

Terms and Conditions

Primed Employment Programs Pty Ltd

Effective Date: 29/09/2025

These Terms and Conditions outline the mandatory physical requirements for students enrolled in practical training and assessment in the following courses:

- **First Aid (including CPR)**
- **White Card (Construction Induction Training)**
- **Manual Handling**

Our organisation complies with the Standards for RTOs 2015 (ASQA) and unit of competency requirements published on training.gov.au. By enrolling in these courses, you acknowledge and agree to the following conditions:

General Participation Requirements

- Students must be physically able to participate in all required practical activities, as specified in the relevant units of competency.
- Trainers and assessors will provide instruction, supervision, and reasonable support; however, students must take responsibility for ensuring they can safely participate in all required tasks.
- Where a student has a medical condition or injury that may impact their participation, they must disclose this prior to training commencement.

First Aid & CPR – Practical Requirements

The unit of competency (HLTAID011 Provide First Aid) requires students to:

- Perform at least 2 minutes of uninterrupted CPR on an adult manikin placed on the floor.
- Perform at least 2 minutes of CPR on an infant manikin placed on a firm surface.
- Demonstrate placing a casualty into the recovery position.
- Use of an AED (Automated External Defibrillator).

- Demonstrate basic wound care and bandaging techniques.

Physical requirements:

- Ability to kneel on the floor for extended periods.
- Ability to apply firm chest compressions to the correct depth (as per ARC guidelines).
- Ability to bend, crouch, and move safely between manikins and simulated casualty positions.

Failure to meet these requirements means competency cannot be awarded, as these are non-negotiable national assessment conditions.

White Card – Practical Requirements

The unit of competency (CPCWHS1001 – Prepare to Work Safely in the Construction Industry) requires students to:

- Correctly select, fit, and use personal protective equipment (PPE) including hard hat, eye protection, hearing protection, high-visibility clothing, and gloves.
- Correctly identify hazards and demonstrate risk control measures.
- Participate in simulated workplace activities related to safety procedures.

Physical requirements:

- Ability to wear PPE for the duration of the course.
- Ability to move safely around simulated site setups.
- Sufficient vision and hearing to identify hazards and follow instructions.

Manual Handling – Practical Requirements

The unit of competency (TLID0020 – Shift materials safely using manual handling methods) requires students to:

- Prepare for manual handling tasks, including checking load characteristics and work environment.

- Use **correct lifting, carrying, pushing, and pulling techniques** to shift materials safely.
- Apply risk assessment and hazard control measures.
- Follow workplace procedures for safe manual handling practices.

Physical requirements:

- Ability to bend, squat, and reach safely.
- Ability to lift, lower, carry, push, and pull loads using safe handling techniques.
- Ability to apply correct posture and body mechanics while shifting materials.
- Sufficient physical capacity to complete repetitive handling tasks as required.

Reasonable Adjustment

- Where possible, reasonable adjustments will be made to support learners with disabilities, injuries, or other conditions.
- However, reasonable adjustment cannot compromise the mandatory physical requirements of the unit of competency.
- If a student is unable to perform the physical components, they may still receive a Statement of Attendance but cannot be deemed Competent.
- reasonable adjustments will be provided in line with the Disability Standards for Education 2005.”
- if competency cannot be achieved due to non-negotiable assessment requirements, a *Statement of Attendance* will be issued.

Non-Completion and Refunds

- Students who cannot complete the physical components due to undisclosed conditions, injuries, or personal choice will not be entitled to a refund.
- Students are encouraged to discuss any concerns with our team prior to enrolment.
- Refunds will be managed in accordance with our Refund and Fees Policy, consistent with the Australian Consumer Law

Agreement

- By enrolling in a course delivered by Primed Employment Programs Pty Ltd, students confirm that they:
- Have read and understood these Terms and Conditions.
- Are physically capable of meeting the assessment requirements.
- Acknowledge that competency cannot be awarded unless all assessment conditions are met.