



ABIC

ABS ANZSCO
Review Meeting

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Your feedback is required for this significant
occupation review.

ABIC do not currently have a final stance on
the submission contents.

Your feedback will form the basis of ABIC's
submission to government and the ABS.

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Format

In the introduction, so that we ensure understanding, I will be giving everyone an explanation of:

Key Terms

Related Government Bodies

Related Committees

Related Programs

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What is a Peak Body & What Do They Do?

They listen to industry, but they have a constitutional responsibility to directly represent their members voices.

Ensure Correct and Consistent Regulation:
Establish uniform standards across the industry.

Improve Client Safety:
Develop guidelines and best practices to protect clients.

Enhance Quality Assurance:
Implement robust quality control measures.

Raise Accountability and Ethical Standards:
Promote transparency and integrity.

Drive Industry Growth and Innovation:
Foster a progressive and innovative industry environment.

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Why is ABIC Holding a Meeting Tonight?

To provide unbiased and factual information to the industry and its members about imminent changes to the landscape of beauty and aesthetics.

To represent the voices and feedback of ABIC Members in a submission to the ABS about proposed changes.

ABC

What is the ABS?

The Australian Bureau of Statistics (ABS) is Australia's national statistical agency responsible for collecting, analyzing, and disseminating a wide range of data on economic, social, and environmental matters to inform public policy and understanding.

The Australian Bureau of Statistics (ABS) is crucial to workers as it provides essential data on employment, wages, and labor market trends, which helps inform policies and decisions that affect job opportunities, working conditions, and economic stability.

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Why are they so important in government?

Government look at this list to identify every occupation in Australia, if there's not on this list, then it does not officially exist.

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What is the ANZSCO Code OCCUPATIONS REVIEW?

The ANZSCO review is an update and evaluation process of the Australian and New Zealand Standard Classification of Occupations, aimed at ensuring the classification system accurately reflects current job roles, skills, and labor market needs.

Getting the ANZSCO review right is crucial because it directly impacts workforce planning, immigration policies, education and training programs, and the alignment of skills with industry needs. Accurate classification ensures that job roles and qualifications are properly recognized, which affects everything from labor market analysis to policy decisions that drive economic growth and employment opportunities.

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What is the ABIC Education Committee?

Feedback to SACSA

We encourage you to join.

What is the ABIC Self-Regulation Committee?

What is SafeSkin Certification?

How do they all intersect?

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Who are SACSA and what are the SWAG Committees?

Welcome
Nicole Venter
Stakeholder Liaison Manager

Also present from SACSA:

Peter Goodwin

Shaer Farrah

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What is ASQA & What Are Their Education Levels?

ASQA (Australian Skills Quality Authority) is the national regulator for vocational education and training (VET) in Australia, overseeing qualifications ranging from Certificate I to Advanced Diploma and Vocational Graduate Diplomas to ensure quality and compliance with national standards.

Certificate I - AQF Level 1

Certificate II - AQF Level 2

Certificate III - AQF Level 3

Certificate IV - AQF Level 4

Diploma - AQF Level 5

Advanced Diploma - AQF Level 6

Vocational Graduate Certificate - AQF Level 8

Vocational Graduate Diploma - AQF Level 8

ABC

What is a Beautician?

Certificate III in Beauty Services (SHB30121):

- Waxing services (face and body)
- Manicure and pedicure services
- Basic nail art
- Eyelash and eyebrow tinting
- Lash lifting
- Basic make-up application
- Spray tanning
- Basic facial treatments
- Basic skin analysis and care

Certificate IV in Beauty Therapy (SHB40121):

- Advanced facials
- Skin analysis and treatment planning
- Body treatments (e.g., body wraps, exfoliations)
- Massage services (relaxation massage, Indian head massage, hot stone massage)
- Advanced waxing (including intimate waxing)
- Cosmetic tanning application (advanced techniques)
- Lash and brow services (advanced shaping, extensions, tinting, and lash lifting)
- Aromatherapy techniques
- Introduction to cosmetic chemistry
- Basic electrical epilation (electrolysis)
- Consultation and treatment planning
- Retail and salon management basics

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What is a Beauty Therapist?

Treatments Performed by a Beauty Therapist with a Diploma Level (SHB50121)

- Advanced Facials:
 - Microdermabrasion
 - Chemical peels
 - LED light therapy
 - Oxygen facials
 - Advanced skin treatments for various skin conditions (e.g., acne, pigmentation, aging)
- Body Treatments:
 - Body wraps and exfoliations
 - Cellulite treatments
 - Aromatherapy massage
 - Lymphatic drainage massage
 - Hot stone massage
 - Balinese massage
 - Pregnancy massage
- Hair Removal:
 - Advanced waxing techniques (including intimate waxing)
 - Laser and IPL (Intense Pulsed Light) hair reduction - <ADVANCED DIPLOMA>
 - Advanced electrolysis
- Lash and Brow Treatments:
 - Lash extensions
 - Advanced brow shaping and styling
 - Lash and brow tinting
 - Lash lifting

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What is a Beauty Therapist?

- Make-Up Artistry:
 - Bridal and special occasion make-up
 - Airbrush make-up techniques
 - Advanced contouring and highlighting
 - Camouflage make-up (for scars, tattoos, etc.)
- Spa Therapies:
 - Hydrotherapy treatments
 - Sauna and steam room treatments
 - Stone therapy
- Advanced Skin Analysis and Consultations:
 - Comprehensive skin assessments
 - Treatment planning and management
 - Understanding of cosmetic chemistry and product formulation
 - Prescribing advanced skincare products and regimens
- Advanced Massage Techniques:
 - Reflexology
 - Remedial massage (basic level)
 - Indian head massage
- Nail Technology:
 - Advanced manicure and pedicure techniques
 - Nail art and decoration
 - Nail repair and overlay techniques

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What is a Beauty Therapist?

- Business and Salon Management:
 - Salon management and operations
 - Retail and inventory management
 - Client relationship management
 - Marketing and promotion strategies

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What is a Dermal Therapist?

Treatments Performed by a Dermal Therapist with a Diploma of Dermal Therapy

- **Advanced Skin Treatments:**

- Microdermabrasion
- Chemical peels (superficial to medium depth)
- LED light therapy
- Dermal needling (microneedling)
- Radiofrequency (RF) treatments for skin tightening and rejuvenation

- **Laser and Light-Based Therapies:**

- Laser hair removal
- IPL (Intense Pulsed Light) therapies for hair removal and skin rejuvenation
- Laser treatments for pigmentation and vascular lesions

- **Clinical Skin Analysis and Consultations:**

- In-depth skin assessments and consultations
- Development of personalized treatment plans for clients
- Basic pre- and post-treatment care for skin procedures

- **Scar and Pigmentation Management:**

- Treatment of superficial scars and pigmentation using laser and light-based therapies
- Management of hyperpigmentation and melasma with topical treatments and light-based therapies

- **Acne and Rosacea Management:**

- Customized treatment plans for managing acne and rosacea
- Combination therapies including chemical peels, light therapies, and advanced skincare products

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What is a Dermal Therapist?

- **Anti-Aging Treatments:**
 - Non-invasive anti-aging treatments such as radiofrequency and needling
 - Collagen induction therapies to improve skin texture and firmness
 - Prescription of advanced anti-aging skincare products
- **Cosmeceutical Prescriptions:**
 - Recommending and prescribing medical-grade skincare products tailored to individual skin needs
 - Understanding of active ingredients and their role in skin health and treatment
- **Wound Healing and Skin Repair:**
 - Treatments aimed at improving skin healing post-procedure
 - Techniques for minimizing scar formation and enhancing skin recovery
- **Basic Collaboration with Healthcare Professionals:**
 - Understanding when to refer clients to medical professionals for further assessment or treatment
 - Working under the supervision of dermatologists or plastic surgeons for specific treatments

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What is a Dermal Clinician?

Treatments Performed by a Dermal Clinician with a Bachelor of Dermal Science

- **Advanced Skin Treatments:**
 - Advanced chemical peels (including deep peels)
 - Laser resurfacing (including fractional and ablative lasers)
 - Advanced dermal needling (microneedling with deeper penetration)
 - Ultrasound therapy for skin tightening and rejuvenation
 - Photodynamic therapy (PDT) for precancerous lesions and severe acne
 - Advanced skin rejuvenation techniques using the latest technologies
- **Laser and Light-Based Therapies:**
 - Comprehensive laser treatments for various skin conditions, including vascular lesions, pigmentation disorders, and skin rejuvenation
 - Ablative and non-ablative laser therapies for resurfacing and rejuvenation
 - Advanced IPL therapies for both aesthetic and medical applications
- **Clinical Skin Analysis and Consultations:**
 - In-depth diagnostic assessments of skin conditions, including detailed analysis of complex cases
 - Development and management of long-term treatment plans for chronic skin conditions
 - Collaboration with dermatologists and plastic surgeons for integrated patient care
 - Pre- and post-operative care for cosmetic and reconstructive surgeries
- **Scar and Pigmentation Management:**
 - Advanced scar revision techniques using laser, needling, and light-based therapies
 - Management of complex pigmentation disorders, including melasma, using a combination of treatments
 - Post-inflammatory hyperpigmentation (PIH) treatment

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What is a Dermal Clinician?

- **Acne and Rosacea Management:**
 - Comprehensive treatment plans for severe and chronic acne and rosacea
 - Utilization of advanced therapies like photodynamic therapy (PDT) and combination treatments
- **Anti-Aging and Skin Regeneration:**
 - Non-surgical facelifts using advanced technologies like high-intensity focused ultrasound (HIFU)
 - Collagen induction therapies with a deep understanding of skin aging processes
 - Prescription and management of advanced anti-aging skincare regimens
- **Cosmeceutical Prescriptions and Formulations:**
 - In-depth knowledge of cosmetic chemistry, enabling the prescription of highly specialized cosmeceutical products
 - Ability to tailor skincare regimens for complex and specific skin needs
- **Research and Development:**
 - Involvement in clinical research to develop new treatments and protocols in dermal therapy
 - Contribution to the education and training of future dermal therapists and clinicians
- **Collaboration and Leadership in Healthcare:**
 - Working in multidisciplinary teams with other healthcare professionals, including dermatologists, plastic surgeons, and general practitioners
 - Leading and managing dermal therapy clinics or departments within larger healthcare settings

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Differences Between a Dermal Clinician with a Bachelor of Dermal Science and a Dermal Therapist with a Diploma of Dermal Therapy

1. **Depth of Knowledge and Training:**

- **Dermal Clinician (Bachelor of Dermal Science):** Receives comprehensive education in skin science, including detailed studies in pathology, pharmacology, and advanced treatment methodologies. This qualification also includes a strong emphasis on clinical practice, research, and collaboration with other healthcare professionals.
- **Dermal Therapist (Diploma of Dermal Therapy):** Focuses on advanced practical skills in dermal therapy but with less emphasis on the underlying medical sciences. The training is more applied and less extensive in clinical research and complex case management.

2. **Scope of Practice:**

- **Dermal Clinician:** Capable of performing more invasive and complex treatments, including those that require in-depth medical knowledge and collaboration with doctors. They are also involved in pre- and post-operative care, and their role often extends to research, teaching, and developing new treatment protocols.
- **Dermal Therapist:** Primarily focuses on non-invasive and minimally invasive treatments. While they can perform advanced skin therapies, their scope is more limited in terms of medical interventions and collaborative roles in clinical settings.

3. **Work Environment:**

- **Dermal Clinician:** Often works in clinical or hospital settings, alongside dermatologists, plastic surgeons, and other medical professionals. They may also lead dermal therapy clinics or departments.
- **Dermal Therapist:** Typically works in advanced beauty salons, medical spas, or cosmetic clinics, often under the supervision of a medical professional or as part of a broader team.

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What is the ANZSCO Skill Level?

The ANZSCO Skill Levels are divided into five categories:

1. **Skill Level 1**: Occupations at this level typically require a bachelor's degree or higher qualification. In some cases, relevant experience and on-the-job training may also be required. Examples include professionals such as doctors, engineers, and teachers.
2. **Skill Level 2**: Occupations at this level typically require an associate degree, diploma, or advanced diploma. Relevant experience may also be required. Examples include technicians, tradespeople, and some administrative roles.
3. **Skill Level 3**: Occupations at this level typically require a certificate III or IV, or a combination of relevant experience and on-the-job training. Examples include skilled trades, community workers, and clerical roles.
4. **Skill Level 4**: Occupations at this level typically require a certificate II or III, with some requiring on-the-job training in addition to formal qualifications. Examples include sales assistants, machinery operators, and some support roles.
5. **Skill Level 5**: Occupations at this level typically require a certificate I or compulsory on-the-job training. Examples include low-skilled jobs such as cleaners, farm workers, and laborers.

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What is the ANZSCO Skill Level?

- ****Dermal Clinician****: Likely classified as Skill Level 1 or 2, given the requirement for a bachelor's degree (or a similar qualification) and specialized training.
- ****Dermal Therapist with a Diploma****: Likely classified as Skill Level 2, given the requirement for a diploma.
- ****Beauty Therapist with a Diploma****: Likely classified as Skill Level 2, given the requirement for a diploma.
- **Beautician (Certificate III or IV)****: Likely classified as Skill Level 3, as these qualifications typically involve certificates with significant practical training.

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What Happens if Government Get it Wrong?

Education follows suit
Regulation follows suit

That incorrectly regarded and classified by government, and accordingly consequences such as
In Covid, the government only knew that beauticians existed as an occupation, and therefore acted according to that knowledge by closing down businesses that operated safely with PPE and infection control procedures.

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What Will Happen If Legislation or Regulation that is Unfit For Purpose is Passed?

Irrelevant Qualifications

Lost Income - People will no longer have a means to provide for their family's

Unsafe Treatments for Clients

Industry Market Collapse

Business Owners

Beauty Therapists

Suppliers

Under-Supply leading to unaccessible price points for clients

Clients in need going without treatments

Slow of Innovation, Progression & New Technologies

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Current Qualifications / Occupations in the Beauty & Aesthetic Industry

Beautician - Cert 3 & 4 (6 -10 months +)

Beauty Therapist - Diploma (1 Year)

Dermal Therapist - Advanced Diploma, Associate Diploma + (18m to 2 years)

Dermal Clinician - Bachelor (3-4 years)

Cosmetic Nurse EN - Diploma (18m)

Cosmetic Nurse RN - Bachelor (3 years)

Cosmetic Doctor - Medical Degree & Above

Dermatologist - Medical Degree & Above

Plastic Surgeon - FRACS & Above

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Why are the occupations under threat?

Beautician & Beauty Therapist are classified as the same Occupation

Beauty Therapist is incorrectly identified at a Skill Level 3 - the correct Skill Level is 1

Dermal Therapist & Dermal Clinician are both Classified incorrectly as at skill Level 2 - the correct Skill Level is 1

Incorrectly identifying the skill level and qualifications of industry professionals may have future implications when regulations and legislations are passed.

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Shared Job Descriptions

There are many qualifications in with shared job descriptions:

Cosmetic Doctor > Cosmetic Nurse

Cosmetic Nurse EN > Cosmetic Nurse RN

Phycologist > Psychiatrist

Financial Adviser > Financial Planner

You stand out and destinguish yourself through your education and qualification.

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ABS SUBMISSION

The ABS will most likely not accept many different Occupational Titles with the same, or very similar job descriptions.

They will look to condense the occupations.

The minimum requirement to apply for an occupation is 300 workers undertaking that job role.

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FEEDBACK

Based on feedback our feedback, these are the most likely scenarios that the ABS will look at if they are to reform what they have currently incorrectly proposed.

Beautician

Beauty Therapist

Dermal Therapist / Dermal Clinician

This scenario MAY be accepted if strongly supported and will result in a more equitable industry outcome.



ABIC SUBMISSION

ABICs submission to ABS must reflect the direction of ABIC members, as we represent them to the ABS and government.

General Industry feedback is considered and registered so we encourage you to email us your feedback.

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