

# CONSENT AND MODERATION REQUIREMENTS (CMR)

## for Service Industry Sectors

(version 7)

### Contact

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### Service Sector > Hospitality

Domain	Standard IDs
Accommodation Services	14454-14459, 14461, 21207, 21208, 22337, 26022, 26023, 27930, 27937, 30917
Catering Services	22885, 22887, 27945-27952, 27956, 27957, 28021, 30896, 31766
Cookery	13271-13285, 13288, 13289, 13291, 13293, 13299-13301, 13304, 13305, 13307, 13310, 13311, 13314-13317, 13319, 13320, 13322, 13323, 13325, 13327, 13329, 13331-13334, 13336, 13343, 13344, 19840, 22034-22039, 22234, 24525, 24526, 25232, 30817-30832, 30895, 30916, 32881, 32882
Food and Beverage Service	4637, 4638, 14420, 14424-14427, 14431, 14432, 14434, 14436, 14438, 14440-14443, 14447, 14448, 17282-17288, 17548, 17549, 18497, 21853, 22267, 22268, 22428, 22912, 24679, 25497, 26307, 26308, 27934, 27939, 27940, 27942-27944, 27953, 27954, 27958, 27959, 29529, 29530, 29926-29928, 30441
Food Safety	167, 168, 15275, 20666, 27955
Guest Services	14406, 14408, 14409, 14416, 14467, 22339, 27931-27933

<b>Domain</b>	<b>Standard IDs</b>
Hospitality - Foundation Skills	15891-15893, 15895, 15896, 15900, 15901, 15905, 15918-15921, 19768-19771, 21057-21059
Hospitality - Generic	14466, 14469, 25514
Hospitality Management	14417, 16891-16895, 17553, 22031-22033, 22340, 24516, 26369, 26460, 26609, 30055-30060
Hospitality - Specific Skills	4645, 4646, 16705, 21855, 21856, 22604, 28086, 28106, 28107

### Service Sector > Retail, Distribution, and Sales

<b>Domain</b>	<b>Standard IDs</b>
Distribution	11973, 11985, 28497, 28498, 28501-28503, 28506, 30287
Garden Retail	3146-3148
Merchandising and Marketing	63, 67, 409, 420, 422, 11949, 11951, 11993, 12005, 22013
Retail and Distribution Core Skills	402, 405, 11941, 11968, 11971, 11978, 12003, 24996-25002, 25795-25799, 25801, 25802, 27229, 28147, 28149, 28151, 28152, 28297-28303, 28306-28308
Retail and Distribution Management	410, 11957, 11965, 11969, 11981, 11989, 11995, 11997, 19581, 22012
Retail Delicatessen	11998, 15962, 15963, 15968-15971
Retail Produce	15954, 28108
Retail - Technical Skills	26556, 26557
Sales	61, 10457, 10458, 10460, 10470, 10471, 26857-26873, 26876, 29290-29294
Sales Transactions	11817, 11831, 11938, 12009, 20248, 28295
Stock Control	404, 11962, 11966, 11972, 23544, 28499, 28500, 28504, 28505, 29728, 30288

**Service Sector > Service Sector Skills**

<b>Domain</b>	<b>Standard IDs</b>
Service Delivery	57, 62, 376, 378, 11815, 11816, 11818, 11826, 26255, 27927-27929, 27935, 27936, 27938, 27960-27962, 28145, 28146

**Service Sector > Tourism**

<b>Domain</b>	<b>Standard IDs</b>
Adventure Tourism	19425, 33197
Casino Cashiering	14687-14699
Casino Gaming	9871-9879, 9882-9889, 9894-9897, 9900-9903, 9905, 9906, 9909-9912, 15701-15716, 18475-18482, 25106, 25107
Casino Security	12774-12787, 19713
Casino Surveillance	12789, 12791-12793, 12795, 12797-12799, 25672
Travel	3727, 3750, 5068, 9729-9731, 18205, 18206, 18211-18215, 18218, 18220-18222, 18282, 20490, 25189-25195, 25499-25504, 25507-25509, 26461-26468, 26470, 26471, 28122-28129, 28749-28751
Visitor Information	9246, 18819, 25755, 28289, 28290, 28292
Visitor Interpretation	18311, 18317, 25350
Visitor Services	5562, 8637, 9807, 13172, 13173, 18226-18228, 18237, 18365, 20488, 23755, 23758-23761, 23764, 23766-23769, 24726-24733, 25349, 26262, 26426, 26427, 26429, 26472, 28285, 28288, 29763, 29764, 33211-33213

## Requirements for Consent to Assess (RCA)

### Introduction

The purpose of the Requirements for Consent to Assess (RCA) is to set out the nature of the process for granting consent to assess and involvement of the standard setting body (SSB) and others in the process, and to set out the SSB's industry or sector-specific requirements for a tertiary education organisation (TEO)<sup>1</sup> or school's quality systems in relation to the gazetted "criteria for accreditation".

Ringa Hora Services WDC is committed to assisting education organisations applying for consent to assess and offers continued support to organisations assessing against standards in the sectors covered by this CMR.

### Standard Setting Body involvement in process for granting Consent to Assess

Levels 1 and 2	Evaluation of documentation by NZQA and industry.
Level 3 and above	Evaluation of documentation and visit by NZQA and industry.

### Visit waiver conditions

All applicant organisations must provide satisfactory evidence to Ringa Hora Services WDC of their capability to effectively manage, deliver and assess against the relevant unit standards before a waiver will be given. Ringa Hora Services WDC will send the applicant organisation written confirmation of a visit waiver.

Industry participation in a visit may be waived in the following circumstances:

- when the application for consent to assess has been developed in consultation with Ringa Hora Services WDC and is supported by Ringa Hora Services WDC; and/or
- when the scope of the application is sufficiently narrow that Ringa Hora Services WDC considers a visit is not warranted; and/or
- when the applicant organisation is well known to the Ringa Hora Services WDC and Ringa Hora Services WDC has confidence in the applicant organisation's capacity and capability to assess against the standards.

### Areas of shared responsibility

None.

### Fees for SSB involvement in process for granting consent to assess

Ringa Hora Services WDC will not be charging for any external moderation activities.

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<sup>1</sup> Tertiary education organisations (TEO) include Te Pūkenga – New Zealand Institute of Skills and Technology (NZIST), private tertiary education providers, government training organisations, and other providers.

Additional fees can be charged by NZQA, and the Committee for University Academic Programmes (CUAP) for involvement in granting consent to assess. Contact the relevant quality assurance body (QAB) for information.

### **General requirements for accreditation**

These are the general requirements for accreditation of providers gazetted in 1993. Applicants should consult their QAB (NZQA or CUAP) for details of the requirements.

#### **Criterion 1      Development and evaluation of teaching programmes**

There is a system for developing coherent teaching programmes and for their evaluation, which should include evaluation by learners/consumers.

#### **Criterion 2      Financial, administrative and physical resources**

Adequate and appropriate financial and administrative resources will be maintained to enable all necessary activities to be carried out.

Adequate, appropriate and accessible physical resources will be available for supporting students to meet the required standards.

#### **Criterion 3      Staff selection, appraisal and development**

A teaching staff with the necessary knowledge and skills will be maintained through staff selection, appraisal, and development.

#### **Criterion 4      Student entry**

There is a system for establishing and clearly publicising student entry requirements that include no unreasonable barriers.

#### **Criterion 5      Student guidance and support systems**

Students have adequate access to appropriate guidance and support systems.

#### **Criterion 6      Off-site practical or work-based components**

There are arrangements for ensuring that any off-site practical or work-based components are fully integrated into the relevant programmes.

#### **Criterion 7      Assessment**

There is a system for ensuring that assessment is fair, valid, and consistent.

#### **Criterion 8      Reporting**

There is a system for providing students with fair and regular feedback on progress and fair reporting on final achievements, with an associated appeals procedure.

There is a reliable system for archiving information on final student achievements.

### **Industry or sector-specific requirements for consent to assess**

Ringa Hora Services WDC is responsible for unit standards across a range of industry sectors. These industry sectors have developed common and specific requirements for consent to assess that meet the industry's needs. Ringa Hora Services WDC specific requirements for consent to assess are detailed in the appendices attached to this CMR.

***Applicant organisations seeking consent to assess must meet all common requirements set out in this CMR and all specific requirements set out in the relevant appendix:***

<i>Appendix 1</i>	<i>Hospitality</i>
<i>Appendix 2</i>	<i>Retail, Distribution &amp; Sales</i>
<i>Appendix 3</i>	<i>Tourism</i>

Criterion 1      Development and evaluation of teaching programmes

Applicant organisations must have policies and procedures to ensure that:

- there has been consultation with stakeholders and interested parties in the development of training programmes
- links with industry are maintained
- robust annual evaluation of all teaching programmes is completed
- feedback on training, delivery and materials is obtained from students and industry representatives, and incorporated into future development
- a holistic and integrated approach to curriculum design, delivery, and assessment is employed
- the literacy, language and numeracy (LLN) demands of the training are considered and either embedded or external support is provided when required.

Applicant organisations must clearly identify the unit standards they wish to assess against and must have a system of continuous monitoring and development in place to ensure delivery meets both the unit standard requirements and current service industry standards.

Applicant organisations intending to provide online learning and assessment and/or distance learning and assessment to students must have policies and procedures to ensure that staff/contractors who develop online learning and distance learning packages have experience, and/or hold or gain relevant qualification(s) for this type of delivery.

## Criterion 2 Financial, administrative and physical resources

Applicant organisations must have policies and procedures to ensure that:

- training resources, equipment, and venues necessary for training and assessment are available
- student results and personal information is kept secure
- physical resources required to meet the assessment environment conditions are; available, current and sufficient to ensure individual competence is able to be observed and assessed.

## Criterion 3 Staff selection, appraisal and development

Applicant organisations must have policies and procedures to ensure that staff have the necessary knowledge and experience to teach and assess against unit standards for which consent to assess is applied for.

Staff engaged in training and assessment are required to:

- hold unit standard 4098, *Use standards to assess candidate performance*, or are able to demonstrate equivalent knowledge and skills
- be encouraged to attain an adult education qualification or are able to demonstrate equivalent knowledge and skills
- maintain currency with relevant legislative and technological requirements, and industry sector best practice
- hold unit standard 11551, *Moderate assessment*, or are able to demonstrate equivalent knowledge and skills, where they are engaged in the organisation's internal moderation of assessment decisions.

Note: If no person meeting the above requirements and the specific requirements in the relevant appendix is available, teaching and assessment should not proceed.

The applicant organisation must have policies and procedures to ensure that verifiers undertaking verification within assessment, have appropriate experience and skill to verify performance.

## Criterion 6 Off-site practical or work-based components

When off-site facilities or resources are to be used for training and assessment, the applicant organisation must have policies and procedures to ensure that the appropriate equipment, resources, and workplace environment are available. The off-site arrangements must meet NZQA rules and any applicable legislation.

Applicant organisations intending to use commercial or other facilities in a collaborative or commercial relationship must have policies and procedures to ensure that a formal agreement is signed by the legally recognised signatories of the parties.

## Criterion 7 Assessment

Ringa Hora Services WDC supports 'best practice' in assessment. Applicant organisations must have policies and procedures to support an integrated method of assessment based on an evidence collection model.

Any self-developed assessment material must be moderated and approved by Ringa Hora Services WDC prior to use.

Applicant organisations intending to engage an external party to deliver training and assessment must ensure that such arrangements meet the applicable NZQA rules for consent to assess against standards on the Directory of Assessment Standards.

### Recognition of Prior Learning (RPL) and Credit Recognition and Transfer (CRT)

Applicant organisations must have policies and procedures to ensure that:

- RPL or CRT is able to be assessed in order to recognise and assess competence or direct further learning as required
- assessment materials used for RPL, CRT or any other equivalency and competency mapping processes are submitted to Ringa Hora Services WDC for moderation and approval before they are applied in assessment which results in the awarding of unit standards covered by this CMR.

### Criterion 8 Reporting

The applicant organisation must have policies and procedures to ensure student credit achievement is reported to NZQA and the student is notified within three months of assessment. The organisation must have a clearly stated procedure for appealing assessment decisions.

### Non-compliance with requirements for maintaining consent to assess

Where there is evidence of non-compliance with the requirements for consent to assess, the QAB (NZQA or CUAP) will seek remedial action. In cases where this action is ineffective and non-compliance continues, or in cases of repeated non-compliance, the QAB will take action that can ultimately lead to the withdrawal of consent to assess.

### Implementation

Ringa Hora Services WDC is able to provide sufficient trained participants to service the requirements of processes for granting consent to assess.

### Moderation Requirements (MR)

A centrally established and directed national external moderation system has been set up by Ringa Hora Services WDC.

### Introduction

The purpose of the Moderation Requirements (MR) is to provide details on the national external moderation system, developed by Ringa Hora Services WDC, to ensure that assessment decisions of TEOs and schools with consent to assess are consistent with the national standard. All TEOs and schools with consent to assess



against the standards in this CMR must meet the requirements for moderation outlined in this MR.

## **Moderation System**

Ringa Hora Services WDC appoints a Quality Assurance Manager responsible for administering the national external moderation system and conducting national external moderation. The Quality Assurance Manager and Quality Assurance Advisors (moderators) will be employees of Ringa Hora Services WDC or will be contracted to Ringa Hora Services WDC.

Moderation is a process of continual improvement. Ringa Hora Services WDC is committed to working with organisations with consent to assess to achieve fair, valid, and consistent assessment of student competence.

Ringa Hora Services WDC external moderation system is comprised of:

- pre-assessment moderation of self-developed assessment materials
- post-assessment moderation of assessment decisions
- on-site moderation visits
- moderation group workshops.

Ringa Hora Services WDC will moderate all its unit standards over a five-year period. Ringa Hora Services WDC five-year moderation cycle is available upon request: email: [moderation@ringahora.nz](mailto:moderation@ringahora.nz)

Organisations with consent to assess must have policies and procedures to ensure internal moderation is conducted and that staff engaged in internal moderation have appropriate qualification and/or experience.

### **Pre-assessment moderation**

Ringa Hora Services WDC encourages open communication with organisations with consent to assess and recognises the academic autonomy of organisations to assess against the standards using self-developed assessment materials. To ensure consistency of assessment decisions, organisations with consent to assess are required to submit all self-developed assessment materials to Ringa Hora Services WDC for moderation and approval prior to use. Following approval, if the assessment material is revised and altered, it must be resubmitted to Ringa Hora Services WDC for moderation and approval prior to use.

All submissions for pre-assessment moderation must be accompanied by the pre-moderation coversheet and checklist which can be downloaded from the Ringa Hora Services WDC website ([www.ringahora.nz](http://www.ringahora.nz)).

An organisation with consent to assess may request Ringa Hora Services WDC to undertake an on-site visit for pre-assessment moderation if there are assessment materials for several unit standards to be moderated at the same time. This provides an opportunity for the moderator and the organisation to discuss the assessment materials and context of assessment.

Pre-assessment moderation reports will be provided to organisations with consent to assess within 20 working days from receipt of moderation submission.

### Post-Assessment Moderation

Ringa Hora Services WDC uses a risk-based approach to determine its moderation focus – the frequency a provider is moderated, and standards called for moderation. Ringa Hora carries out moderation activities to provide the most benefit to providers, ākongā and employers. This approach is shared between WDCs to ensure a consistent experience.

A Moderation Calendar is developed annually and made available to registered providers. The calendar details industry sectors to be moderated, and the timing of moderation through the year.

Based on the Moderation Calendar and provider activity, selected providers will be asked for assessment samples from the previous 12 months. These requests will be sent to the provider's moderation contact person at the beginning of each quarter.

Post-assessment moderation may be conducted in the following ways:

- postal or online submission of assessed samples requested,
- an on-site moderation visit, or
- Moderation Group Workshops.

Organisations with consent to assess are required to keep full copies of all assessment materials (including those used by sub-contractors) for a period of 12 months from the date of completion of the training and assessment.

Samples for moderation must be submitted to Ringa Hora Services WDC in electronic format. Samples for each unit standard submitted for post-assessment moderation must consist of:

- all summative assessments (for example assignments, exams, tests, quizzes, recordings of presentations, evidence collection guides etc.)
- assessment schedules, including marking guides or rubrics (for example evidence and judgement statements)
- marked student work (for example exams, assignments) including any resubmissions or further assessment opportunities (reassessments).

All submissions for post-assessment moderation must be accompanied by a post moderation coversheet and checklist (available for download from [www.ringahora.nz](http://www.ringahora.nz)).

Copies of moderation reports will be provided to organisations with consent to assess within 30 working days from receipt of moderation submission.

## On-site moderation visits

Any organisation with consent to assess may be selected for an on-site moderation visit. A sample of organisations with consent to assess may be selected each year. The selection of organisations for an on-site moderation visit will take into account:

- the nature of an organisation's consent to assess scope
- the level of current assessment activity
- moderation history.

On-site moderation visits may include:

- desk top moderation of assessment samples
- assessor and student interviews
- assessment observation
- inspection of assessment equipment and environments
- interview with management to discuss moderation visit and feedback.

Organisations with consent to assess that are selected for an on-site visit will be advised in writing. A date for the moderation visit will be scheduled within two months from the date of advice at a time mutually agreed between the moderator and the organisation.

An on-site moderation visit report will be provided to organisations with consent to assess within 30 working days from the completion of the visit.

## Moderation Group Workshops

Ringa Hora Services WDC may, at its discretion, coordinate and facilitate Moderation Group Workshops. Groups will be established according to unit standard usage reported by each organisation with consent to assess. Ringa Hora Services WDC will provide participating organisations with details of the workshop (location, date, time, and unit standards selected for moderation). Workshop participants will include assessors, schools (where appropriate), representatives from industry and Ringa Hora Services WDC Quality Assurance staff.

Costs associated with attending the workshop will be the responsibility of the organisations with consent to assess, there is no attendance charge for the workshops.

## Reporting

Ringa Hora Services WDC is responsible for evaluating the effectiveness of its national external moderation system, and for providing an annual report to NZQA.

Ringa Hora Services WDC evaluates its national external moderation system on an annual basis.

The Quality Assurance Manager is responsible for reporting the results of the annual evaluation process to the Ringa Hora Services WDC Executive.

Information obtained from pre- and post-assessment moderation will be used by Ringa Hora Services WDC to inform revisions and reviews of unit standards.

Assessors and moderators from organisations with consent to assess may submit feedback or recommendations to the Quality Assurance Manager regarding the Ringa Hora Services WDC national external moderation system via email [moderation@ringahora.nz](mailto:moderation@ringahora.nz).

## **Funding**

Please note that organisations with consent to assess are responsible for the costs incurred in moderation participation, such as the cost of their representative's time and travel to Moderation Group meetings.

## **Non-compliance with moderation requirements**

Non-compliance in meeting the requirements of this moderation system will result in further action by Ringa Hora Services WDC. Ongoing unresolved non-compliance will be referred to the appropriate QAB (NZQA or CUAP). Ultimately the QAB may withdraw consent to assess.

In the event of non-compliance, the Quality Assurance Manager will discuss requirements with the organisation with consent to assess in order to reach a solution. A timeframe and the required actions for compliance will be agreed between the Quality Assurance Manager and the non-compliant organisation. Further action may include, but is not limited to, professional development, moderation of additional unit standards, and/or an on-site moderation visit.

An on-site moderation visit may be carried out by the Quality Assurance Manager or a person appointed by the Quality Assurance Manager. The organisation with consent to assess will be advised of the reasons for the visit 14 days in advance. Upon completion of the visit a report will be provided to the organisation with consent to assess and the Quality Assurance Manager outlining any compliance actions that are required.

Where attempts to resolve the non-compliance are ineffective, the case will be referred to the Ringa Hora Services WDC General Manager. The General Manager may recommend further attempts to facilitate compliance (initiated by the General Manager or the Quality Assurance Manager) or refer the unresolved non-compliance to the appropriate QAB.

## Appeals

Where organisations with consent to assess believe they have grounds for appeal against a moderation decision they should do so in the following manner:

- retain all material associated with the assessment and moderation under appeal
- appeal in writing to the Quality Assurance Manager within 15 working days of receiving the moderation decision
- the Quality Assurance Manager will acknowledge the appeal immediately and provide a written response outlining action to be taken towards a resolution within 20 working days
- if the appellant organisation is not satisfied with the resolution, they may appeal to the General Manager of Ringa Hora Services WDC in writing within 7 working days.
- the General Manager will acknowledge the appeal and provide mediation to resolve the dispute within 7 working days.
- the General Manager's resolution decision is final.

## DAS Registration Information

Process	Version	Date
Registration	1	April 1993
Revision	2	August 1999
Revision	3	May 2002
Revision	4	September 2008
Revision	5	August 2011
Review	6	January 2019
Revision	7	October 2023

## Replacement Information

Replaced CMR(s)	Replacement CMR(s)	Date
0078 v6	0112 v6	January 2019
0225 v5	0112 v6	January 2019

The next CMR review is planned to take place during 2024.

## Appendix 1 Consent and Moderation Requirements specific to standards classified in the Hospitality subfield

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***Applicant organisations must meet the common requirements of each criterion detailed in the CMR and these specific requirements.***

### Criterion 3 Staff selection, appraisal and development

Applicant organisations must have policies and procedures for the appointment and ongoing performance management of staff, to ensure that assessors:

- hold a recognised industry qualification at or above the level at which they are assessing or are able to demonstrate equivalent knowledge and skills, **and**
- have sufficient industry experience, which is considered to be:
  - Level 2 – minimum of one year of relevant industry experience and a relevant qualification or two years of relevant industry experience.
  - Level 3 and above – minimum of three years of relevant industry experience or equivalent knowledge and skills.

*Note: An exemption to level 3 requirements may be granted for level 3 unit standards where those unit standards are included in an approved level 2 programme of study.*

- Specialist skills at Level 3 or above - minimum of two years of experience in any specialisation they are teaching and assessing.

Applicant organisations intending to teach and assess LCQ (Licensed Controller Qualification) unit standards must have policies and procedures to ensure assessors:

- Have achieved the following unit standards
  - 4646: *Demonstrate knowledge of the Sale and Supply of Alcohol Act 2012 and its implications for licensed premises*
  - 16705: *Demonstrate knowledge of host responsibility requirements as a duty manager of licensed premises*
- unit standard 4098: *Use standards to assess candidate performance* or are able to demonstrate equivalent knowledge and skills.
- hold or be working towards an adult teaching qualification or are able to demonstrate equivalent knowledge and skills
- hold, or have previously held a General/ Duty Managers certificate
- have two years minimum, work experience in a management position.

### Criterion 7 Assessment

Applicant organisations must have policies and procedures to ensure that the assessment environment for practical hospitality unit standards meets the following requirements in terms of equipment, practices, and service for the relevant NZQF level:

NZQF Level 1 environment:

- the candidate must be under no time pressures
- practical units may be assessed against in a classroom environment
- equipment relevant to the unit standard must be available (this may be domestic equipment).

## Appendix 1 Consent and Moderation Requirements specific to standards classified in the Hospitality subfield

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NZQF Level 2 environment:

- the candidate *must* be under time pressures
- there must be an end user of the product
- domestic equipment may be used.

NZQF Level 3 and above environment:

- there is a high degree of realism intended to simulate a commercial workplace
- the candidate *must* be under realistic time pressures
- relevant commercial equipment to perform training and assessment is used
- realistic customer/staff ratios.

For assessment purposes guests are not required to be paying guests, however, in all assessments the 'guests' must be treated as paying guests.

### Catering Services

Applicant organisations must have policies and procedures to ensure that the assessment context simulates an environment for quantity catering including specialist bulk equipment, and preparation and service techniques. Examples of environments are current industry practice in staff workplace cafeterias, residential dining environments, central production operations, public venues, and similar quantity catering establishments.

## Appendix 2      Consent and Moderation Requirements specific to standards classified in the Retail, Distribution and Sales subfield

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***Applicant organisations must meet the common requirements of each criterion detailed in the CMR and these specific requirements.***

Criterion 1      Development and evaluation of teaching programmes

Applicant organisations must have policies and procedures to ensure: all practical work is applied and practiced within a commercial retail or wholesale environment where students are able to access equipment and systems commonly used within the retail and wholesale industries such as POS (point of sale), stock control systems, policy and procedure manuals and electronic payment machines.

Criterion 3      Staff selection, appraisal and development

Applicant organisations must have policies and procedures for the appointment and ongoing performance management of staff, to ensure that assessors:

- hold a recognised industry qualification at or above the level at which they are assessing or are able to demonstrate equivalent knowledge and skills, **and**
- have sufficient industry experience, which is considered to be:
  - Level 2 – minimum of one year of retail or wholesale experience and a relevant qualification or two years of industry experience.
  - Level 3 – minimum of one year of retail or wholesale experience at a supervisory level or a minimum of three years of relevant industry experience or are able to demonstrate equivalent knowledge and skills.  
*Note: An exemption to level 3 requirements may be granted for level 3 unit standards where those unit standards are included in an approved level 2 programme of study.*
  - Level 4 and above – minimum of one year of retail or wholesale experience at a management level or are able to demonstrate equivalent knowledge and skills.



## Appendix 3 Consent and Moderation Requirements specific to standards classified in the Tourism subfield

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***Applicant organisations must meet the common requirements of each criterion detailed in the CMR and these specific requirements.***

Criterion 1 Development and evaluation of teaching programmes

Casino unit standards

Applicant organisations must have policies and procedures to ensure legislative obligations under the Gambling Act 2003 'Training for employees' will be met.

Criterion 3 Staff selection, appraisal and development

Applicant organisations must have policies and procedures for the appointment and ongoing performance management of staff, to ensure that assessors:

- hold a recognised industry qualification at or above the level at which they are assessing. Recognised industry qualifications may include:
  - any New Zealand Certificate (or National Certificate) in Tourism, **or**
  - New Zealand Diploma (or National Diploma) or Degree in Tourism, **or**
  - Degree in Languages, Geography, History, Communications, Social Sciences or Education.

**or**

- have sufficient industry experience, which is considered to be:
  - Level 2 – minimum of two years of work experience in the relevant industry sector.
  - Level 3 – minimum of three years of work experience in the relevant industry sector.  
*Note: An exemption to level 3 requirements may be granted for level 3 unit standards where those unit standards are included in an approved level 2 programme of study.*
  - Level 4 – minimum of four years of work experience in the relevant industry sector.
  - Levels 5 and 6 – minimum of five years of work experience in the relevant industry sector including a minimum of two years of experience at supervisory or managerial level