promotional Material.

I understand that I can withdraw my authority at any time by providing written advice to Masters in Building Training.

Signature:.....

Name:.....

Date:.....

Witnessed by:

Signature:.....

Name:.....



Complaints and Appeals Form

This form must be completed when you need to make a formal complaint or appeal with Masters in Building Training. Please keep a copy for your records and post or deliver to our office for attention.

1. YOUR DETAILS		
Full Name:		
student ID:		
Program:		
Address:		
Phone:		Email:

2. YOUR COMPLAINT/APPEAL	
Please provide an accurate statement of the matter you wish to have resolved and the steps you have taken to try to resolve the matter. Attached extra pages as necessary.	
Describe your Complaint/Appeal:	
What have you done to try to resolve the complaint or appeal?	
What outcomes are you seeking? Do you have a suggested remedy for the complaint or appeal?	
Complainant/Appealer Signature:	Date:

3. FOR OFFICE USE ONLY		
Received by:	Date:	Signature:
Complaint/Appeal Referred to:		Date:
Panel Meeting:	Date meeting was held:	
Outcomes of the meeting:		
Letter issued to the Complainant/Appealer with the outcome of the Panel Meeting: YES/NO		Date letter was sent:
Issues/Panel meeting outcome entered to Continuous Improvement Register: YES/NO		

Please forward this completed form to: **Masters in Building Training**

PO Box 124, St Peters, NSW 2044

Tel: 1300 642 457

info@mibt.edu.au