



# GUIDANCE TO HAIRDRESSING, BARBERING AND SALON SKILLS CONSENT AND MODERATION REQUIREMENTS – April 2022

## Kia ora koutou

As previously communicated in January, Toi Mai will be working with NZQA to update and review CMR 020 during 2022. We will also be asking for input from industry and providers. In time, all Toi Mai's CMR's will be combined into one comprehensive CMR with an appendix for each industry.

We understand that these are difficult times, and that your Industry has been facing tremendous challenges. Things have also changed since the CMR was last reviewed in 2016.

Taking all this into consideration we have decided to release a guidance document to CMR 020 as an interim measure until the CMR can be reviewed fully. Hopefully this guidance will make things clearer without jeopardising quality in anyway.

The following charts the unit standards that Toi Mai oversee in the Domains of Hairdressing, Barbering, Salon Skills and Beauty Therapy. This guidance covers those that are under CMR020:

Domain	Standard IDs	CMR
Barbering	2886, 10645 10650, 19805–19808, 28017, 28018, 31946	CMR020
Hairdressing	2755, 2757, 2759, 2866, 2869–2871, 2873, 2878–2880, 2884, 2885, 2889–2892, 12313, 13464–13469, 19791–19793, 21936, 21939, 21941, 25076–25078, 25789–25793, 26231–26233, 26430–26432, 28026, 28835–28842, 28847–28849	CMR020
Salon Skills	9953, 20929, 21935, 21937, 21938, 21940, 25435–25439, 25794, 28019, 28025, 28027, 28843–28846	CMR020
Beauty Therapy	14139, 27644–27648, 28946 <i>Units under Toi Mai for New Zealand Certificate in Makeup and Skin care</i>	CMR35

## Criterion 3: Staff selection, appraisal and development

### These are the requirements for tutoring and assessing staff:

#### Hairdressing/ Barbering/ Salon Skills

The applicant organisation must have policies and procedures to ensure that staff engaged in assessment in the industry sector subfields:

- Hold the relevant National or New Zealand or Trade Certificate Qualification or current unit standards at, or preferably one level above, the level at which they are required to teach and assess or be able to demonstrate equivalent knowledge and skills
- Hold unit standard 4098 or 30421 or equivalent knowledge and skills (registered teachers are exempt from this)
- Have suitable industry, technical, and commercial skills. These skills could be gained, for example, through two years of practice in industry post gaining the qualification
- Keep up-to-date with current industry services practice
- Are credited with or working towards a suitable adult teaching/tutoring qualification at level 5 or higher.

#### Please note:

1. Equivalent knowledge – contact Toi Mai Quality Assurance Team for approval
2. The onus is on the organisation to ensure that all tutoring and assessing staff are suitably qualified and experienced. The Toi Mai quality assurance team will be checking suitability of staff during our various QA activities
3. For all other criteria, please see the relevant CMR.

We hope that this guidance makes things a bit easier for you. Please contact us if you have any questions:

Contact us on: [moderation@toimai.nz](mailto:moderation@toimai.nz) or phone: 04 909 0316.

**Thank you for everything you do for our industries!**



– Toi Mai Quality Assurance –  
Ehara taku toa i te toa  
takitahi, ēngari te toa takitini  
*Success is not the work of one  
but the work of many*

