

1. Purpose:

Pioneer College is committed to providing quality training and assessment in accordance with the Standards for Registered Training Organisations (RTOs) 2015. As such, Pioneer College is required to have a policy and processes in place to manage and respond to allegations involving the conduct of staff, learners and third party training and assessment providers who provide services on behalf of Pioneer College.

This policy is based on providing and maintaining training and assessment services that are fair and reasonable and afford a forum where issues or inadequacies can be raised and resolved. This process provides opportunity for complaints to be recorded, acknowledged and dealt with in a fair, efficient and effective manner.

The object of this policy is to ensure that Pioneer College staff act in a professional manner at all times. This policy provides students with a clear process to register a complaint. It ensures all parties involved are kept informed of the resulting actions and outcomes.

2. Scope:

Pioneer College acknowledges the students' right to lodge a complaint when they are dissatisfied with the training and /or assessment services and experiences that they have been provided by Pioneer College.

Pioneer College will ensure that students have access to a fair and equitable process for expressing complaints, and that Pioneer College will manage the complaint with fairness and equity.

In doing so, Pioneer College:

- a) has written procedures in place for collecting and managing complaints in a constructive and timely manner;
- b) ensures that these procedures are communicated to all staff, third party partners and students;
- c) ensures that all necessary documentation and resources are in place to enable students to submit a complaint;
- d) ensures that each complaint and its outcome is recorded in writing; and
- e) ensures that customer complaints and their outcomes are fed into continuous improvement initiatives.

3. Responsibility:

The Compliance Officer, Pioneer College is the Complaints Resolution Officer. The Compliance Officer may delegate responsibility for the resolution of the complaint if necessary.

Details concerning the scope of the Complaints Policy are to be clearly displayed throughout the organisation and contained within the Staff Induction Process, Student Handbook and Pioneer College website.

4. Definition:

The following words and expressions have the following specific meaning, as in the Standards for Registered Training Organisations (RTOs) 2015.

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Third party means any party that provides services on behalf of the RTO but does not include a contract of employment between an RTO and its employee.

5. Policy:

i. Principles

In managing complaints, Pioneer College will ensure that:

- a) The principles of natural justice and procedural fairness are adopted at every stage of the complaint process.
- b) The complaints policy is publicly available.
- c) There is a procedure for making a complaint.
- d) Complaints are treated seriously and dealt with promptly, impartially, sensitively and confidentially.
- e) Complaints will be resolved on an individual case basis, as they arise.
- f) All students have the right to express a concern or problem and/or lodge a complaint if they are dissatisfied with the training and assessment services that they have been provided (including through a third party) or the behavioural conduct of another learner.
- g) All complaints are acknowledged in writing and finalised as soon as practicable.
- h) The complaint resolution procedure is based on the understanding that no action will be taken without consulting the complainant and respondent, using a process of discussion, cooperation and conciliation.
- i) The rights of the complainant and respondent will be acknowledged and protected throughout the complaint resolution process, including the conduct of separate interviews initially.
- j) In the interest of confidentiality, the number of people involved in the resolution process will be kept to a minimum.
- k) Final decisions will be made by the PEO, Pioneer College or an independent party to the complaint.
- l) The complaint resolution procedure emphasises mediation and education while acknowledging that in some instances formal procedures and disciplinary action may be required.
- m) If the complaints process fails to resolve the complaint or the complainant is not satisfied with the outcome of the complaint the matter will be referred to an independent third party for review, at the request of the complainant. All costs incurred for the third-party review will be advised to the complainant.
- n) If the complaint will take in excess of 60 calendar days to finalise Pioneer College will inform the complainant in writing providing the reasons why more than 60 calendar days are required. The complainant will also be provided with regular updates on the progress of the complaint. Pioneer College will endeavour to resolve Complaints within 28 days.
- o) Victimisation of complainants, respondents or anyone one else involved in the complaint resolution process will not be tolerated.
- p) All complaints will be handled as Staff-In-Confidence and will not affect or bias the progress of the student in any current of future training.

Types of Complaints

A complaint may include allegations involving the conduct of:

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- a) Pioneer College, its trainers, assessors or other staff; or
- b) A third-party providing services on behalf of Pioneer College, its trainers, assessors or other staff; or
- c) A learner of Pioneer College.

Access & Equity

The Pioneer College Access & Equity Policy applies. (See Access & Equity Policy)

Records Management

Records of all complaints and their outcomes are maintained securely.

Records of complaints include:

- a) How the complaint was dealt with;
- b) The outcome of the complaint;
- c) The timeframes for resolution of the complaint;
- d) The potential causes of the complaint; and
- e) The steps taken to resolve the complaint.

All documentation from Refund processes are maintained in accordance with Records Management Policy. (See Records Management Policy)

Monitoring and Improvement

All complaints practices are monitored by the Training Manager, Pioneer College and will be discussed at Management Review Meetings with areas for improvement identified and acted upon. (See Continuous Improvement Policy)

6. Relevant Documents:

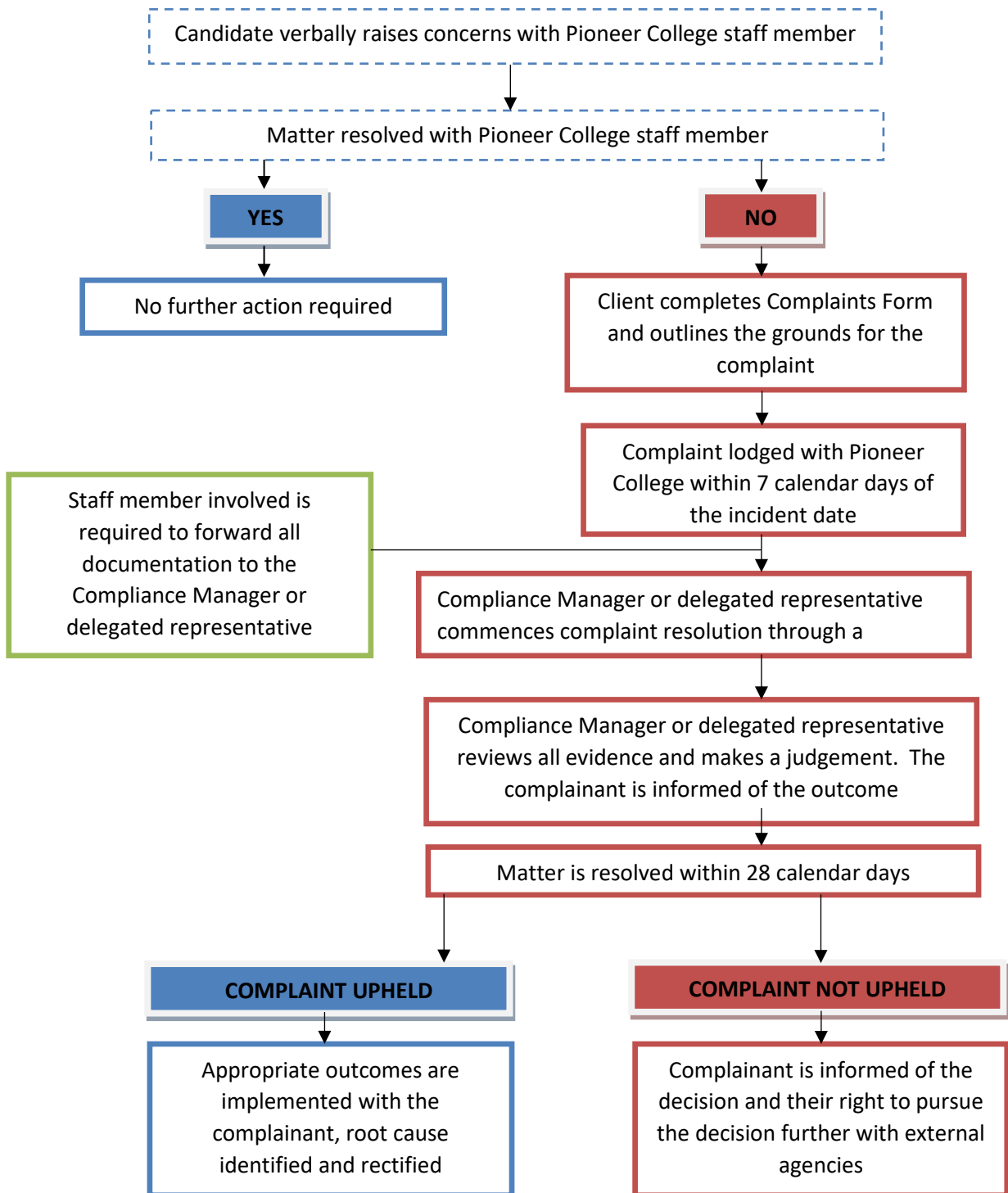
Access & Equity Policy

Records Management Policy

Continuous Improvement Policy

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ANNEX A: Complaints Process



Record of Updates and Changes:

Version No.	Issue date	Nature of Amendment
1.1	1 July 2020	Finalized written document.
1.2	26 Jan 2022	Changed Header and Footer, Added RTO & CRICOS Code in footer, Adjusted Margin, Changed Font, Font Size, Font Colour, Alignment.
2.0	15 May 2022	College name changed to Pioneer