



**MEDICAL SCIENCES COUNCIL  
OF NEW ZEALAND**

TE KAUNIHERA PŪTAIAO HAUORA O AOTEAROA

**POLICY AND GUIDELINES:  
QUALIFICATION ASSESSMENTS FOR  
OVERSEAS-TRAINED PRACTITIONERS**

**AUGUST 2019**

<b>Policy Title</b>	<b>Qualification Assessments for Overseas-Trained Practitioners</b>
<b>Reference Number</b>	2019-Aug-V2-MSC Qualification Assessments
<b>Scope</b>	This policy applies to overseas-trained practitioners applying for registration

<b>Associated Policy Documents</b>	
Overseas-Trained Registration Assessment Report	

<b>Revision Schedule</b>			
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## Policy Overview

To be eligible for registration a practitioner must be able to satisfy the Council of their fitness to practise; that they have a prescribed qualification for the relevant scope of practice; and that they are competent to practise (sections 12, 15, and 16 of the Health Practitioners Competence Assurance Act 2003 [the Act]).

Section 15 of the Act allows the Council to treat any overseas qualification as a prescribed qualification if the Council deems the qualification to be equivalent to, or as satisfactory as, a prescribed qualification.

This documents sets out the criteria and assessment process for determining the status of an overseas qualification in terms of its equivalency or satisfactoriness for the purpose of registration.

## Assessment of Overseas Qualifications

- All overseas qualifications will be subject to a formal assessment using a set of standard criteria that is applied to each assessment.
- Qualification assessments are conducted by the staff team at Medical Sciences Secretariat (MSS) and recorded on a standard report template: *Overseas-Trained Registration Assessment Report*.

## Qualification Assessment and Registration Pathways

In the event of a qualification being assessed as equivalent to a prescribed qualification, or there is some doubt as to whether it meets equivalency status, the application is to be forwarded to the Council's Registration and Recertification Committee who will make a decision as to the appropriate registration pathway.

## Registration Status for Overseas-Trained Practitioners

Registration is dependent on the applicant meeting three distinct, but interrelated requirements of:

1. Holding an appropriate qualification
2. Having appropriate post-qualification clinical experience
3. Meeting fitness to practise (English language proficiency and good standing)

All overseas-trained practitioners seeking registration in a medical laboratory science scope of practice and who meet the qualification, clinical experience, and fitness to practise requirements, will be granted provisional registration, for a minimum of 3-FTE months. This is to ensure a reasonable amount of time for the practitioner to work under supervision while becoming familiar with practising in a New Zealand health environment. This minimum period of provisional registration is not negotiable.

Overseas-trained practitioners seeking registration as an anaesthetic technician and who meet the qualification, clinical experience, and fitness to practise requirements, will have a condition of supervised practice placed on their practising certificate for a minimum of 3-months. That condition is authorised under section 21, and issued as per section 22 of the Act. This is to ensure a reasonable amount of time for the practitioner to become familiar with practising in a New Zealand health environment while working under the supervision of an experienced registered anaesthetic technician. This minimum period of supervised practice is not negotiable.

## Qualification Assessment Criteria

Overview of Assessment Criteria		
Criterion	Short Title	What the Criterion Requires
1	- Applicant has completed the requirements of the qualification	- Applicant has successfully completed all components of the programme of study for the qualification supporting their registration application
2	- Qualification leads to registration or licensure and/or allows the practitioner to practise in the profession for which they are seeking registration	- Applicant's qualification enables them to apply for registration (or licensure) and/or allows them to practise without condition or restriction as a medical laboratory science or anaesthetic technology practitioner in the country where the programme of study was completed
3	- Education provider is subject to and meets external quality assurance	<ul style="list-style-type: none"> <li>- Education provider that awarded the qualification was externally accredited during the period the applicant undertook their studies. That is, during the relevant period of study the education institution was:               <ul style="list-style-type: none"> <li>o Subject to regular review by an external quality assurance agency; and</li> <li>o Registered or accredited by that agency</li> </ul> </li> <li>- The external quality assurance body must have publicly available standards that are comparable to the arrangements for quality assurance in tertiary education in New Zealand</li> </ul>
4	- Education level of qualification	<ul style="list-style-type: none"> <li>- The qualification is equivalent to the following NZ Qualifications Framework (NZQF) levels:               <ul style="list-style-type: none"> <li>o Medical Laboratory Scientist – Level 7 Bachelor degree</li> <li>o Medical Laboratory Technician – Level 5 Diploma</li> <li>o Medical Laboratory Pre-Analytical Technician – Level 5 Diploma</li> <li>o Anaesthetic Technician – Level 5 Diploma</li> </ul> </li> </ul>

## Overview of Assessment Criteria

Criterion	Short Title	What the Criterion Requires
<b>5</b>	<ul style="list-style-type: none"> <li>- Medical Laboratory Science: focus of the programme of study is relevant to medical laboratory science</li> <li>- Anaesthetic Technology: focus of the programme of study is in the practice of anaesthetic technology</li> </ul>	<ul style="list-style-type: none"> <li>- Medical Laboratory Scientist: focus is on contemporary practice across at least 75% of the core medical laboratory science disciplines</li> <li>- Medical Laboratory Technician: at least 75% of the programme is in at least one of the core medical laboratory science disciplines</li> <li>- Medical Laboratory Pre-Analytical Technician: at least 75% of the programme is specifically related to at least one of the pre-analytical areas of phlebotomy, donor technology, or specimen services</li> <li>- All medical laboratory science scopes:               <ul style="list-style-type: none"> <li>o Curricula includes core health professional and specific medical laboratory science knowledge and skills that are based on current and best available evidence and are applied across the human lifespan</li> <li>o Professional development, ethics, communication, and evidence-based practice is included throughout the content of the programme</li> </ul> </li> <li>- Anaesthetic Technician:               <ul style="list-style-type: none"> <li>o Focus is on contemporary anaesthetic technology practice</li> <li>o Curricula includes core health professional and specific anaesthetic technology knowledge and skills that are based on current and best available evidence and are applied across the human lifespan</li> <li>o Professional development, ethics, communication, and evidence-based practice is included throughout the content of the programme</li> </ul> </li> </ul>
<b>6</b>	<ul style="list-style-type: none"> <li>- Applicant provides evidence of relevant clinical practice in addition to academic learning</li> </ul>	<p>The programme of study for medical laboratory science applicants included clinical training to meet the practice requirements for the relevant scope of practice as set out in the <i>Competencies for Medical Laboratory Practitioners in Aotearoa New Zealand</i>. The clinical training component of the programme for medical laboratory scientists must equate to at least one-quarter of the curriculum. The programme included an assessment of graduates' clinical competence.</p> <p>The programme of study for anaesthetic technician applicants included clinical training to meet the practice requirements as set out in the <i>Competence Standards for Anaesthetic Technicians in Aotearoa New Zealand</i>. The clinical training component must equate to at least one-third of the curriculum. The programme included an assessment of graduates' clinical competence.</p>

## Pathways to Registration: Medical Laboratory Scientist (Pre-Online Exam)

Reference	Qualification Equivalency						Qualification Equivalent? Y/N	Fitness to Practise		Post-qualification Clinical Experience	Registration Pathway
	1	2	3	4	5 Curriculum	6 Clinical Competence		English Language	Good Standing		
A	✓	✓	✓	L7	✓	✓	Y	✓	✓		Provisional registration for minimum of 3-months
B	✓	✓	✓	L7	✓	✓	Y	X	✓	Meets any of the post-qualification scenarios	6-months to re-submit evidence of English proficiency. If still not met, application declined
C	✓	✓	✓	L7	✓	✓	Y	✓	X	Meets any of the post-qualification scenarios	Decline
D	✓	✓	✓	L7	Not 5 or 6		N	✓	✓	2 or more years within the 3- years prior to application	Offer provisional registration as a MLT with 3-12 months supervision
E	✓	✓	✓	L7	Not 5 or 6		N	✓	✓	Less than 2 years within the 3-years prior to application	Offer provisional registration as MLT with 12 months supervision
F	✓	✓	✓	L7	Not 5 or 6		N	X	✓		6-months to re-submit evidence of English proficiency. If still not met, application declined
G	✓	✓	✓	L7	Not 5 or 6		N	✓	X		Decline
H	✓	✓	✓	Below L7	Not 5 or 6		N	✓	✓	2 or more years within the 3- years prior to application	Offer provisional registration as a MLT with 3-12 months supervision
I	✓	✓	✓	Below L7	Not 5 or 6		N	✓	✓	Less than 2 years within the 3-years prior to application	Offer provisional registration as a MLT with 12 months supervision
J	✓	✓	Unable to provide evidence of qualification details due to length of time since qualification gained				N	✓	✓	2 or more years within 5-years prior to application	Provisional registration for minimum of 6-months
										Less than 2 years within the 5-years prior to application	Offer registration as a MLT Provisional registration for minimum of 12-months

## Pathways to Registration: Medical Laboratory Scientist (Post-Online Exam)

Reference	Qualification Equivalency						Qualification Equivalent? Y/N	Fitness to Practise		Post-qualification Clinical Experience	Registration Pathway
	1	2	3	4	5 Curriculum	6 Clinical Competence		English Language	Good Standing		
A	✓	✓	✓	L7	✓	✓	Y	✓	✓		Provisional registration for minimum of 3-months
B	✓	✓	✓	L7	✓	✓	Y	X	✓	Meets any of the post-qualification scenarios	6-months to re-submit evidence of English proficiency. If still not met, application declined
C	✓	✓	✓	L7	✓	✓	Y	✓	X	Meets any of the post-qualification scenarios	Decline
D	✓	✓	✓	L7	Not 5 or 6		N	✓	✓	2 or more years within the 3- years prior to application	Exam
E	✓	✓	✓	L7	Not 5 or 6		N	✓	✓	Less than 2 years within the 3-years prior to application	Exam
F	✓	✓	✓	L7	Not 5 or 6		N	X	✓		6-months to re-submit evidence of English proficiency. If still not met, application declined Otherwise exam
G	✓	✓	✓	L7	Not 5 or 6		N	✓	X		Decline
H	✓	✓	✓	Below L7	Not 5 or 6		N	✓	✓	2 or more years within the 3- years prior to application	Exam
I	✓	✓	✓	Below L7	Not 5 or 6		N	✓	✓	Less than 2 years within the 3-years prior to application	Exam



Reference	Qualification Equivalency						Qualification Equivalent? Y/N	Fitness to Practise		Post-qualification Clinical Experience	Registration Pathway
	1	2	3	4	5	6		English Language	Good Standing		
J	✓	✓	Unable to provide evidence of qualification details due to length of time since qualification gained				N	✓	✓	2 or more years within 5-years prior to application. Must have been in one of the 6-recognised countries (see footnote) <sup>1</sup>	Provisional registration for minimum of 6-months
										Less than 2 years within the 5-years prior to application and within one of the 6-recognised countries	Exam
										2 or more years within 5-years prior to application. Outside one of the recognised countries	Exam
										Less than 3 years within 5-years prior to application. Outside one of the recognised countries	Exam

<sup>1</sup> Australia, Canada, Ireland, South Africa, United Kingdom, United States of America  
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## Registration Pathways: Medical Laboratory Technician or Medical Laboratory Pre-Analytical Technician (Pre-Online Exam)

Reference	Qualification Equivalency						Qualification Equivalent? Y/N	Fitness to Practise		Post-qualification Clinical Experience	Registration Pathway
	1	2	3	4	5 Curriculum	6 Clinical Competence		English Language	Good Standing		
A	✓	✓	✓	L5 Diploma	✓	✓	Y	✓	✓		Provisional registration for minimum of 3-months
B	✓	✓	✓	L5 Diploma	✓	✓	Y	X	✓	Meets any of the post-qualification scenarios	6-months to re-submit evidence of English proficiency. If still not met, application declined
C	✓	✓	✓	L5 Diploma	✓	✓	Y	✓	X	Meets any of the post-qualification scenarios	Decline
D	✓	✓	✓	L5 Diploma	Not 5 or 6		N	✓	✓	2 or more years within the 3- years prior to application	Provisional registration for minimum of 6-months
E	✓	✓	✓	L5 Diploma	Not 5 or 6		N	✓	✓	Less than 2 years within the 3- years prior to application	Provisional registration for minimum of 12-months
F	✓	✓	✓	L5 Diploma	Not 5 or 6		N	X	✓		6-months to re-submit evidence of English proficiency. If still not met, application declined
G	✓	✓	✓	L5 Diploma	Not 5 or 6		N	✓	X		Decline
H	✓	✓	✓	Below L5 Diploma	Not 5 or 6		N	✓	✓	2 or more years within the 3- years prior to application	Decline
I	✓	✓	✓	Below L5 Diploma	Not 5 or 6		N	✓	✓	Less than 2 years within the 3- years prior to application	Decline

Reference	Qualification Equivalency						Qualification Equivalent? Y/N	Fitness to Practise		Post-qualification Clinical Experience	Registration Pathway		
	1	2	3	4	5	6		English Language	Good Standing				
J	✓	✓	Unable to provide evidence of qualification details due to length of time since qualification gained						N	✓	✓	3 or more years within 5-years prior to application. Must have been in one of the 6-recognised countries (see footnote) <sup>2</sup>	Provisional registration for minimum of 12-months
												Less than 3 years within the 5-years prior to application and within one of the 6-recognised countries	Provisional registration for minimum of 12-months
												3 or more years within 5-years prior to application. Outside one of the recognised countries	Provisional registration for minimum of 12-months
												Less than 3 years within 5-years prior to application. Outside one of the recognised countries	Provisional registration for minimum of 12-months

<sup>2</sup> Australia, Canada, Ireland, South Africa, United Kingdom, United States of America  
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## Registration Pathways: Medical Laboratory Technician or Medical Laboratory Pre-Analytical Technician (Post-Online Exam)

Reference	Qualification Equivalency						Qualification Equivalent? Y/N	Fitness to Practise		Post-qualification Clinical Experience	Registration Pathway
	1	2	3	4	5 Curriculum	6 Clinical Competence		English Language	Good Standing		
A	✓	✓	✓	L5 Diploma	✓	✓	Y	✓	✓		Provisional registration for minimum of 3-months
B	✓	✓	✓	L5 Diploma	✓	✓	Y	X	✓	Meets any of the post-qualification scenarios	6-months to re-submit evidence of English proficiency. If still not met, application declined
C	✓	✓	✓	L5 Diploma	✓	✓	Y	✓	X	Meets any of the post-qualification scenarios	Decline
D	✓	✓	✓	L5 Diploma	Not 5 or 6		N	✓	✓	2 or more years within the 3- years prior to application	Provisional registration for minimum of 6-months
E	✓	✓	✓	L5 Diploma	Not 5 or 6		N	✓	✓	Less than 2 years within the 3- years prior to application	Exam
F	✓	✓	✓	L5 Diploma	Not 5 or 6		N	X	✓		6-months to re-submit evidence of English proficiency. If still not met, application declined
G	✓	✓	✓	L5 Diploma	Not 5 or 6		N	✓	X		Decline
H	✓	✓	✓	Below L5 Diploma	Not 5 or 6		N	✓	✓	2 or more years within the 3- years prior to application	Exam
I	✓	✓	✓	Below L5 Diploma	Not 5 or 6		N	✓	✓	Less than 2 years within the 3- years prior to application	Exam

Reference	Qualification Equivalency						Qualification Equivalent? Y/N	Fitness to Practise		Post-qualification Clinical Experience	Registration Pathway
	1	2	3	4	5	6		English Language	Good Standing		
J	✓	✓	Unable to provide evidence of qualification details due to length of time since qualification gained				N	✓	✓	3 or more years within 5-years prior to application. Must have been in one of the 6-recognised countries (see footnote) <sup>3</sup>	Provisional registration for minimum of 6-months
										Less than 3 years within the 5-years prior to application and within one of the 6-recognised countries	Exam.
										3 or more years within 5-years prior to application. Outside one of the recognised countries	Exam.
										Less than 3 years within 5-years prior to application. Outside one of the recognised countries	Exam

<sup>3</sup> Australia, Canada, Ireland, South Africa, United Kingdom, United States of America  
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## Registration Pathways: Anaesthetic Technician (Pre and Post Online Exam)

Reference	Qualification Equivalency						Qualification Equivalent? Y/N	Fitness to Practise		Post-qualification Clinical Experience	Registration Pathway
	1	2	3	4	5 Curriculum	6 Clinical Competence		English Language	Good Standing		
A	✓	✓	✓	L5 Diploma	✓	✓	Y	✓	✓		Registration with minimum 3-months supervision
B	✓	✓	✓	L5 Diploma	✓	✓	Y	X	✓	Meets any of the post-qualification scenarios	6-months to re-submit evidence of English proficiency. If still not met, application declined
C	✓	✓	✓	L5 Diploma	✓	✓	Y	✓	X	Meets any of the post-qualification scenarios	Decline
D	✓	✓	✓	L5 Diploma	Not 5 or 6		N	✓	✓	2 or more years within the 3- years prior to application	WBA/Exam. Supervision may be an additional requirement
E	✓	✓	✓	L5 Diploma	Not 5 or 6		N	✓	✓	Less than 2 years within the 3- years prior to application	Decline
F	✓	✓	✓	L5 Diploma	Not 5 or 6		N	X	✓		6-months to re-submit evidence of English proficiency. If still not met, application declined
G	✓	✓	✓	L5 Diploma	Not 5 or 6		N	✓	X		Decline
H	✓	✓	✓	Below L5 Diploma	Not 5 or 6		N	✓	✓	2 or more years within the 3- years prior to application	WBA/Exam. Supervision may be an additional requirement
I	✓	✓	✓	Below L5 Diploma	Not 5 or 6		N	✓	✓	Less than 2 years within the 3- years prior to application	Decline

Reference	Qualification Equivalency						Qualification Equivalent? Y/N	Fitness to Practise		Post-qualification Clinical Experience	Registration Pathway
	1	2	3	4	5	6		English Language	Good Standing		
J	✓	✓	Unable to provide evidence of qualification details due to length of time since qualification gained				N	✓	✓	2 or more years within 5-years prior to application. Must have been in one of the 6-recognised countries (see footnote) <sup>4</sup>	Registration with minimum 6-months supervision
										Less than 2 years within the 5-years prior to application and within one of the 6-recognised countries	WBA/Exam. Supervision may be an additional requirement
										2 or more years within 5-years prior to application. Outside one of the recognised countries	WBA/Exam. Supervision may be an additional requirement
										Less than 2 years within 5-years prior to application. Outside one of the recognised countries	Decline

<sup>4</sup> Australia, Canada, Ireland, South Africa, United Kingdom, United States of America  
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## Appendix: New Zealand Qualifications Framework (NZQF) Levels and Credits

Level	Purpose	Outcomes	Credit Requirements
<b>Bachelor Degree Level 7</b>	<ul style="list-style-type: none"> <li>- Systematic and coherent introduction to body of knowledge of a recognised major subject(s) as well as to problem-solving and associate basic techniques of self-directed work and learning</li> <li>- At least one sequential study programme in which content is progressively developed to form basis for postgraduate study and/or professional practice</li> </ul>	Graduates are able to demonstrate: <ul style="list-style-type: none"> <li>- Intellectual independence, critical thinking and analytical rigour</li> <li>- Self-directed learning</li> <li>- Knowledge and skills related to the ideas, principles, concepts, chief research methods, problem-solving techniques of a recognised major subject</li> <li>- Skills needed to acquire, understand and assess information from a range of sources</li> <li>- Communication and collaborative skills</li> </ul>	<ul style="list-style-type: none"> <li>- 360 credits from levels 5 to 7</li> <li>- Minimum of 72 credits are level 7 or higher</li> <li>- 360 credits equivalent to circa 3600 learning hours</li> <li>- 72 credits equivalent to circa 720 learning hours</li> </ul>
<b>Diploma Level 7</b>	Qualifies individuals with specialised and technical knowledge and skills within a professional context	Graduates are able to: <ul style="list-style-type: none"> <li>- Demonstrate specialised technical or theoretical knowledge with depth in one or more fields or work or study</li> <li>- Analyse and generate solutions to unfamiliar and sometimes complex problems</li> <li>- Select, adapt and apply a range of processes relevant to the field of work or study</li> <li>- Demonstrate advanced generic skills and/or specialist knowledge in a professional context or field of study</li> </ul>	<ul style="list-style-type: none"> <li>- Minimum of 120 credits at level 5 or above</li> <li>- Including minimum of 72 credits at level 7 or above</li> <li>- 120 credits equivalent to circa 1200 learning hours</li> <li>- 72 credits equivalent to circa 720 learning hours</li> </ul>



Level	Purpose	Outcomes	Credit Requirements
<b>Diploma Level 6</b>	Qualifies individuals with theoretical and/or technical knowledge and skills in specialised/strategic contexts	<p>Graduates are able to:</p> <ul style="list-style-type: none"> <li>- Demonstrate specialised technical or theoretical knowledge with depth in a field of work or study</li> <li>- Analyse and generate solutions to familiar and unfamiliar problems</li> <li>- Select and apply a range of standard and non-standard processes relevant to the field of work or study</li> <li>- Demonstrate complete self-management of learning and performance within dynamic contexts</li> <li>- Demonstrate responsibility for leadership within dynamic contexts</li> </ul>	<ul style="list-style-type: none"> <li>- Minimum of 120 credits level 5 or above</li> <li>- Including minimum of 72 credits at level 6 or above</li> <li>- 120 credits equivalent to circa 1200 learning hours</li> <li>- 72 credits equivalent to circa 720 learning hours</li> </ul>
<b>Diploma Level 5</b>	Qualifies individuals with theoretical and/or technical knowledge and skills within a specific field of work or study	<p>Graduates are able to:</p> <ul style="list-style-type: none"> <li>- Demonstrate broad operational or technical and theoretical knowledge within a specific field of work or study</li> <li>- Select and apply a range of solutions to familiar and sometimes unfamiliar problems</li> <li>- Select and apply a range of standard and non-standard processes relevant of the field of work or study</li> <li>- Demonstrate complete self-management of learning and performance within defined contexts</li> <li>- Demonstrate some responsibility for the management of learning and development of others</li> </ul>	<ul style="list-style-type: none"> <li>- Minimum of 120 credits level 4 or above</li> <li>- Including minimum of 72 credits at level 5 or above</li> <li>- 120 credits equivalent to circa 1200 learning hours</li> <li>- 72 credits equivalent to circa 720 learning hours</li> </ul>

Level	Purpose	Outcomes	Credit Requirements
<b>Certificate Level 6</b>	Qualifies individuals with theoretical and/or technical knowledge and skills within an aspect(s) of a specialised/strategic context	Graduates are able to: <ul style="list-style-type: none"> <li>- Demonstrate specialised technical or theoretical knowledge within an aspect(s) of a specific field of work or study</li> <li>- Analyse and generate solutions to familiar and sometimes unfamiliar problems</li> <li>- Select and apply a range of standard and non-standard processes relevant to the field of work or study</li> <li>- Apply a range of communication skills relevant to the field of work or study</li> <li>- Demonstrate complete self-management of learning and performance within dynamic contexts</li> <li>- Demonstrate responsibility for leadership within dynamic contexts</li> </ul>	<ul style="list-style-type: none"> <li>- Minimum of 40 credits at level 6 or above</li> <li>- Equivalent to circa 400 learning hours</li> </ul>
<b>Certificate Level 5</b>	Qualifies individuals with theoretical and/or technical knowledge and skills within an aspect(s) of a specific field of work or study	Graduates are able to: <ul style="list-style-type: none"> <li>- Demonstrate broad operational or technical and theoretical knowledge within an aspect(s) of a specific field of work or study</li> <li>- Select and apply solutions to familiar and sometimes unfamiliar problems</li> <li>- Select and apply a range of standard and non-standard processes relevant to the field of work or study</li> <li>- Apply a range of communication skills relevant to the field of work or study</li> <li>- Demonstrate complete self-management of learning and performance within defined contexts</li> <li>- Demonstrate some responsibility for the management and performance of others</li> </ul>	<ul style="list-style-type: none"> <li>- Minimum of 40 credits at level 5 or above</li> </ul>

Level	Purpose	Outcomes	Credit Requirements
<b>Certificate Level 4</b>	Qualifies individuals to work or study in broad or specialised field(s)/areas	Graduates are able to: <ul style="list-style-type: none"> <li>- Demonstrate broad operational and theoretical knowledge in a field of work or study</li> <li>- Select and apply solutions to familiar and sometimes unfamiliar problems</li> <li>- Select and apply a range of standard and non-standard processes relevant to the field of work or study</li> <li>- Apply a range of communication skills relevant to the field of work or study</li> <li>- Demonstrate the self-management of learning and performance under broad guidance</li> <li>- Demonstrate some responsibility for performance of others</li> </ul>	- Minimum of 40 credits at level 4 or above