

Complaints and Appeals Policy

Trade Training Group ta MultiSkills Training – RTO: 40846



Purpose:	The purpose of this policy is to provide transparency for how MultiSkills Training manages any dissatisfaction, formal complaint and appeals of students, clients, and staff.
Scope:	This Policy applies to all MultiSkills Training staff, contractors, any relevant third parties and students.
Responsibilities:	The CEO is ultimately accountable for adherence to this policy.
Standards:	Outcome Standards for RTO's 2025 2.7, 2.8
Policies:	This policy is supported by the <i>Compliance and Governance Policy</i> and supports the <i>Fees, Charges and Refunds</i> and <i>Training and Assessment</i> policies.
Procedures:	This policy is supported by the <i>Complaints & Appeals Procedures</i> .
Tools:	This policy is supported by the <i>Complaints and Appeals Form</i> , <i>Complaints & Appeals Register</i> , <i>Complaints and Appeals Investigation Checklist</i> , <i>Child Safety and Wellbeing Policy</i> , <i>Student Code of Conduct</i> , <i>Employee Code of Conduct & Disciplinary Policy & Procedure</i> , <i>Continuous Improvement Register</i> and <i>Student Handbook</i> .

Definitions

Appeal means a formal request for MultiSkills Training to review or reconsider a decision. Appeals may relate to course admissions, refund decisions, the outcome of a Complaint, or training and assessment outcomes.

Appellant - the person who appeals

Complaint means a formal expression of dissatisfaction with any product, service or conduct by MultiSkills Training, its staff, contractors, students or any relevant third parties. A Complaint can relate to the enrolment process, marketing information and permissions, quality of training and assessment, student progress, student support, assessment requirements or the behaviour or actions of MultiSkills Training's staff, contractors, students or any relevant third parties.

Complainant - the person who makes the complaint

Policy Statement

- a) MultiSkills Training is committed to responding to any complaints or appeals in a transparent, consistent, objective, fair, sensitive, confidential, and timely manner, upholding natural justice and procedural fairness principles.
- b) Procedural Fairness:
 - All parties will be treated fairly, and in a manner that respects their right to an unbiased, timely and transparent process.
 - MultiSkills Training will not be biased or appear to be biased nor have a personal interest in the matter of the grievance, complaint or appeal.
 - All cases are considered on their merits, on the basis of relevant information and any mitigating circumstances.
 - All parties have the right to be heard before a decision is made, including the right to respond to statements or material that is to be relied upon in reaching a determination.
- c) Review free from Victimisation or Discrimination
MultiSkills Training will ensure its complaints and appeals policy and processes are free from Victimisation or discrimination. A complainant will not be victimised or discriminated against for:
 - seeking review or reconsideration of a decision; or
 - using the MultiSkills Training's processes or procedures about dealing with complaints or appeals.
- d) Where a Complaint is made, all parties involved will be promptly notified and afforded the opportunity to provide a response to the allegations.

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e) MultiSkills Training's policy and procedure to manage a complaint or appeal does not contravene any rights and remedies of any party under law.

f) Complainants or appellants are encouraged to raise any concerns with MultiSkills Training as soon as possible. Concerns may initially be raised verbally or in writing and, where appropriate, may be addressed through an informal resolution process.

Where a person wishes to lodge a formal complaint or appeal, MultiSkills Training staff will direct them to complete the *Complaints and Appeals Form*. Formal complaints and appeals must be submitted in writing using this form to ensure the matter is appropriately documented and managed through MultiSkills Training's formal *Complaints and Appeals Procedures*.

Receipt of the completed *Complaints and Appeals Form* initiates the formal complaints or appeals process. MultiSkills Training will acknowledge receipt of the completed form within two business days.

g) MultiSkills Training will aim to conclude its investigation and resolution of any complaint or appeal within 30 calendar days or as soon as practicable. Where a complaint or appeal cannot be resolved within 30 calendar days, MultiSkills Training will inform the complainant or appellant of the delay, including the reasons for the delay, and provide regular updates on the progress of the matter until it is resolved.

h) Whilst MultiSkills Training will seek to internally manage complaints through establishing a *Complaints and Appeals Procedure*, should a complaint be of such serious circumstance that would warrant notification to the authorities, the CEO will maintain full discretion.

i) In the instance an appeal is registered regarding the outcome of an assessment, MultiSkills Training, at its own cost, will seek an independent assessor to re-assess the original assessment again which will assist in informing an appropriate resolution.

j) MultiSkills Training acknowledges that some Complaints and Appeals warrant an appropriate independent external party to be appointed for review, especially where MultiSkills Training's internal processes fail to resolve the matter or there is a perceived, actual or potential conflict of interest. A complainant or appellant may request an engagement of an external independent party at their own costs.

However, should MultiSkills Training decide in the best interests of a matter that this should be pursued through an independent external party, MultiSkills Training will bear the costs of the engagement of the independent external party. In all instances, MultiSkills Training will maintain cooperation and support any investigation process and associated findings and recommendations made by an independent external party.

k) Records of all Complaints and Appeals will be securely and confidentially recorded and retained as business records by MultiSkills Training in accordance with its *Governance and Compliance Policy*.

l) Where a complaint or appeal leads MultiSkills Training to a conclusion that there may be a potential recurrence of similar causes for future complaints or appeals, then MultiSkills Training will take reasonable corrective action to eliminate the cause or mitigate the likelihood of recurrence in accordance with its *Governance and Compliance Policy*.

m) This Policy and the *Complaints and Appeals Form* will be made publicly available through publication on a prominent place within MultiSkills Training's website and further located and provided to students in the *Student Handbook* during the pre-enrolment process.

n) Where a complaint contains information regarding serious misconduct and breaches to laws, regulations and our policies and procedures, they will be reported to the relevant regulatory bodies.

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