

14 November 2022

Tēnā koe [REDACTED]

Official Information Act Request

Thank you for your request under the Official Information Act 1982, seeking the following information:

I would like to know how, during the design phase of the massage diploma, the inclusion of Sports Massage was justified when there was never any evidence of it being effective.

Your original request was received by Te Pūkenga on 13 October 2022. Te Pūkenga transferred your request to the New Zealand Qualifications Authority (NZQA) on 19 October 2022, as your question relates to our regulatory role.

Background

There are two massage diplomas listed on the New Zealand Qualifications Framework (NZQF), both of which were approved for listing by NZQA in 2015. Massage New Zealand Incorporated, a professional membership body in the massage industry, is the developer of both diplomas:

- New Zealand Diploma in Wellness and Relaxation Massage (Level 5) [ref: 2740].
- New Zealand Diploma in Remedial Massage (Level 6) [ref: 2741].

The massage qualifications were developed as a result of the [targeted review of qualifications](#). Multiple stakeholders (including Aoraki Polytechnic, Eastern Institute of Technology and Massage New Zealand) worked to develop new 'New Zealand' qualifications in massage, across 2011-2015.

NZQA is responsible for approving and listing all non-university qualifications. Qualification developers seek approval from NZQA to develop and list qualifications on the NZQF. All qualifications listed on the NZQF must meet the requirements outlined in Section 3 of the [New Zealand Qualifications Framework](#). NZQA evaluates qualification listing applications in accordance with the 'NZQF Qualification Listing and Operational Rules' and the 'Guidelines for approval of New Zealand qualifications at levels 1 – 6 listing on the New Zealand Qualifications Framework'. These rules, and older versions, can be found on [NZQA's website](#).

Development of the two massage diplomas

As part of the application process, qualification developers must include a comprehensive needs analysis that identifies and confirms the distinct need for the qualification, and evidence of stakeholder engagement. They must demonstrate that the usefulness, relevance, and value of the proposed qualification is based on the needs of learners, employers, industry, and community.

NZQA does not make a judgement on the science behind any content. Where an industry or sector has a regulatory body, that is their role. Where there is no regulatory body, stakeholders and any potential employers take this responsibility.

I attach the 'Application for approval to develop qualifications – Massage Needs Analysis' document provided by Massage New Zealand Incorporated. This document contains the needs analysis for both diplomas listed above. I have also included the application forms for both diplomas from the approval to develop qualifications stage, as well as the signed outcome letter confirming approval to develop the qualifications. In addition, I attach the 'Application for approval to list qualifications' document which demonstrates the involvement of a range of stakeholders in the qualification development process.

These documents contain the information which NZQA holds about the scope of the qualification development process.

Please note that names have been withheld under section 9(2)(a) of the Official Information Act for privacy reasons. NZQA is not aware of any public interest considerations outweighing the decision to withhold information under section 9 of the Act.

A full list of the documents being released can be found below:

Appendix	Title	Page	Withheld under s9(2)(a)
1	Application for approval to develop qualifications – Massage Needs Analysis	1-38	p28
2	Application Form for approval to develop qualifications - 2740	39-44	p39
3	Application Form for approval to develop qualifications - 2741	45-48	p45
4	Signed Outcome Letter approval to develop qualifications – 2740 and 2741	49-53	pgs 49-51
5	Application for approval to list qualifications - Massage	54-57	p54
6	Qualification Details for 2740 Version 1 (pre-review)	58-62	-
7	Qualification Details for 2741 Version 1 (pre-review)	63-67	-

Review of the two massage diplomas

The two massage diplomas were reviewed between 2020 and 2022, and Version 2 of each qualification was listed in April 2022.

I have attached the pre-review qualification details for Version 1 of each qualification, in which 'sports' settings are mentioned in the conditions relating to the Graduate Profile.

The current, reviewed versions of both massage diplomas are available on the NZQA website and only identify a 'sports setting' as a possible employment pathway, but do not specify sports massage in the mandatory learning components. It is up to providers to develop programmes which meet the requirements of the qualification.

As part of the commitment to open and transparent government, NZQA is proactively releasing responses to OIA requests which are of public interest. NZQA intends to publish its response to this request on its website with the next quarterly release of documents. Your name and contact details will be removed before publication.

If you require further assistance or believe we have misinterpreted your request, please contact Elizabeth Templeton in the Office of the Chief Executive, email elizabeth.templeton@nzqa.govt.nz or telephone (04) 463 3339.

If you are dissatisfied with our response, you have the right, under section 28(3) of the Official Information Act 1982, to lodge a complaint with the Office of the Ombudsman at

www.ombudsman.parliament.nz. You can also telephone 0800 802 502 or write to the Ombudsman at PO Box 10152, Wellington, 6143.

Nāku nā



Dr Grant Klinkum
Pouwhakahaere/Chief Executive

APPLICATION FOR APPROVAL TO DEVELOP QUALIFICATIONS Massage Therapy

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TRoQ Massage Therapy Needs Analysis

Executive Summary

The massage therapy industry in New Zealand and internationally has undergone rapid growth in the last 15 years in the areas of research, consumer use, education standards/levels, and employment opportunities. Massage therapy, historically once part of orthodox medicine, is now one of the fastest growing Complementary and Alternative Medicine (CAM) therapies. While massage therapy techniques are used by a number of health and beauty professionals, this report focuses on the practice of massage therapy as a stand-alone therapy by a massage therapist.

The NZ Health Surveys show an increase in usage of massage therapy. The research evidence base for the effectiveness of massage therapy is also growing; a number of systematic reviews have been conducted since 2004 with some reviews indicating evidence for massage therapy, but others conclude that more evidence is required. As this evidence base grows, massage therapy is more likely to be integrated into mainstream health practice. However, for now, what is clear is that consumers see massage therapy as an important element to their health and wellness, and primarily pay for massage therapy privately. Consumers commonly use massage therapy to treat symptoms associated with a wide range of chronic, clinical and sporting conditions, as well as for prevention, relaxation, and wellness.

Paralleling this growth in usage and research is the growth in the number of education providers and employment of massage therapists. Massage therapists practice massage therapy in both a full time and part time capacity, and can hold a variety of massage qualifications. Massage therapists commonly treat musculoskeletal problems, in a range of practice settings, and receive referrals from a broad range of CAM and other conventional healthcare providers. They use a range of assessment and massage (therapeutic/remedial and relaxation) techniques, within a client-centred, wellness approach to health. The majority of massage therapists are self-employed, however within the last 5-10 years the number of employment opportunities (outside of self employment) has grown.

The education of NZ massage therapists is also evolving; there have been significant developments in massage therapy education over the past fifteen years. Major changes include: the implementation of NZQF National Certificate and Diploma's that have more recently been deregistered; the implementation of two bachelor's degree programmes; and the addition of curriculum content to address the growing evidence base and the need for research literacy, critical thinking, and evidence based practice.

The NZ massage therapy industry is maturing. However, there is still no legislated title or educational requirements for massage therapists; a 'therapist' can today set up shop with little or no training. To date the New Zealand government has not regulated the practice of massage therapy or the massage therapist. Instead, over the last 15 years there have been a number of professional bodies formed to differentiate and represent professional massage therapists. Today, Massage New Zealand (MNZ) is the only voluntary national association specifically for massage therapists (relaxation and therapeutic) and they work to set minimum education standards and profile professional massage therapists.

Massage therapy within New Zealand is undergoing a professionalisation journey from an unregulated service/trade to a regulated profession with standards of practice. The current challenges are standardising educational standards for practice, different professional identities (between relaxation and therapeutic massage therapists), low MNZ numbers, growing the knowledge base, and petitioning for a form of regulation and self-governance. The strengths for the massage therapy industry to build on in this growth environment include: consumer satisfaction and demand, a growing evidence base, and the opportunities for higher levels of education.

Background

Massage as a CAM Practice

“Massage therapy is used as an adjunct or stand-alone therapy by a number of health care providers such as nurses (Grealish et al 2000; Remington 2002), physiotherapists (Foster et al 1999; Galloway et al 2004), other complementary and alternative medicine (CAM) providers (Fellowes et al 2004; Mehling et al 2007) and massage therapists (Cherkin et al 2002 a). Whilst massage therapy techniques are still used within physiotherapy (Foster et al 1999; Galloway et al 2004), massage therapy has developed as a specific CAM health service, distinct from physiotherapy, and is one of the fastest growing areas of this sector of the health industry in the United States (US) (Cherkin et al 2002b). In New Zealand, massage therapy, separate from physiotherapy, is also among the many growing CAM modalities and is considered part of the manipulative and body-based CAM therapies (Ministerial Advisory Committee on Complementary and Alternative Health 2004)” (Smith, Sullivan and Baxter, 2010, p. 45). This report focuses on the practice of massage therapy delivered as a stand-alone therapy by a massage therapist.

Established effects of massage therapy

“Some of the early massage therapy research reviewed the effectiveness of massage therapy in treating symptoms associated with a variety of clinical conditions (e.g., pregnancy, migraine headache) and concluded that massage therapy has received *‘empirical support for facilitating growth, reducing pain, increasing alertness, diminishing depression, and enhancing immune function’* (Field 1998, p.1270). Other reported changes brought about by massage include: improvements in blood and lymph flow, reduction in muscle tension and blood pressure, increase in pain threshold, improvement of mood, and relaxation of the mind (Aourellet al 2005, Coelho et al 2008, Ernst et al 2006, Frey Law et al 2008, Ouchi et al 2006). A number of systematic reviews have also been conducted for massage therapy since 2004 . . . Some reviews indicate evidence for massage therapy, others conclude that more evidence is required (Ernst et al 2007)” (Smith, Sullivan and Baxter, 2010, p. 47). Of note, “Donoyama and Shibasaki (2009) in a study of massage interventions for chronic neck and shoulder stiffness (n=8) reported that the effectiveness of massage therapy for neck and shoulder muscle stiffness was dependent upon the

experience of the massage practitioner. This suggestion mirrors that of Imamura and colleagues (2008) that training and experience of the massage therapist might influence outcomes; an important point when choosing a therapist” (Smith, Sullivan and Baxter, 2010, p. 47).

While the amount of research on massage is significantly less than that of the established health professions, in recent years the volume of massage therapy research has grown exponentially (Moyer, Dryden & Shipwright, 2009). The research findings have been encouraging, and sometimes surprising. The most recent Cochrane Collaboration review on massage and low back pain found that in “massage was similar [in terms of efficacy] to exercises, and massage was superior to joint mobilization, relaxation therapy, physical therapy, acupuncture and self-care education” (Furlan, Imamura, Dryden & Irwin, 2008, p.1). Moyer’s meta-analysis of massage therapy research found that “reductions of trait anxiety and depression were [massage therapy’s] largest effects, with a course of treatment providing benefits similar in magnitude to a course of psychotherapy” (2004, p.1). The scientific validation of massage therapy as a therapy which can be evidence-based is undoubtedly helping to open the doorway to integration with mainstream health providers.

Within New Zealand, contributions to the massage therapy literature have also increased. This has been primarily through massage educators undertaking post-graduate research projects, as well as bachelor’s degree massage students undertaking case reports and small scale research projects. These projects are profiled on the webpage of the New Zealand Massage Therapy Research Centre that was established in 2009 to foster massage therapy research in New Zealand.

The use of massage therapy

“Massage therapy is used to treat symptoms associated with a wide range of chronic (Cherkin et al 2002b), clinical (Furlan et al 2002; Lawler 2004; Moyer et al 2004) and sporting (Ernst 1998; Moraska 2005; Weerapong et al 2005) conditions. It seems that more people recognise massage therapy as an important element in their overall health and wellness, with clients seeking benefits such as relaxation, feelings of well-being (Back et al 2009; Grant et al 2008; Sharpe et al 2007), improved circulation, and reduction in

anxiety and pain (Moyer et al 2004). Although massage can be provided for a number of reasons, its general goal is to help *'the body achieve or increase health and well-being'* (Sherman et al 2006, p.1)" (Smith, Sullivan and Baxter, 2010, p.46).

The New Zealand National Health Surveys demonstrate increasing usage rates of massage therapy within the population. The 2002/2003 survey (Ministry of Health, 2004) found a CAM usage rate of 23%, which was reported in the 2006/2007 (Ministry of Health, 2008) survey as having dropped to 18.2%. This is misleading. In the 2002/2003 survey the three most popular types of CAM provider were massage therapists (making up 9.1% of visits), Chiropractors (6.1%) & Osteopaths (4.9%), but in the 2006/2007 survey Chiropractors & Osteopaths were not considered CAM practitioners. In the 2006/2007 survey 55.6% of the visits to CAM providers were visits to massage therapists. These figures suggest a dramatic increase in massage usage between 2003-2007. It seems that in 2006/2007, the massage usage rate in New Zealand was approximately 10%.

"Results from the 2006/07 New Zealand Health Survey indicated that one in five adults (18.2%) had visited a CAM practitioner over the 12-month period, and of these, over half had seen a massage therapist (Ministry of Health, 2008). Frequent massage therapy use (73%) was also reported in a recent study of 92 hospital inpatients in provincial New Zealand (Evans et al., 2008). Mirroring international trends in CAM use, the 2006/07 New Zealand Health Survey also reported that women are more likely to see a CAM practitioner than men; the primary reasons for CAM use were physical wellbeing (41.9%) (Ministry of Health, 2008); with CAM therapy and conventional care being used concurrently (Evans et al., 2008; Nicholson et al., 2006)" (Smith, 2009).

Utilisation patterns of New Zealand massage clients

In 2008, as part of a larger study, 646 massage clients of 75 Massage New Zealand massage therapists, from established massage therapy practices, were surveyed using a random, nationwide sample. Sociodemographic and current patterns of massage utilisation were elicited. Clients were predominantly female (78%), NZ European (90%), commonly employed in professional careers (49%), aged from 16 to 86 years (mean = 48.4 years, SD 12.4). Just over three-quarters of the respondents (77%) had been using massage therapy

for two or more years, with 68% of clients seeking massage once every 2-4 weeks. The most frequent duration of a massage session was '31-60 minutes' (69%), which was almost always paid for privately (96%). Fifty-one percent of the clients found out about their current massage therapist through a 'friend/family/colleague recommendation' compared to 5% via a medical general practitioner (GP). The most common types of massage therapy received were 'therapeutic' (75%) and 'relaxation' (58%), and massage therapy was most commonly used for 'neck/shoulder pain or problem' (75%), 'relaxation & stress reduction' (66%), 'back pain or problem' (62%), or 'regular recovery or maintenance massage' (43%). Although symptoms of 'muscle tightness / stiffness / tension' (97%) and 'pain' (72%) were usually reported, up to 20% of clients sought massage therapy for symptoms potentially unrelated to musculoskeletal issues (Smith, 2009).

The growth in consumer usage of massage therapy is mirrored by a growth in referrals to massage therapists. In the 1990s 26% of NZ health providers referred to massage therapists (Astin, Ariane, Pelletier, Hansen & Haskell, 1998). In 2003, Lawler & Cameron found that the rate had increased to 72%. 15% of GPs said they referred to a massage therapist at least weekly or daily, the highest rating for frequent referral of all CAM therapies (Cohen, Penman, Pirotta & Da Costa, 2005). This is most commonly for treatment of musculoskeletal problems (67%), stress (44%), pain (36%), relaxation (16%) & Fibromyalgia (9%). Given recent research findings (Moyer et al, 2004), there will likely be an increase in referral for depression & anxiety-related disorders.

There is a general consensus amongst mainstream medicine that for CAM therapies to be integrated into mainstream health practice, there must first be evidence of their safety and efficacy (Barrett, 2003; Giordana, Boatwright, Stapleton & Huff, 2002). The Australian Medical association has called for regulation of CAM therapists & for CAM interventions to be evidence-based so that medical practitioners can feel comfortable referring to CAM practitioners (Baer, 2008).

Professional Association

Background

“The practice of massage therapy in New Zealand is unregulated (Massage New Zealand 2009a) and there are a range of educational standards and levels, including non-accredited massage education providers offering massage therapy training. In the last 20 years, a number of self-regulating bodies for massage in New Zealand have been established. Today, Massage New Zealand (MNZ) is the only voluntary national association specifically for massage therapists. Members of MNZ are bound by a code of ethics, a scope of practice, a complaints procedure, and have requirements for continuing professional development. Two levels of membership exist: the Certified Massage Therapist (CMT) who practices relaxation massage, and who hold a National (NZQA) Certificate or equivalent in Relaxation Massage (most commonly representing 600 hours of training); and the Remedial Massage Therapist (RMT) who practices remedial, deep tissue or other advanced clinical styles of massage, and who holds a National (NZQA) Diploma/Degree or equivalent in Therapeutic Massage, which can vary from 1500 – 3600 hours of training (Massage New Zealand 2009b).” (Smith, Sullivan and Baxter, 2010, p. 45)

MNZ currently acts as the gatekeeper to employment by health insurers (Southern Cross Medical Care Society), and High Performance Sports New Zealand. Only MNZ RMTs are allowed to gain employment under these schemes. MNZ will likely become the gatekeeper to other types of work as the industry matures (See the attached document – Massage New Zealand report for details).

Current membership levels

“Whilst MNZ members are the only nationally recognised group of massage professionals, only 250 massage therapists (CMT and RMT) are members; but based on the 2006 employment data (Department of Labour 2009), over 80% of NZ massage therapists do not belong to MNZ” (Smith, Sullivan and Baxter, 2010, p. 45).

It's difficult to get accurate figures on the current number of practicing massage therapists because 2006 is the date of the last census, and the industry has developed significantly since that point, however it is possible to make some estimation.

At the 2006 census, there were 1,272 people who described themselves as massage therapists practising in New Zealand. In 2001 there were 825 (Ministry of Business, Innovation & Employment, n.d.). If we assume that the rate of growth over the period 2001 to 2011 was steady, this rate of growth would be $(1272/825)^{1/5} - 1 = 9.05\%$. Extrapolating this forward to 2011, we could expect there to be 1,961 members practicing in New Zealand. In actual fact the growth rate seems to be decreasing, so the actual figure is likely to be less than this, perhaps 1,800.

In 2011, MNZ had 401 practising members (CMTs, RMTs, Affiliates & Life members).

This means that in 2011 the proportion of practising massage therapists who elect to be registered with Massage New Zealand is likely to be approximately 22%. The low percentage reflects the reality that massage is unregulated in NZ. Relatively low participation in the association means that MNZ is under-funded making it more difficult to provide quality services to the membership. The level of service provided (while admirable, when provided by a largely voluntary executive) means that many practicing therapists do not see the value in paying membership fees when this is voluntary.

On the whole MNZ members choose to pay to be a part of the association, because they want to provide the best possible treatments for clients and be part of the development and promotion of a well respected health profession.

The Structure of Massage New Zealand

In common with other government regulated health professions, MNZ provides a voluntary regulation framework for its members. MNZ Registered Members are required to complete training to strict standards (see Registered Member Standards below).

They are also required to:

- undergo ongoing professional development

- hold a current First Aid Certificate
- display a current Practicing Certificate
- work under MNZ's Code of Ethics
- be of good character (since even people with prior criminal convictions can currently legally be in business as a Massage Therapist. Their membership is, of course, excluded from MNZ).

MNZ is an incorporated society, with an Annual General Meeting, Constitution and Rules. It is run by a voluntary Executive Committee and several paid part-time staff members.

Size of the Market

“Unlike physiotherapy (Reid and Larmer 2007), massage therapy is not an established part of the health care system and is not funded by the Accident Compensation Corporation. However, the Department of Labour recently reported 1272 people employed as massage therapists in 2006, a 54% growth since 2001, and a 451% growth since 1996; 85% were female, 78% were NZ European, and 10% were Māori (Department of Labour 2009). Employment trends seem to be paralleling trends already documented in the United States with increasing employment in sports, workplace, hospice, spa, hospitality, and mobile settings” (Smith, Sullivan & Baxter, 2011, p. 24). Six percent of New Zealand therapists surveyed worked in spas compared with 29% of therapists in the United States. This may indicate future growth of the spa industry in NZ which will increase employment opportunities (Smith, Sullivan & Baxter, 2011).

In addition to spa industry trends, growing consumer demand, an ever-growing evidence-base for massage-therapy, and increasing integration with mainstream health providers all seem to be contributing to the growth of the industry.

The massage therapy industry appears to be maturing. The majority of massage therapists are still self-employed, however within the last 5-10 years the number of employment opportunities (within multi-therapist clinics, spas & multi-disciplinary environments) have grown dramatically. Judging by international patterns, these trends are not likely to tail-off anytime soon.

Therapist Profile

New Zealand massage therapists commonly treat musculoskeletal problems such as back and neck pain, using therapeutic massage, as well as provide relaxation massage, in a range of practice settings, and receive referrals from a broad range of CAM practitioners as well as other conventional healthcare providers (Smith, 2009). “A recent study 66 New Zealand-based massage therapists, who were also members of MNZ, were surveyed using a random, nationwide sample. Most massage therapists were women (83%), NZ European (76%), and holders of a massage diploma qualification (89%). Massage therapy was both a

full- (58%) and part-time (42%) occupation, with the practice of massage therapy being the only source of employment for 70% of therapists. Nearly all therapists (94%) practiced massage for more than 40 weeks in the year, providing a median of 16 – 20 hours of direct client care per week. Most massage therapists worked in a “solo practice” (58%) and used a wide and active referral network. Almost all therapists treated musculoskeletal symptoms: the most common client issues or conditions treated were back pain/problem (99%), neck/shoulder pain/problem (99%), headache or migraine (99%), relaxation and stress reduction (96%), and regular recovery or maintenance massage (89%). The most frequent client fee per treatment was NZ\$60 per hour in a clinic and NZ\$1 per minute at a sports event or in the workplace. Therapeutic massage, relaxation massage, sports massage, and trigger-point therapy were the most common styles of massage therapy offered. Nearly all massage therapists (99%) undertook client assessment; 95% typically provided self-care recommendations; and 32% combined other complementary and alternative medicine therapies with their massage consultations” (Smith, Sullivan, & Baxter, 2011, p. 18).

A number of practising massage therapists do not belong to MNZ. A current study (still to be published) investigated the business names used the 2011 New Zealand yellow pages ‘massage, health & wellness’ listings; 504 massage therapy businesses were listed. The main concentration of massage therapy businesses was located in the larger centres; however, all regions of New Zealand were represented (see Table 1). The number of businesses listed 2011 are inclusive of businesses that offered Thai massage, and eastern style massage approaches. The numbers excluded those advertisers who were not clearly massage therapy; for example, businesses that only advertised their personal name without indicating the approach or service they offered were excluded. The 2006 survey of Yellow Pages listings included all listings including those that were not clearly massage related and therefore a clear comparison is difficult.

Table 1: NZ Yellow Pages listings for 2006 and 2011 for massage businesses

Listings by region (North to South)	2006 n= 658	2011 n= 504
Northland	11	11
Auckland	200	49
Waikato	49	21
Bay of Plenty	58	62
Gisborne	8	10
Hawkes Bay	29	24
Taranaki	23	10
Wanganui	3	14
Manawatu	24	24
Wairarapa	12	11
Wellington	24	102
Nelson & Bays	32	33
Marlborough	5	2
West Coast & Bullar	7	2
Canterbury	93	65
Timaru & Oamaru	10	11
Otago	55	41
Southland	15	12

Education Providers

Evolution of educational standards

“In recent years the demand for therapeutic massage services by the New Zealand public has increased and massage therapists have taken this opportunity to respond to this need. In the late 1980s and early 1990s, two voluntary associations were established in New Zealand to support massage therapists: the Massage Institute of New Zealand Incorporated (MINZI) and the New Zealand Association of Therapeutic Massage Practitioners (NZATMP). These played a role in raising the educational standards and profile of massage therapists. In 1992, the first ‘formal’ massage diploma (to meet the educational standards advocated by NZATMP) was delivered by a private training establishment in Auckland, and the practice of massage therapy as a standalone therapy for health and wellness, distinct from physiotherapy, became more evident. With the adoption of the Health Professional Competency Assurance Act in 2003, the 1949 Physiotherapy Act was repealed, and the requirements of the Physiotherapy Act imposed on massage therapy educators and massage therapists to clearly identify that they were not training students in physiotherapy nor practising physiotherapy respectively was removed. The introduction of massage therapy unit standards and a National Certificate and National Diploma by the New Zealand Qualifications Authority in 2000 also stimulated growth in the number of massage therapy training providers, especially in the Polytechnic sector. Today, the education of massage therapists commonly involves a six-month Certificate in Relaxation Massage or a one to two year Diploma in Therapeutic Massage. More recently, baccalaureate degree based education for massage practitioners was implemented at Southern Institute of Technology (SIT) in 2002 in the form of a Bachelor of Therapeutic and Sports Massage. Subsequently a second provider (private training establishment) has been approved and now also offers a three-year Bachelor’s Degree in Massage Therapy” (Smith, Sullivan and Baxter, 2010, pp. 44-45).

In 2012 the massage therapy unit standards were deregistered. The Massage Educator’s Group (MEG), a collaborative group open to all massage therapy education providers, created a new set of industry standards. These standards were adopted by Massage New

Zealand in 2011 as the baseline for registration of Certified (CMT) and Remedial (RMT) massage therapists.

Current massage education providers

The attached document (Massage qual enrolments & completions.xlsx) contains data on the providers of massage therapy operating within New Zealand, their numbers of enrolled students (EFT = Effective Full Time Student), and their completion rates in the period 2009 – 2011.

In summary there were 15 providers of massage therapy education registered with NZQA over this period. Three of these providers (Northtec, UCOL and Christchurch College of Natural Therapies) are either no longer offering massage education, or are not intending to offer programmes in 2013.

There were 15 Certificate-level programmes offered over this time period, with 12 Certificate level programmes offered in 2011. The graduates of most of these programmes will be eligible for registration with Massage New Zealand as Certified Massage Therapists (CMTs). In 2011 there were 220 EFTs of enrolments and 298 Certificate completions. Because a typical Certificate in Massage is a 1 semester programme (and therefore approximately 0.5 EFT), and approx. 180 of these EFTs came from this type of programme this means that there was an approximate completion rate of $(298 / (180 \times 2 + 40)) = 0.75$. In some cases students complete a 1 semester Certificate in Relaxation Massage, then go on to complete a 1 year Certificate programme within the same year, gaining two Certificate completions in a single year. This effect causes the number of Certificate completions to be overstated by approximately 45 students. In 2011, there were approximately 253 students graduating with some kind of Certificate in Massage qualification in New Zealand. The programme completion rate for Certificate programmes was approximately 0.75.

There were 13 Diploma-level programmes offered over this time period, with 8 operating in 2011. The graduates of most of these programmes will be eligible for registration with Massage New Zealand as Remedial Massage Therapists (RMTs). In this year there were 151 EFTs of enrolled students, and 109 Diploma completions. It's likely that the completions figure is slightly overstated for reasons similar to those described in the

previous paragraph, and that there were approximately 100 students who graduated with a Diploma in Massage qualification in New Zealand in 2011. The qualification completion rate for Diploma programmes was approximately 0.66.

There were 2 Degree-level programmes offered over this time period, producing 19 graduates in 2011.

Stakeholder Consultation

Survey of Stakeholders

At a meeting of the Governance Group on 5 February, 2013, it was agreed to survey stakeholders to test the Governance Group's interpretations of information already evaluated for further development of the Needs Analysis. The survey was drafted collaboratively, and was sent out on 19 March, 2013.

The survey sought:

- demographic information (gender, age, ethnicity)
- stakeholder category
- location
- perspectives on what degree respondents believed that the current relaxation/spa & therapeutic/remedial qualifications met public demand
- perspectives on whether respondents felt current qualifications were adequate and of an international standard
- which topics respondents believed should be included within relaxation/spa & therapeutic/remedial type qualifications
- Information specific to stakeholder-type (e.g. employers were asked what their preferred level of qualification was for employees; and, students were asked what they most valued from their massage therapy educational experience among other things).

On 19 April, 2013 the initial survey results were discussed in a Governance Group meeting. There had been 141 responses, and the major groups of respondents were massage therapists (63%), massage students (31%), massage educators (18%), consumers of massage services (18%). (It was noted that several respondents answered in more than one stakeholder-type). Only 6.4% of the respondents were employers of massage therapists. 6.3% were healthcare providers from other professions. The meeting minutes reflect that those present interpreted that the survey results indicated that current diploma qualifications seemed to be meeting the needs of stakeholders, but that the current certificate qualifications may not be adequate. It was also noted that respondents indicated that the number (and the different sizes/levels) of current certificates was somewhat confusing.

Responses to the survey continued to be received up until the face-to-face combined Governance Group and Working Group on the 29th of April, 2013, though there were no significant changes to response numbers, profile (stakeholder type), or noted trends. During the meeting David McQuillan completed an analysis of the data suggesting that those within the industry think that the current qualifications are adequate, although there are some doubts about the adequacy of current relaxation massage qualifications (5-9%). 37.5% of employers thought that the relaxation massage qualifications are insufficient, but thought that the remedial massage qualification are good. (The low number of employer respondents on which this data was established was noted). Approximately 25% of consumers (of massage services) thought that the current relaxation massage qualifications were insufficient. This analysis was discussed at the meeting, and it was noted that the confusion around the “certificate” qualifications present in the responses could have been a factor.

It was expressed that there are a range of relaxation massage qualifications in New Zealand, some of which are based on industry standards, and some of which are not, being significantly below industry standards. The latter includes very short courses (eg weekend-long) for which a ‘certificate’ document is issued by the facilitators but which are not quality assured qualifications assessed against agreed standards of practice. It was noted that some of the survey feedback around ‘certificate’ qualifications may be relating to these standards rather than the formal qualifications on which information was being sought. It was also noted that this survey had not been structured to elicit qualitative, descriptive feedback which could be addressed in part in questions to stakeholders during the proposal for consultation.

There was a range of opinions within the Governance Group around the adequacy of current single semester (17 weeks approximately) relaxation massage programmes and their resulting qualifications. Some providers thought that their own local/provider qualifications of this type were sufficient for relaxation massage practice and lead to employment outcomes. Others believed that a single semester of education in massage was insufficient for autonomous practice and that the survey results were possibly supporting that. As a result of these differences in opinion, an independent analysis of the survey data was requested from NZQA, to determine if any relationships in the feedback had been missed in the Governance Group analysis. As well, it was agreed to frame a series of questions to accompany the Qualification Pathway Proposal for Consultation to stakeholders that would more directly address the “certificate” relevance. There was good agreement that the current employment opportunities (self-employment, and employment by others) required an unsupervised, autonomous and self-managing level of performance which aligned clearly to level 5 of the New Zealand Qualifications Framework (though there are a very few businesses of sufficient size where some supervision of less qualified employees was possible).

Following this meeting there was quite a bit of work that went into the development of the qualification pathways. This work coalesced into two qualification pathway options:

- Pathway 1: Certificate Level 5, 60 Credits and Diploma Level 6, 180 Credits;
- Pathway 2: Diploma Level 5, 120 Credits and Diploma Level 6, 120 Credits

Qualification Pathway – Proposal for Consultation

The pathways were circulated on 14th May 2013 within the Governance Group. In a combined Governance Group/Working Group meeting on the 17th May 2013, Pathway 2 was agreed as the Qualification Pathway to proceed as the Proposal for Consultation to go to stakeholders. It was agreed that presenting the two Pathways as options portrayed them to equally meet the needs analyses to that point, when Pathway 1 did not have a consensus support by the Governance Group, nor align as strongly with the needs analysis findings as did Pathway 2. In addition it was agreed that a single pathway would minimise confusion amongst stakeholders, some of whom had acknowledged or it was apparent had little understanding of the constructional requirements of NZ Certificates and Diplomas. As planned a series of Focus Questions were to be developed to accompany the proposal which would directly address ‘certificate vs diploma’ questions. Following the meeting two Governance Group members (not present at the 17th May meeting) expressed opposition to the choice of Pathway 2, each for different reasons. Both expressed the view that they thought a one semester (approx. 17 week) relaxation programme (each at different levels, for different reasons) currently is successful for their institutions and should somehow be presented as a direct counterpoint to Pathway 2, as part of the proposal for consultation to stakeholders.

The rationale and background to the Governance Group decision of 17th May 2013 was explained as well as the purpose of the Focus Questions to elicit qualitative feedback about ‘certificate vs diploma’. The opportunity to adjust the qualifications after the stakeholder consultation phase was confirmed (dependent on feedback). The Focus Questions were finalised and refinements made to the Proposal for Consultation document for even greater clarity for stakeholders. The Proposal for Consultation was distributed in late May.

The feedback on the Proposal for Consultation (Pathway 2) was all in by 13/6/13, every response being collated to an Excel spread sheet to aid viewing and analysis. It was agreed that there was a high level of support for the Level 6 Diploma. Most Governance Group members also agreed that the stakeholder feedback supported the Level 5 Diploma (though not as comprehensively as the Diploma at Level 6). Governance Group provider members who preferred no change to their current certificate qualifications/programmes called for an objective evaluation of the feedback from the Proposal for Consultation. To this end NZQA provided a data analyst to review the collation of feedback and provide a summary (Appendix 2).

The general findings from NZQA analysis of the feedback and summary of actions taken as a result are summarised:

NZQA General Finding	Actions Taken
#1.The data supports the proposed new qualifications. Responses to question 5 shows there is almost universal support from respondents that the Level 5 Diploma prepares the graduate for self-managing employment in the sector.	Pathway 2 – Diploma Level 5 (120 credits) and Diploma Level 6 (120 credits) confirmed.
#1.The issue of an entry level or lower level Certificate needs further discussion if it is within the scope of the review.	Working Group drafted a concept proposal for a Bridging Qualification in the general health sciences. This would potentially serve many different review clusters. NZQA were asked for advice on how to progress this but none had been received by the time of application for approval to develop.
#2. [Advice on interpretation]	No action indicated.
#3.Some feedback noted having two diplomas at different levels may create confusion. It would need to be very clear to users and the public the standing of each qualification and how one can lead to the other through on-going education.	Working Group further developed the SPS, Graduate Profile, Educational and Employment Pathways to ensure the difference in the levels between the two Diploma qualifications was transparent.
#3.Some feedback argued for using different wording e.g. Wellness instead of Health.	Proposed Diploma Level 5 title was changed to reflect/adopt this approach.

In addition, the Working Group prepared a comprehensive thematic analysis of the feedback (Appendix Three). This highlighted some further issues and details that have been addressed in the development to the point of the application for approval to develop.

Application for Approval to Develop Qualifications - Massage Therapy TRoQ

New Zealand Massage Qualifications

The Governance Group proposes the qualifications as outlined in NZQA Qualification Details (provided separately).

These are:

- **New Zealand Diploma in Wellness and Relaxation Massage Level 5 120 credits**
- **New Zealand Diploma in Remedial Massage (Advanced) Level 6 120 credits**

Addressing Matters Identified in Thematic Analysis of Feedback on Qualifications

The Focus Questions asked respondents to declare their status, as the Governance Group was looking for greater comment from industry (therapists and employers) following the initial Stakeholder Survey. 37% of respondents declared as either therapist or employer (and several were both, but counted only once) providing a greater level of confidence that the consultation had achieved the broader engagement needed.

The main themes of interest or concern identified during thematic analysis are noted below with any actions taken as a result, or mitigation that applies.

1. *It is assumed that there will continue to be people who will require a lower entry point to the pathway to qualifications and ultimately employment in the massage industry, than a Diploma L5.*

Mitigation:

- In the medium term the Ministry of Education's Vocational Pathways development is expected to effect improvements in school leaver achievement with many more meeting the likely NCEA Level 2 (or similar) entry.
- A "Bridging" qualification concept for Health Sciences has been proposed for referral to a more relevant health care/services focussed Mandatory Review.

Many different health disciplines will be addressing the need for this type of qualification for learners older than the target population for Vocational Pathways. It falls outside the mandate of the Massage Review to design such a qualification for massage, as it would have multiple learning outcome duplications across many different disciplines (and create qualification proliferation). The concept has been included in the “NZQA Qualifications Details – Massage Therapy” document. The Governance Group requests that NZQA pass this forward to the relevant development group(s). The Governance Group confirm that people who do not yet have the elementary skills in tertiary study, digital literacy, academic writing and the basics of the sciences would benefit from achieving such a qualification before embarking on the massage qualification pathway. This type of qualification ensures transferability of the majority of skills and knowledge to a wider range of disciplines should the graduate ultimately decide that the ‘taster’ component of a programme to achieve the qualification was after all not the industry they wish to enter.

- Some providers will be able to implement programmes that develop specific learners from lower entry knowledge and achieve the required level of the graduate outcomes.

2. *Concern that extra cost due to higher fees due to a longer programme/qualification (compared to some current qualifications) would be a deterrent to some people studying and qualifying at higher levels in massage.*

Observation that some providers have current qualifications that are perceived to meet employment needs (Certificate at L5, 60 credits).

Mitigation:

- A Diploma (L5) (120 credits minimum) rather than a Certificate of 60 credits is indicated to ensure a more comprehensive body of knowledge and practice for defined relaxation massage employment, including self-employment. Several respondents to the Proposal for Consultation cited first-hand experience that certificate completion is inadequate to secure employment. The Careers NZ website www.careers.govt.nz/jobs/health/massage-therapist/ explains that the chances of getting a job as a massage therapist are poor for those entering the role but good for those with experience. A very strongly practice-based

qualification will enhance learner opportunity, and any associated fees will merely reflect that.

- Wellpark College of Natural Therapies who currently have, and favour retention of a 60 credit certificate at level 5 have described that their entry and selection processes are rigorous and to some extent applicants are self-selecting. The latter is due somewhat to the natural therapies curriculum context (that is, applicants have very clear prior expectations, are already mature, adult learners with substantial life skills, having made specific life choices and have existing successful study experiences). Providers will continue to design programmes of study relevant to specific target groups and in this context will be able to consider running accelerated programmes of study, and/or implement Recognition of Prior Learning (RPL) and credit recognition, as is the case now when designing programmes to achieve qualifications. The programmes will ensure the flexibility and responsiveness to different learner contexts.

3. *Concern about the loss of formal qualifications (introductory lower level certificates) for people to acquire basic skills to perform massage for family and friends.*

Mitigation:

- The Governance Group have focussed on qualification design for employment pathways within the massage industry as required by NZQA.
- The qualification pathway and especially the first qualification (a Diploma – and therefore 120 credits - at Level 5) reinforces that the base set of skills and knowledge to carry out massage therapy is to minimise risk to consumers of massage services provided by people insufficiently educated in the discipline. This risk exists with lower level, limited duration qualifications (as respondents cited in their feedback). People aspiring to provide voluntary massage services will be encouraged to complete the minimum required qualifications to be able to do so safely and with proficiency.
- Providers will be able to run shorter programmes known as Training Schemes (less than 40 credits).

4. *Concern that two Diploma qualifications (even though at different levels) will cause confusion amongst potential students, and the industry.*

Mitigation:

- Well defined qualification descriptions and employment pathways have differentiated the two qualifications to minimise any confusion. A qualifier has been included in the title of the Diploma at Level 6. While the Governance Group acknowledge the perceptions and assumptions that exist about qualifications, this was not deemed sufficient grounds to reduce the size of the qualification at Level 5 below 120 credits, compromising the practice-based graduate achievement to ensure securing employment. It was noted by several respondents that they did not understand “qualifications” and “levels” very well, and this was also evident in the nature of the feedback from others.
5. *The impact of the mandatory review raises concerns due to the changes this will require providers (especially some Private Training Establishments) to undergo. This ranges from programme development, approval and accreditation capability and costs, through to perceived potential problems in Investment Plan negotiations with TEC, due to changed type and level of qualification and length of programmes. Some PTEs current massage qualifications are strongly centred in natural therapies/treatment and/or alternative therapies contexts, the scope for which is ultimately provided for better in a different Review.*

Mitigation:

- Providers will negotiate individually with NZQA over dates for the discontinuation of local (provider) qualifications. This will respect business planning and commitments to existing students.
- Providers are encouraged to discuss the likely impact of the new New Zealand Qualifications on their Investment Plans with TEC, and on approval and accreditation with NZQA as soon as the detailed qualifications are finalised.
- Providers may ultimately wish to discuss with NZQA their current qualifications being ‘moved’ to a different Review.

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Appendix 2: NZQA Independent Check of Data/Thematic Analysis for the Feedback from Proposal for Consultation Pathway 2

withheld under s 9(2)(a)

██████████, NZQA.

I did not consider the feedback for question 7 about the current state and questions 9 and 10 about mandatory modalities as they did not provide answers to the questions you required clarity to.

Some feedback to question 7 reinforced the need for the review to provide clarity for the sector and the New Zealand public – other views expressed are better captured through responses to the other questions.

Does the data support the proposed qualifications?

The Level 5 Diploma - I used indications in feedback for questions 1 and 2 which addressed support for the Level 5 Diploma:

- 50 feedback statements supported the proposed qualification – 63%.
- 19 feedback statements did not support the proposed qualification – 24%.
- For 10 feedback statements I could not determine an opinion for or against the proposed qualifications – 13%.

The Level 6 Diploma - I used indications in feedback for question 4 which addressed support for the Level 6 Diploma:

- 26 feedback statements supported the proposed qualification – 81%.
- 3 feedback statements did not support the proposed qualification – 9.5%.
(respondents that did not support the proposed Level 6 Diploma appeared to only do so because they don't support the two Diploma proposal and suggest other qualifications/pathways).
- For 3 feedback statements I could not determine an opinion for or against the proposed qualifications – 9.5%.

Does the data support a Level 5 certificate? Does the data support a certificate at any level?

I used indications in feedback for questions 3¹ which directly addresses the issue of support for a certificate:

- 19 feedback statements supported a certificate – 63%.
- 8 feedback statements did not support a certificate – 27%.

For 3 feedback statements I could not determine an opinion for or against the proposed qualifications² – 10%.

¹ Focus Question 3 asked after support at any level for a Certificate of 60 credits.

Most of the supporting answers to question 3 and 6 support a Certificate at Level 5. Respondents noted the higher level Certificate as better preparing graduates for work within the industry.

In particular almost all respondents who supported a Certificate reported a Level 5 Certificate prepared the graduate for self-managing employment within the industry (not a Level 4 certificate).

Question 8 directly addressed the question of support for either a level 5 Diploma or a Level 5 Certificate.

- 13 feedback statements supported the Diploma – 52%.
- 7 feedback statements supported the Certificate – 28%.
- For 5 feedback statements I could not determine a preferred opinion for either qualification – 20%.

Certificate data

Some feedback showed support for a Certificate qualification as an entry level qualification for massage, whilst other feedback expresses an opinion that there should be no Certificates. Much of this feedback addressed the level 5 Certificate as that was the level at which feedback was being sought on the proposed qualifications.

Question 6 addressed support for a Certificate but only in the context of whether it led the graduate to be ready for self-managing employment in the industry. I am not sure that the questions allow data to be collected that directly answers whether or not there is an appetite for a certificate at level 4 (or lower) as an entry level qualification.

There is no way to know that respondents would have supported the proposed Diplomas while at the same time supporting a lower level Certificate (or whether this Certificate should lead to self-managing employment or is merely introductory in nature) without asking directly.

General findings

1. The data supports the proposed new qualifications. Responses to question 5 shows there is almost universal support from respondents that the Level 5 Diploma prepares the graduate for self-managing employment in the sector. The issue of an entry level or lower level Certificate needs further discussion if it is within the scope of the review.
2. 'don't know', 'no response', 'not applicable' – what to do with these responses. Advice from a Statistician/Researcher was that 'don't know' should be retained as a percentage in statistics as it is a valid response to the question. However, 'no response' and 'not applicable' should be removed as they offer no response to the question.
3. Other thematic issues noted in the feedback:

² Focus Question 3 asked after support at any level for a Certificate of 60 credits.

The massage qualification needs of beauty therapists are different to those of massage therapists.

Some feedback noted having two diplomas at different levels may create confusion. It would need to be very clear to users and the public the standing of each qualification and how one can lead to the other through on-going education.

Some feedback argued for using different wording e.g. Wellness instead of Health.

Appendix Three: Thematic analysis of feedback from Proposal for Consultation 18 June 2013

Level 5 Diploma: themes, issues, and comments			
Themes		Narrative quotes extracts from qualitative feedback	Actions/Resolution
Support Diploma Level 5 Diploma Level 6	Increases education / knowledge	<p>“Support the development of a level 5 Diploma. Opportunity for us to raise the level of education at this level and ensure these therapists are better equipped than at present to meet the needs of the market” FQ1 row 4</p> <p>“need to up our standards” FQ2 row 6</p> <p>“I support the Diploma at L5. I think this would give more opportunity for people to be highly qualified and work to a level that provides a good outcome for their clients. I did the certificate and it was too short. I felt I knew very little about what massage can really offer.” FQ1 row 22</p> <p>“I support 1 and 2 year Diploma in massage, than they can go to 3rd year if they want to. I have practice massage for 6 years, the reason I came to study the degree, because that the knowledge of 6 month course just too limited. (I have done the 6 month certificate in 2007).” FQ1 row 90</p> <p>“I agree that we should be working towards increasing the standard of massage therapy and by increasing the standard of the relaxation massage from cert to diploma at the proposed levels is a good idea.” FQ1 row 98</p> <p>"The one year course doses provide a higher standard of the knowledge base. ... develops massages students to have the ability to provide Safe massage practice within the massage working industry to paying clientele. ... develops massages students to have the ability to provide Safe massage practice within the massage working industry to paying clientele. The level of massage based knowledge at a certificate course is at a considerably lower level of education and if it is continually enforced as a standardized level for the employability of a massage therapist, then the massage industry will continue to have under qualified ""therapists"" working out of their scope of practice.” FQ2 row 52</p>	Retain current proposal
	Solid foundation and better staircase to next level(s) including to degree	<p>“Good base for moving on to the next level and a higher understanding which would mean that therapist’s moving into the remedial course, will have a higher level of knowledge.” FQ1 row 6</p> <p>“provide a solid foundation of learning for students in relaxation massage.” FQ2 row 8</p> <p>“We support it being at level 5 as effective health massage is more complex than it appears on the surface. If a person has a health concern and wants massage</p>	Retain current proposal

<p style="text-align: center;">Support Diploma Level 5 Diploma Level 6</p>		<p>to assist the person needs quite a lot of knowledge of both the health issue and the appropriate massage technique. Not a low level skill with a sizeable amount of learning required to be able to deliver.” FQ2 row 10</p> <p>“This staircase approach provides a unique opportunity for students/practitioners to progress in a coordinated manner towards the ultimate qualification, namely a Bachelor’s degree. The Bachelor’s degree should be the preferred qualification for all massage therapists working with the public and is in keeping with that required of other recognised health professionals. The establishment of a Diploma level qualification at Level 5 as the entry point is appropriate and fully supported.” FQ1 row 72</p> <p>“I have completed a certificate in relaxation massage and found this to be a programme that provides the basics of massage but no employment opportunities at the end of the course. It is stated that this is a 6 month programme which is misleading as the programme runs for about 16 weeks in total. In my opinion this is a well designed taster course that provides the basics of massage. Some of the graduates I have received feedback from completed the course to provide massage for families and friends other were disappointed that they could not gain employment post qualification.” FQ1 row 76</p> <p>“Support – Therapists practicing full-time in a relaxation massage role should have a diploma level and this will eliminate or reduce any false therapists. Or therapists with little or no training, claiming to be a massage therapist.” FQ2 row 48</p> <p>“... it would seem that the needs of the public sector and the employers of Massage graduates have shifted. New Graduates with a lower level Qualifications (L3-4) will struggle to be competitive in the workplace and find suitable employment. The level of knowledge and skill required for this sector will have to be at least a Level 5 qualification. In my opinion this seems like a definite step in the right direction for all stakeholders involved (being Diploma - Diploma - Degree).” FQ2 row 68</p>	
	<p>Better match to other qualifications in health industry</p>	<p>“Every other health modality has high level education courses as should massage. Massage therapy has a place in the health industry, and it should be that everyone has a high level of knowledge, what you would gain from a course like this, is a lot more than what you would get from a six month course.” FQ1 row 6</p>	<p>Retain current proposal</p>

Support Diploma Level 5 Diploma Level 6	Better meets market needs	<p>“ . . . ensure these therapists are better equipped than at present to meet the needs of the market” FQ1 row 4</p> <p>“Some Certificate graduates are not qualified enough to deal with health conditions, even a relaxation setting.” FQ2 row 22</p> <p>“Definitely a Diploma of Massage is essential as a basis to start from. I have staff who have only a Certificate 4 in massage that requires a lot of in house training and supervision to make sure their skills are at a suitable level to provide the expected type of service for our guests.” FQ1 row 58</p> <p>“The level 5 diploma will better provide graduates with skills for employment or self-employment. The graduates would have the skills to work completely and unsupervised. With this qualification graduates could also chose to continue studying at the degree level or add to their level 5 qualification other modalities such as beauty therapy or natural therapies. I understand education providers are running businesses and retaining the certificate would provide them with additional funding. I believe it is unfair to have the government provide funding for the certificate programme as most of the graduates I have spoken to don’t use the qualification for employment therefore this would be a poor investment of government funds.” FQ1 row 76</p> <p>“I support Diploma size level 5 qualification as a solid foundation of knowledge and experience to take into employment in massage roles. I think that this is ‘SPOT ON’.” FQ2 row 84</p> <p>“Employer/spa manager - My observation has been that some people will do the minimum qualification (Cert 4) to get a job and they don't have a full understanding of what they are doing. My preference is to employ only applicants who have a Diploma level of qualification. There needs to be a general understanding developed that this a skilled profession....I struggle to find competent local massage therapists to employ.” FQ7 row 58</p>	Retain current proposal
	Clarity of difference between beauty therapy and MT	<p>“Without knowing the content of the proposed units of study, it is hard to comment in a knowledgeable and fully informed manner but in principal I feel a Diploma in Health Massage at level 5 is appropriate. HOWEVER, this is appropriate for the massage industry. . . . Beauty therapists and massage therapists are generally perceived as possessing different skills sets and this is appropriate and as it should be. Beauty therapists are aware of the pathway available to them if they wish to develop their massage skills and understanding.” FQ1 row 20</p>	Providers to review RPL for Swedish Massage for BTs coming into MT training Diploma L5

Support Diploma Level 5 Diploma Level 6	<p>More time to consolidate learning and develop as a professional</p>	<p>“I personally would prefer this proposal as I feel 6 months is not enough time to learn and practise all we need to feel confident as massage practitioners. It is difficult to balance the demands of intensive study required to reach the understanding needed in subjects such as Anatomy and Physiology, as well as practise massage outside class.” FQ1 row 28</p> <p>“ 120 credits provides for professional development which is vital in an unregulated industry” FQ2 row 18</p> <p>“I agree that a year gives the student more time to absorb all the new knowledge as well as practice the practical applications to reach the confidence and experience needed to start alone in the health industry.” FQ2 row 28</p> <p>“I believe the proposal sent out for massage NZ qualifications provides a great structure for the further development / professionalism and well needed recognition of massage therapists.” FQ2 row 56</p> <p>“I fully support the entry level qualification being at the Diploma level. A Level 4 Certificate qualification is a completely unrealistic qualification for an autonomous health practitioner. A short 6 month training programme is not sufficient for students to grasp essential knowledge (e.g., anatomy/physiology/evidence based practice/ethics) and to grow their professional skills. ...The provision of a stand-alone Level 4 certificate programme represents a hobby or general interest qualification. However, currently persons are able to practice with such a qualification. This is not acceptable for a health/allied health or CAM professional.” FQ2 row 72</p> <p>“ ...the currently 6 months certificate are not enough knowledge.” FQ2 row 60</p> <p>“The feedback may very well support the retention of a Certificate. It must be accepted that massage therapists are working in a complex evidence-based environment and there is simply no time in a Certificate curriculum to cover the minimum knowledge areas expected for a person to work as an autonomous health professional -- despite good intentions. The public have the right to expect that they are receiving an appropriate level of treatment/intervention and care from a well-trained and educated professional. A certificate is not an appropriate entry level qualification for a person providing a health related service.” FQ2 row 72</p>	<p>Retain current proposal</p>
	<p>Provides exposure to other modalities / knowledge</p>	<p>“an elective to give more options/knowledge/exposure for practice or further study.” FQ2 row 18</p>	<p>Retain current proposal</p>

	Improves industry credibility and improves safety for consumer	<p>“I support this as it improves the credibility of the industry and improves the safety for the consumer. Clear guidelines of what each qualification entails is a step in the right direction and a good way to help clearly define what a therapist is able to perform safely.” FQ2 row 26</p> <p>“Degree student, certificate graduate - I feel that having the certificate course become a one year course with the amendments to it would be a brilliant idea. It will provide students with a solid foundation of massage and create a more professional application.... will increase the standards of massage as a whole.” FQ7 row 62</p>	Retain current proposal
<p>Do not support Diploma Level 5 (Support Diploma Level 6)</p>	Concern extra cost a deterrent (compared to existing qualification/programme structures)	<p>“I do not support this. A 6-month Certificate course at level 5 with a qualification as a Certified Massage Therapist in Relaxation Massage is perfect. It would be extra cost for a student to do a diploma and would deter people from signing up for this course.” FQ2 row 12</p> <p>“Graduates may not proceed to level 6 diplomas, if they already hold a diploma at the end of one year. It appears this would result in less RMT’s. Some may not be able to commit to a one year diploma, dependant on financial, family and other socio-economic conditions. Does this limit the pool of potential applicants?” FQ1 row 16</p> <p>“I feel a level 4 certificate is entirely appropriate. We are Northland based and have the added consideration of our pool of learners. Low socio-economic and high Maori concentration, a diploma entry point would be off putting for many” FQ2 row 20</p> <p>“I am concerned that a 1 year diploma would increase the cost of gaining an introductory qualification to the profession. It is only because the fees involved for a 6 month certificate were so reasonable that I am able to contemplate further training at the therapeutic level.” FQ2 row 24</p>	
	Skill level of some entry level students	<p>“Happy with this approach [<i>Diploma Level 5, Diploma Level 6</i>] but would like a Certificate in Relaxation Massage at Level 5 with a minimum of 6 months learning to be considered as some students may be intimidated by a Diploma course and may not be able to commit to a full year of training. (<i>Clarified by phone: 60 cr Certificate L5 + 120 cr Diploma L5 + 120 Cr Diploma L6</i>).” FQ1 row 8</p> <p>“I don’t agree with a Diploma in Health Massage level 5 being a pre-requisite for entry into the NZ Diploma in Remedial Massage level 6. It should be a level 5 certificate. Direct entry into a diploma could potentially be troublesome. There would need to be a pre-requisite to ensure that students would be able to cope at diploma level.” FQ1 row 14</p> <p>“I feel having two diplomas may be too daunting for students. Pathway would</p>	Certificate <u>cannot</u> be embedded in a diploma (qualification proliferation)

<p>Do not support Diploma Level 5 (Support Diploma Level 6)</p>		<p>be more appealing with a certificate and then a diploma. Certificate would /could be embedded into the diploma making it 18 months or two years from start to finish depending on the length of the certificate.” FQ2 row 14 “Given the option to commence a certificate level and then progress onto a diploma level, many would feel this would suit their ability and confidence levels”. FQ2 row 20 “It is recommended that the review group consider developing a Level 4, 60 credit qualification that provides a broad introduction/foundation to health massage with a particular focus on relaxation massage (including on-site chair massage) within a defined scope of practice (e.g. any contra-indications would be referred to a higher level practitioner), an introduction to nutrition, health and wellness, and an introduction to anatomy and physiology for the whole body. This qualification could then staircase into the Level 5 diploma as proposed, which provides a more in-depth focus on anatomy, physiology, nutrition, health and wellness, and development of practice in massage and other therapies that better sit at Level 5 and suit the longer duration of a one-year qualification.” FQ1 row 82</p>	<p>The overlap of graduate outcomes would be too great to accommodate both a Level 4 60 credit Certificate and a Level 5 120 credit Diploma.</p>
	<p>Some current certificate qualifications meet employment needs</p>	<p>“I am in favour of keeping a level 5, 6 month certificate qualification. My experience of graduates of this qualification indicates they are able to work autonomously in a variety of relaxation massage settings.” FQ2 row 16 “While extra time for practicals and learning of anatomy would be useful I believe it is possible to gain an adequate level of knowledge and experience from a 6 month certificate in order to practice relaxation massage.” FQ2 row 24 “While it is acknowledged that there is a need to provide some regulation for the industry and professional status recognition, it would appear that the emerging focus is on setting the bar high to make entry into and practice within the massage industry more exclusive. The focus should be on developing robust educational offerings, pathways and transitions that will allow qualified, recognised practitioners at different levels who will meet the needs of different segments and market demographics within the wider New Zealand and global industry? The Level 4, 60 credit (1 semester) qualifications currently available in relaxation massage provide a good foundation and entry point, and develop students to a level where they can provide these services independently and with credibility out in industry. The rationale that the autonomy and skills of current Level 4 graduates should be sitting at Level 5 in accordance with the NZQF level descriptors has some merit but there is an overlap between the Level 4 and 5 descriptors, and the Level 4 descriptor also recognises self-management</p>	

<p>Do not support Diploma Level 5 (Support Diploma Level 6)</p>		<p>of learning and performance; it is not likely that graduates of any initial qualification will go straight into industry and start managing the performance of others.” FQ1 row 82</p> <p>“... strongly support retention of a Level 4 certificate in relaxation massage. A possible graduate profile is [<i>provided</i>]” FQ2 row 82</p> <p>“I also support a 6 month study at level 5 (60 credits) Certificate level Qualification in Health Massage. This would provide a workplace entry level qualification, pathway to further training and a pre-requisite workplace experience (supervised workplace experience) of higher qualifications.” FQ2 row 84</p> <p>“I support Level 5 Certificate (60 Credits) as this will enable accomplished relaxation practitioners to enter employment which may be the only way they might afford to go on to higher qualifications ... It can be that confidence in the workforce at this level leads to client needs being the very powerful motivator for the practitioner to up-skill.” FQ6 row 84</p>	
	Supervised environments need less education at entry to employment	<p>“I believe a Level 5 Certificate in Relaxation Massage, not Health Massage is an option to be considered. It should be pitched as an entry level qualification in a supervised and supported environment eg large massage clinic or Spa.” FQ3 row 8</p>	In NZ there are very few employers of size with supervised work environments
Other Issues / concerns	Strategies	Narrative quotes extracts from qualitative feedback	Action/Resolution
‘Health’ in the title of proposed Diploma in Health Massage	Change to ‘Wellness’ in L5 title or just ‘massage’	<p>“Support the approach but do not like the word ‘health’ in the title as some of what is proposed does not have a strong health evidence basis and could be misleading. ‘Wellness’ is better.” FQ1 row 10</p> <p>“I feel the name Diploma in Health Massage is misleading. The word ‘health’ implies that the therapist is qualified to assess the client’s health and advise/correct them on their nutrition & fitness components. How did the term health massage come about? The name is not clear to the general public. The term ‘health’ should be removed and replaced with “massage” [<i>only</i>].” FQ2 row 14</p>	<p>Discussed and agreed not using ‘health massage’. Familiarity of concept of ‘relaxation massage’ acknowledged. Change implemented in title:</p> <p><u>Diploma in Wellness and Relaxation Massage</u> (Level 5)</p>
Two diplomas confusing	SPS, Graduate Profile and Employment options in each qualification will clearly differentiate between qualifications	<p>“It may be confusing to industry and public to have two diploma qualifications, as many will not be able to differentiate between a level 5 and a level 6 diploma. (The same type of confusion that already occurs between certificate levels 3, 4 and 5). FQ1 row 16</p> <p>“I’m not for a dip L5. I don’t see the point when there’s a dip L6 with the same amount of credits. How will average Joe know the difference between a "dip in Health Massage" or a "dip in Therapeutic Massage" (L5/L6 rowectively) or are</p>	<p>Robust SPS, Graduate Profile etc.</p> <p>MNZ will aid industry and employers in understanding NZ qualifications when listed.</p> <p>MNZ will review membership profiles to align with NZ</p>

		they actually equal to each other given that they both have 120 credits? If they aren't equal with each other then are these the best ways to title the qualifications?" FQ1 row 36	qualifications.
There is a need for a qualification/programme to prepare for the health and related industries (if each provider's current preparatory qualifications are discontinued)	Develop concept of Bridging Qualification for health sector, refer to other reviews and NZQA.	"A one-year, Level 5 entry point will create barriers to entry for students, many of whom may require a lower level, shorter duration qualification to facilitate development of academic skills (study/communication/ computing skills, numeracy, literacy, time management, etc.) in order to gain confidence with study. Incremental goals and achievement is better in the earlier stages of an educational pathway. In developing qualifications and pathways, we need to be strongly focused on the learners who will pursue these pathways and not just focused on the ultimate requirements of industry." FQ1 row 82	Application for approval to develop will include a Concept Proposal for a Bridging-type qualification relevant to many of the Mandatory Reviews. Query Bridging Qualification with NZQA.
Loss of formal qualifications to acquire basic skills to perform family and friends massage	Outline options for providers/community post-NZ qualification listing	"Perhaps a certificate at level 4 would be useful for people to try the subject out and see if it's really what they would like to do before committing to a year study. It would also be useful for those who would like to learn massage for personal use with family, friends etc". FQ3 row 28 "Level 3 is enough to provide a base to do informal massage for family and friends. Level 3 is a good level for learning the art of touch therapy and provide some massage experience which is always helpful towards continuing the growth of palpation skills and more advanced techniques offered at higher levels." FQ2 row 74	Within Governance Group: explained new Training Schemes and include in application. highlighted reduced risks to family/friends through formal study. explained that focus of the NZ qualifications was Employment Outcomes.
EPI perception (with respect to "progression" metric within same level on NZQf	PTE/ITP funding issues	"I do also wish to raise the TES and TEC funding KPI's here as it is a consideration for all educators, a level 5 certificate and a level 5 diploma should be given some individual credence in terms of a pathway. At present when reporting on performance indicators for TEC, a level 5 qual is a level 5 qual and there is no recognition for "pathways" within the level. It would also be beneficial if TEC were to recognise the "increase" in level from a certificate to a diploma within the level 5 bracket." FQ2 row 20	Encourage all providers to seek clarification with TEC about 'progression' within same level.
Upgrade pathway contingency from current to new NZ qualifications required.	Develop upgrade/transition pathway or recommendations to providers during detailed qualification development	"If the proposed New Zealand Diploma in Health Massage (Level 5), is adopted as an entry-level qualification, I strongly believe that a process needs to be made available for Certificate graduates to "upgrade" to this first level of diploma at minimal expense. This comes from my perspective as a student nearing completion of a Certificate in Relaxation Massage (Level 4)." FQ1 row 92	Refer to detailed qualification writing group.

Application for Approval to Develop a Qualification at Levels 1-6

1. Qualification Developer Details

Qualification developer name	Massage Therapy Mandatory Review Governance Group		
Provider No.	withheld under s 9(2)(a)		
Contact name and title	[REDACTED], Senior Education Advisor, Quality		
Contact details	Eastern Institute of Technology. withheld under s 9(2)(a) [REDACTED]@eit.ac.nz Ph: 06 9748000 extn 5011		
Will the qualification be jointly developed?	Yes	If Yes, include other TEO name(s) and Provider No(s)	There is no Industry Training Organisation. The current Governance Group has agreed to remain convened to ensure ongoing development of the qualifications. Options to secure a Qualification Owner are progressing.

2. Proposed Qualification Details

Title	New Zealand Diploma in Wellness and Relaxation Massage with optional endorsements or optional electives in, Health and Wellness, Spa Therapies, Eastern Therapies, Body Therapies, Special Populations		
Level	5	Credits	120
Type	Diploma	NZSCED	061711 Health > Rehabilitation Therapies > Massage Therapy
Strategic purpose statement	<p>The purpose of this qualification is:</p> <ul style="list-style-type: none"> To provide wellness and relaxation massage therapists entry to employment in wellness and relaxation settings to practice relaxation massage unsupervised. To ensure graduates who can work within the scope of practice defined by wellness and relaxation massage and co-ordinate with remedial massage therapists, and allied health, wellness and medical professionals for those specialist services, where required. To provide for those individuals who are employed in the wellness and relaxation massage sector, a credential that meets membership eligibility to Massage New Zealand. <p>This qualification provides optional Electives and an Endorsement recognising the different approaches and beginning specialities within the wellness and relaxation massage industry and the initial knowledge and practical skills required for each.</p>		

3. Proposed Outcome Statement

<p>Graduate profile</p>	<p>Graduates of this qualification will be able to:</p> <p>Graduates of this qualification will be able to:</p> <ol style="list-style-type: none"> 1. Apply knowledge of human functioning and behaviour to relaxation massage therapy practice 30-45 credits 2. Assess, plan, implement, and evaluate wellness and relaxation massage therapy interventions 30 credits 3. Assess, plan, implement, and evaluate own professional development 15 credits 4. Demonstrate autonomous practice as an entry level relaxation massage therapist in a wellness and relaxation massage setting 15 credits 5. Apply basic practical skills reflecting introductory knowledge of a specialist endorsement or elective 15-30 credits <p>The optional Endorsement consists of 30 credits from ONE of the following electives: The Elective consists of 15-30 credits from more than one of the following electives:</p> <ul style="list-style-type: none"> • Health and Wellness Apply basic practical skills together with introductory nutrition, health and wellness knowledge to wellness and relaxation massage therapy interventions • Spa therapies Apply basic practical skills together with introductory spa therapies knowledge to wellness and relaxation massage therapy interventions • Eastern therapies Apply basic practical skills together with introductory eastern therapies knowledge to wellness and relaxation massage therapy interventions • Body therapies Apply basic practical skills together with introductory body therapies knowledge to wellness and relaxation massage therapy interventions • Special populations Apply basic practical skills together with introductory wellness and relaxation massage knowledge for special populations
<p>Education pathway</p>	<p>This qualification leads from NCEA Level 2 and NCEA Level 3; and from general health science 'bridging qualifications', or entry level qualifications in associated disciplines (eg fitness, sport, health and wellbeing, healthcare). An elementary knowledge of the structure and function of the human body is required.</p>

	<p>This qualification leads to:</p> <ul style="list-style-type: none"> • New Zealand Diploma in Remedial Massage (Advanced) (Level 6) 120 credits • Bachelor’s degrees in massage therapy (Level 7)
<p>Employment pathway</p>	<p>Graduates of this qualification will be able to work as wellness and relaxation massage therapists in wellness and relaxation massage settings including health centres and clubs; resorts and exclusive tourist accommodation; beauty/personal service centres on cruise ships; boutique treatment spas; and relaxation massage clinics.</p> <p>Further study is required before being able to practise and be employed in remedial massage therapy.</p>

4. Strategic Need for New Qualification

<p>Confirmation of NZQF search and identification of substantially similar qualifications</p>	<p>The qualification need arises from the Mandatory Review process and associated Needs Analysis which has been completed. This qualification is proposed as one of two to replace all current level 1 to 6 massage qualifications currently clustered into the Massage Therapy Review list. NZQA has already established that many of the currently registered massage qualifications are substantially similar to each other. This qualification (and its partner) will replace those qualifications, and not be additional to them.</p>
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<p>Where duplication <u>does not</u> exist – Explanation of strategic need or gap the qualification will fill on the NZQF</p>	<p>Where duplication <u>does</u> exist – Explanation of strategic need <u>and</u> justification for proposed new qualification</p>
<p>See above.</p>	

5. Stakeholder Profile for Qualification

<p>Stakeholder name (Individual, group or organisation)</p>	<p>Reason for Inclusion (why they are appropriate, credible, representative)</p>
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Massage New Zealand	The association of professional massage therapists in New Zealand (relaxation and therapeutic massage). Provided a comprehensive role in the needs analysis.
Massage Educators Group (MEG)	Professional massage educators community of practice in NZ for the purposes of collaboration, and continuous improvement of programmes of study in massage education. Provided a comprehensive professional perspective on skills match to qualifications and employment.
Physiotherapy New Zealand	Professional membership organization representing New Zealand physiotherapists. Evaluated proposed qualifications through interdisciplinary perspective (registration required in physiotherapy).
Te Kahui Rongoa Trust*	Due to the purpose of the Trust to 'improve the health and wellbeing of Maori people'; 'develop education programmes in the knowledge and use of rongoa'; among a wider mandate as outlined in the Trust Deed.
High Performance Sport New Zealand	A subsidiary of Sport NZ allocating resources to targeted sports and athletes, and deliver world-leading support to improve NSO, coach and athlete performance.
Education providers:	
Lotus Holistic Centre Ltd*	Registered PTE, Qualification owner and mandatory stakeholder
Naturopathic College of New Zealand	Registered PTE, Qualification owner and mandatory stakeholder
Northland Polytechnic	ITP, Qualification owner and mandatory stakeholder
Waikato Institute of Technology*	ITP, Qualification owner and mandatory stakeholder
Universal College of Learning	ITP, Qualification owner and mandatory stakeholder
The New Zealand College of Massage Ltd*	Registered PTE, Qualification owner and mandatory stakeholder
Otago Polytechnic	ITP, Qualification owner and mandatory stakeholder
Aoraki Polytechnic*	ITP, Qualification owner and mandatory stakeholder
Bay of Plenty Polytechnic	ITP, Qualification owner and mandatory stakeholder
Eastern Institute of Technology*	ITP, Qualification owner and mandatory stakeholder
Manukau Institute of Technology	ITP, Qualification owner and mandatory stakeholder
Elite International School of Beauty and Spa Therapies Limitd	Registered PTE, Qualification owner and mandatory stakeholder
Evolution School of Holistic Therapies	Registered PTE, Qualification owner and mandatory stakeholder
Wellpark College of Natural Therpaies Limited*	Registered PTE, Qualification owner and mandatory stakeholder
Waiariki Institute of Technology	ITP, Qualification owner and mandatory stakeholder
Southern Institute of Technology*	ITP, Qualification owner and mandatory stakeholder
Massage employers, contractors, therapists - too numerous to	As many employers and providers of relaxation and therapeutic massage services as possible were identified and contacted by email. These stakeholders were not evaluated/ranked for appropriateness,

<p>reproduce here. A separate spreadsheet is provided.</p> <p>Consumers of massage services (individuals).</p> <p>Graduates and students of massage education (individuals).</p> <p>(* denotes a person from this organisation has position on Governance Group or Working Group though these roles are not for representation of the organisation).</p>	<p>or credibility. Their contribution was taken at face value and not as representative of the whole of the massage practitioner sector.</p> <p>Some consumers of massage services encountered the consultation process (mostly also associated with the massage industry) and their feedback was considered, but no comprehensive inclusion of consumers was undertaken (qualification knowledge low, difficulty high).</p> <p>Graduates and students of massage education encountered the consultation process through their education provider or employer.</p>
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6. Stakeholder Involvement in Pre Development Stage

Stakeholder name and contact details	Nature of involvement	Reason for involvement
<p>A spreadsheet with the stakeholders listed with email contact details is provided separately.</p>	<p>An initial survey of all stakeholders was undertaken for the Needs Analysis.</p> <p>The proposed qualifications were distributed to all stakeholders for consultation.</p> <p>The adjusted qualifications and full application draft was distributed to all Governance Group and Working Group members.</p>	
<p>Explanation and justification for proceeding where one or more mandatory stakeholders have <u>not</u> supported the new qualification</p>	<p>The full application addresses this more comprehensively. The Needs Analysis and Massage New Zealand contribution, maps the direction for improvement and lifting the professional profile and quality of the services provided by the relaxation and therapeutic massage industry in New Zealand. This is strongly and consistently supported by ALL stakeholders. The nature of the employment context providing massage (relaxation and therapeutic) was consistently identified as autonomous, self managing and unsupervised - Level 5 - in the very large majority of opportunities.</p> <p>Currently some providers have local qualifications at lower levels. A small number of these providers have called for retention of a lower level qualification, however there is agreement that there are no demonstrable employment outcomes of such qualifications. (A 'bridging' qualification proposal has been referred to NZQA in the application to address the needs these lower level qualifications currently fulfil). There are currently seven Level 5 qualifications. Four are 120 credits and three are</p>	

	<p>60 credits or close. Wellpark College of Natural Therapies Ltd who have the 60 credit relaxation massage L5 certificate (natural therapies context) do not support the Level 5 NZ qualification being 120 credits. The other two L5 certificates of some 60 credits, are anatomy and physiology focussed. (The NZ College of Massage who have no qualifications registered at Level 5, also do not support the NZ Diploma in Wellness and Relaxation Massage). Wellpark have very selective entry requirements. It has been highlighted that providers will be able to offer credit recognition and RPL to mature, advanced applicants for programmes and effectively offer shorter programmes of study to achieve the same qualification (for which the majority of providers will offer comprehensive programmes). Though requested to do so Wellpark and NZCM have not provided an integrated alternative qualification proposal, and have not suggested that the graduate outcomes of the NZ Diploma in Wellness and Relaxation Massage Level 5 are too many; weighted too heavily in credits; or have inappropriate employment or educational pathways. The majority of mandatory stakeholder support the new qualification.</p> <p>The process of gathering completed NZQF 2 Forms continues. These will be provided to NZQA as they are received.</p>
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7. Timeframe for development and submission of qualification for approval

Timeframe for development and submission of qualification for approval <u>subsequent</u> to Approval to Develop being granted	3 months.
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8. Attachment Checklist

Evidence required	Attached	No. of attachments
A report confirming the need for the qualification	Yes	
Attestations completed and signed by key stakeholders identified in Section 6 (using NZQA template: Involvement in Pre-Development Stage Stakeholder Attestation (NZQF2))	Yes	

Application for Approval to Develop a Qualification at Levels 1-6

1. Qualification Developer Details

Qualification developer name	Massage Therapy Mandatory Review Governance Group		
Provider No.	withheld under s 9(2)(a)		
Contact name and title	[REDACTED], Senior Education Advisor, Quality		
Contact details	Eastern Institute of Technology. withheld under s 9(2)(a) [REDACTED]@eit.ac.nz Ph: 06 9748000 extn 5011		
Will the qualification be jointly developed?	Yes	If Yes, include other TEO name(s) and Provider No(s)	There is no Industry Training Organisation. The current Governance Group has agreed to remain convened to ensure ongoing development of the qualifications. Options to secure a Qualification Owner are progressing.

2. Proposed Qualification Details

Title	New Zealand Diploma in Remedial Massage (Advanced) (Level 6) with optional endorsement in Soft Tissue Therapy		
Level	6	Credits	120
Type	Diploma	NZSCED	061711 Health > Rehabilitation Therapies > Massage Therapy
Strategic purpose statement	<p>The purpose of this qualification is:</p> <ul style="list-style-type: none"> To provide professional remedial massage therapists able to practice in a broad range of remedial massage settings in an unsupervised and autonomous self-managing capacity. To ensure graduates able to work within a scope of practice defined by remedial massage, wellness and relaxation massage and coordinate with wellness and relaxation massage therapists, allied health, wellness and medical professionals and specialists where required. To provide for those individuals who are employed in the remedial massage therapy sector, a credential that meets membership eligibility to Massage New Zealand. <p>This qualification provides an optional Endorsement thereby recognising the different approaches within the industry and specialist knowledge and practical skills required.</p>		

3. Proposed Outcome Statement

<p>Graduate profile</p>	<p>Graduates of this qualification will be able to:</p> <p>Graduates of this qualification will be able to:</p> <ol style="list-style-type: none"> 1. Apply the biomedical, behavioural, educational and social science bases to massage therapy practice. 30 credits 2. Assess, plan, implement, and evaluate remedial massage therapy interventions to address musculoskeletal dysfunction. 15-45 credits 3. Apply evidence-informed learning to massage therapy practice. 15 credits 4. Practice remedial massage autonomously in a range of remedial massage settings. 30 credits <p>Soft tissue therapy endorsement (optional)</p> <ol style="list-style-type: none"> 5. Assess, plan, implement, and evaluate remedial massage therapy interventions to address musculoskeletal dysfunction using a soft tissue therapy focus. 30 credits <p>Must include the following modalities: Deep tissue / therapeutic/remedial massage; Advanced techniques (Neuromuscular therapy); Myofascial release; Trigger point therapy; Sports massage; Musculoskeletal injury management.</p>
<p>Education pathway</p>	<p>This qualification builds on the New Zealand Diploma in Wellness and Relaxation Massage (Level 5).</p> <p>This qualification can lead to Bachelor’s degrees in massage therapy (Level 7) (credit recognition for equivalency to the first two years of a degree may be possible).</p>
<p>Employment pathway</p>	<p>Graduates of this qualification will be able to work as remedial massage therapists in a broad range of remedial massage settings including multi-disciplinary clinics and practices for the treatment of sports, medical, and age-related conditions and injury treatment and rehabilitation, and for injury prevention; with high performance athletes in the prevention of injury and performance enhancement; or in more generalist remedial massage practices/roles associated with health and relaxation massage eg rest homes, birth centres.</p>

4. Strategic Need for New Qualification

<p>Confirmation of NZQF search and identification of substantially similar qualifications</p>	<p>The qualification need arises from the Mandatory Review process and associated Needs Analysis which has been completed. This qualification is proposed as one of two to replace all current level 1 to 6 massage qualifications currently clustered into the Massage Therapy Review list. NZQA has already established that many of the currently registered massage qualifications are substantially similar to each other. This qualification (and its partner) will replace those qualifications, and not be additional to them.</p>
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Where duplication <u>does not</u> exist – Explanation of strategic need or gap the qualification will fill on the NZQF	Where duplication <u>does</u> exist – Explanation of strategic need <u>and</u> justification for proposed new qualification
See above.	

5. Stakeholder Profile for Qualification

Stakeholder name (Individual, group or organisation)	Reason for Inclusion (why they are appropriate, credible, representative)
Please refer to NZQF 1 for the New Zealand Diploma in Wellness and Relaxation Massage Level 5	

6. Stakeholder Involvement in Pre Development Stage

Stakeholder name and contact details	Nature of involvement	Reason for involvement
Please refer to the NZQF 1 for the New Zealand Diploma in Wellness and Relaxation Massage Level 5.		
Explanation and justification for proceeding where one or more mandatory stakeholders have <u>not</u> supported the new qualification	The mandatory stakeholders have supported the New Zealand Diploma in Remedial Massage (Advanced) Level 6 to the time of submission of the application to NZQA. Further NZQF 2 returns from stakeholders are due.	

7. Timeframe for development and submission of qualification for approval

Timeframe for development and submission of qualification for approval <u>subsequent to</u> Approval to Develop being granted	3 months
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8. Attachment Checklist

Evidence required	Attached	No. of attachments
A report confirming the need for the qualification	Yes	
Attestations completed and signed by key stakeholders identified in Section 6 (using NZQA template: Involvement in Pre-Development Stage Stakeholder Attestation (NZQF2))	Yes	



NEW ZEALAND QUALIFICATIONS AUTHORITY
MANA TOHU MĀTAURANGA O AOTEAROA

MOE: 6007

20 June 2014

withheld under s 9(2)(a)

Senior Education Adviser
Eastern Institute of Technology
Private Bag 1201
Taradale
Hawkes Bay 4215

Dear [redacted] withheld under s 9(2)(a)

NZQA reference: C13253 & C13254

Section 248 of the Education Act 1989 – Approval of application for Approval to Develop Qualifications

Thank you for your application for approval to develop the following qualifications:

- **New Zealand Diploma in Wellness and Relaxation Massage with optional endorsements or optional electives in, Health and Wellness, Spa Therapies, Eastern Therapies, Body Therapies, Special Population**
- **New Zealand Diploma in Remedial Massage (Advanced) (Level 6) with optional endorsement in Soft Tissue Therapy**

Outcome

The New Zealand Qualifications Authority (NZQA) has analysed your organisation's application in accordance with the above provisions and with current criteria and policies established under section 253 of the Act and given the application an overall rating of **Good**.

As a result, your applications are **approved**.

Overall comments

Two separate applications have been made for two qualifications resulting from the massage review and the attached report covers both applications. The report takes into account the responses to the issues raised in a Request for Information (RFI).

A Governance Group was convened for the mandatory review of massage qualifications and undertook extensive surveys and consultation before submitting the two qualifications proposed.

At the time of application for Approval to Develop some parameters of the qualifications suite and each individual qualification were not finalised and are to be confirmed during the next phase of development. In particular, the process up to the point of application had not considered any qualifications where some overlap of Graduate Profile Outcomes might occur as long as each qualification remained substantially different from other/s, potential target groups could be clearly identified, and industry/sector requirements (roles) were unique. The additional information supplied in response to the RFI has confirmed a need for two qualifications at or about the levels applied for.

The development group has agreed that another qualification may be considered if a unique set of outcomes and target group is confirmed during the development phase, and there is evidence of need that is not catered for in related qualifications. Health & Well-being qualifications are being developed by Careerforce and generic bridging qualifications by NZQAs National Qualification Services (NQS) and liaison with these developers is important through the development phase.

A number of qualification design details for both qualifications will need to be confirmed during the development process including whether there are contexts, optional endorsements, or strands . A draft document providing some guidance on the use of endorsements is attached to assist this part of the development process.

Details of the analysis are included in the attached report.

Next steps

Please consider the feedback provided and ensure all queries and issues are addressed before the qualifications are submitted for approval to list.

Guidance

Information about the process and requirements for approval to develop and list qualifications on the NZQF is available at: <http://www.nzqa.govt.nz/studying-in-new-zealand/nzqf/listing-qualifications-on-the-nzqf/>.

Additional guidance is also available at: <http://www.nzqa.govt.nz/studying-in-new-zealand/nzqf/reviews-of-qualifications/guidelines-for-reviews-of-qualifications/>.

If you would like to discuss options regarding qualifications design for the next stage, please contact me on 04 463 4218, or email kathy.maclaren@nzqa.govt.nz.

Yours sincerely



 withheld under s 9(2)(a)

Manager
Approvals and Accreditation
Quality Assurance Division

cc:  withheld under s 9(2)(a)

Report

Date: 20 June 2014

Name of qualification developer: Eastern Institute of Technology (On behalf of Governance Group)

Qualification developer contact: [REDACTED] withheld under s 9(2)(a)

Application for: Approval to Develop Massage Qualifications:
'New Zealand Diploma in Wellness and Relaxation Massage with optional endorsements or optional electives in, Health and Wellness, Spa Therapies, Eastern Therapies, Body Therapies, Special Populations'
New Zealand Diploma in Remedial Massage (Advanced) (Level 6)

NZQA reference: C13253 & C13254

Application analyst: [REDACTED] withheld under s 9(2)(a)

Your application has been analysed and given an overall rating of Good

As a result, your applications are approved. This report details the reasons for this outcome.

Overall comments

The Massage Review was conducted by a governance group and included 31 current local qualifications from levels 3 to 6 on the NZQF. The governance group has applied for approval to develop two New Zealand qualifications, a diploma at each of levels 5 and 6. This report covers both qualifications.

A needs analysis has been provided which disclosed the issues on which stakeholder agreement was difficult to reach. The report describes the industry and its aspirations to become more professional, as well as the process of stakeholder consultation and qualification development.

The Governance Group has confirmed the following key matters:

- The key disagreement within the stakeholder group related to interpretation of survey results where the survey produced only a small sample of returns.
- The group had correctly rejected qualification options where a lower level qualification had all its outcomes repeated in a higher level qualification.
- The group also identified that a smaller or lower level course might be possible leading to other qualifications such as bridging qualifications (see Careerforce reference below) and shorter courses can be made available where providers develop training schemes. It is still unclear whether there is a combination of unique purposes for a smaller certificate qualification and the group has agreed to reconsider such a qualification if the Level 5 does not remain a certificate and a need is confirmed during the development phase.
- The core knowledge and skills content of the Level 5 'Relaxation Massage' qualification underpins and is directly relevant to the Level 6 'Remedial Massage' qualification.

- The draft qualification documents included a number of aspects that are either unconfirmed or would need further development to meet listing requirements, and these will be reviewed during development. These aspects include confirmation of whether there are qualifiers (reflecting contexts), strands and/or optional endorsements, and the credit value of each of outcome must be defined rather than given as a range. Given the significant development work to be done (eg Bridging qualifications, consideration of Careerforce Well-being qualifications and consideration of other qualifications) detailed editorial comments have not been made on the two qualifications submitted.
- The bridging qualification (still in development and intended to have a generic focus) is the preferred entry pathway to the Level 5 qualification. This will require consultation with the developers to confirm that it will meet the needs on this occasion.
- The size and shape of both qualifications will be confirmed during the development phase.

Due to the composition of the applicant group, the developers are reminded that the focus must be on the qualification and its outcomes rather than how individual members may structure a programme, so that any TEO, existing or new, can design a programme to meet those outcomes.

Details of the analysis and requirements

Key evaluation question 1:

How well has the need for the qualification(s) been established?

Response

Good

Comments

The governance group has undertaken extensive consultation and surveys across industry in a strong effort to have input from all stakeholders and reach consensus on the best model to meet industry needs.

The needs analysis considered the current usage of qualifications and training, the industry structure and roles, and the potential professionalisation of the industry. It clearly identified a requirement for level 4-5 and a level 6 qualification.

- The Governance Group have agreed that this will be reviewed as part of the development phase.

The proposed qualifications use titles similar to others (Well-being is used in Careerforce qualifications currently under development). This is a concern if titles may ultimately cause confusion across sectors.

The qualifications depend on entry via bridging qualifications being developed through the Foundation and Bridging Review. It is unclear whether the bridging qualifications may meet the entry requirements of these proposed qualifications.

The need for other, potentially smaller or lower level certificate qualifications is unclear. Information in the Needs Analysis indicates that a lower level qualification, particularly if the foundation bridging qualification does not meet entry needs, or the Careerforce Wellbeing qualifications do not fill the need, may be an option.

The current proposal is being developed by a consortium of stakeholders.

Recommendation

Reconsider whether a lower level certificate qualification may be required. If the decision is made to propose a lower level qualification, submit the supporting evidence at listing.

Requirement Ensure that the qualifications, titles and pathways are developed appropriately, in consultation and awareness of other development work.

Key evaluation question 2: How well do the qualification's strategic purpose, graduate profile and general design address the identified needs of employers, industry and/or communities (i.e. relevant stakeholders)?

Response Good

Comments Overall the purpose and outcomes reflect industry need. It is acknowledged that a robust development process is proposed and that related qualifications affecting design parameters for the massage qualifications are not yet finalised (bridging and Health and Wellbeing qualifications).

The qualification design submitted uses a model of optional endorsements. Neither qualification structure as submitted meets listing requirements.

Please refer to the pages at the end of this report which provide possible guidance on a way forward with developing appropriate structures.

The need for all of relaxation massage to be an entry to any programme leading to the Level 6 qualification has been confirmed.

An annotated qualification document is attached to this report. It includes some of the options for development and indicative edits.

Requirements Clarify the design and structure of the qualifications during the development phase. Ensure that, whether there are: conditions placed on outcomes, endorsements, qualifiers (contexts), or strands, all aspects fit the design model used and meet listing requirements.

Re-develop the Graduate Profile Statements to reflect summative graduate competencies. Ensure that there is minimal overlap of competencies between qualifications, and that, if there is a lower level qualification leading on to a higher level qualification, each qualification addresses a unique set of learners and outcomes.

Clarify the entry requirements for each proposed qualification.

Application for Approval to List Qualifications at Levels 1-6

1. Qualification Developer Details

Qualification developer name	Aoraki Polytechnic (Massage New Zealand will be putting in an application to become established as the Qualification Developer. Aoraki Polytechnic will fill this role until MNZ's application has been approved)		
MoE No.	[REDACTED]	Approval to Develop application Case No.	
Contact name and title	[REDACTED], Programme Coordinator <i>withheld under s 9(2)(a)</i>		
Contact details	[REDACTED] @aoraki.ac.nz		
Has the qualification been jointly developed?	<i>withheld under s 9(2)(a)</i> Yes	If YES, include other TEO name(s) and their MoE Number(s)	The qualification has been developed by a consortium of providers as part of the TROQ process

2. Proposed Qualification(s)

Please attach a separate draft qualification document for each of the new qualifications, and mark each qualification that has changed subsequent to the Approval to Develop with an asterisk*. Provide details of the changes in the Response Report, along with an explanation and/or justification for the changes.

	Proposed Qualification Title	Level	Credits	Developer's File Ref
1	Diploma in Wellness and Relaxation Massage*	5	120	Response report.pdf
2	Diploma in Remedial Massage*	6	120	Response report.pdf

3. Stakeholder Profile for Qualification(s)

Stakeholder name (Individual, group or organisation)	Reason for Inclusion (Why they are appropriate, credible, representative)	Nature of involvement (What contribution they made to the initial development process)
Massage New Zealand	The association of professional massage therapists in New Zealand (relaxation and therapeutic massage).	Contributed significantly to the needs analysis & facilitated consultation with their membership. Consulted regarding the initial scoping document & again after the detailed write-up. Education officer & education committee members were strongly involved in all stages of development
Massage Educator's Group (MEG)	Professional massage educators community of practice in NZ for the purposes of collaboration, and continuous improvement of programmes of study in massage education.	Provided a comprehensive professional perspective on skills match to qualifications and employment. Facilitated communication with massage education providers
High Performance Sport New Zealand	A subsidiary of Sport NZ allocating resources to targeted sports and athletes, and deliver world-leading support to improve NSO, coach and athlete performance.	Contributed to the needs analysis Consulted regarding the final documentation

Lotus Holistic Centre Ltd	Registered PTE, Qualification owner and mandatory stakeholder	<p>Consulted regarding the initial scoping document & again after the detailed write-up.</p> <p>Engaged throughout the process in both working & governance groups.</p>
Naturopathic College of New Zealand	Registered PTE, Qualification owner and mandatory stakeholder	<p>Consulted regarding the initial scoping document & again after the detailed write-up.</p>
Waikato Institute of Technology	ITP, Qualification owner and mandatory stakeholder	<p>Consulted regarding the initial scoping document & again after the detailed write-up.</p> <p>Engaged throughout the process in the governance group.</p>
Universal College of Learning	ITP, Qualification owner and mandatory stakeholder	<p>Consulted regarding the initial scoping document & again after the detailed write-up.</p>
The New Zealand College of Massage Ltd*	Registered PTE, Qualification owner and mandatory stakeholder	<p>Consulted regarding the initial scoping document & again after the detailed write-up.</p> <p>Engaged throughout the process with the governance group</p>
Aoraki Polytechnic	ITP, Qualification owner and mandatory stakeholder	<p>Consulted regarding the initial scoping document & again after the detailed write-up.</p> <p>Engaged throughout the process in both working & governance groups.</p> <p>Review Lead</p>
Bay of Plenty Polytechnic	ITP, Qualification owner and mandatory stakeholder	<p>Consulted regarding the initial scoping document & again after the detailed write-up.</p> <p>Engaged in the initial stages of the process with the governance and working groups</p> <p>Provided feedback on the detailed design phase</p>
Eastern Institute of Technology	ITP, Qualification owner and mandatory stakeholder	<p>Consulted regarding the initial scoping document & again after the detailed write-up.</p>
Evolution School of Holistic Therapies	Registered PTE, Qualification owner and mandatory stakeholder	<p>Consulted regarding the initial scoping document & again after the detailed write-up.</p>
Wellpark College of Natural Therapies Limited	Registered PTE, Qualification owner and mandatory stakeholder	<p>Consulted regarding the initial scoping document & again after the detailed write-up.</p> <p>Engaged throughout the process with the governance group</p>
Southern Institute of Technology	ITP, Qualification owner and mandatory stakeholder	<p>Consulted regarding the initial scoping document & again after the detailed write-up.</p> <p>Engaged throughout the process with the governance and working groups</p>
Massage employers, contractors, therapists	As many employers and providers of relaxation and therapeutic massage services as possible were identified and contacted by email. These stakeholders	<p>Consulted regarding the initial scoping document & again after the detailed write-up.</p>

	<p>were not evaluated/ranked for appropriateness, or credibility. Their contribution was taken at face value and not as representative of the whole of the massage practitioner sector.</p>	<p>Provided feedback on both stages of development.</p>
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4. Duplication Check

List any NZQF qualifications that are substantially similar to the proposed qualification(s) in addition to those identified in the *Approval to Develop* application

	Ref or Id	Qualification Title	Level	Credits
1				
2				
3				

5. Attachment Checklist

Evidence required	Attached	No. of attachments
<p>Response Report addressing issues raised at <i>Approval to Develop</i> and explain and justifying any other changes</p>		
<p>Attestations (NZQF4s) completed and signed by each key stakeholder identified in Section 3 (upload PDF)</p>		
<p>Separate document(s) for each qualification (prepare in Word Template – upload PDF version when applying, and then email Word documents to Service Support, gaadmin@nzqa.govt.nz with the Case number in the Subject line)</p>		
<p>Transition Checks and Change Report for National Qualifications</p>		
<p>Any documentation omitted at <i>Approval to Develop</i></p>		

Appendix

Summary of Forms and Documents Required for Approval to Develop and Approval to List

NZQF #	Title of Form	Approval to Develop	Approval to List
1	Application for Approval to Develop Qualification(s) at Levels 1-6	✓	
2	Involvement in Pre-Development Stakeholder Attestation	✓	
3	Application for Approval to List Qualification(s) at Levels 1-6		✓
4	Involvement in Qualification Development Stakeholder Attestation		✓
5	Report of the Qualifications Review	✓	
6	Outcomes of a Qualification Review: Changing the Status of Current Qualifications	✓	

Other documents	Approval to Develop	Approval to List
Needs Analysis or Report confirming need	✓	
Qualification Document(s)	✓	✓
Response Report addressing issues raised at Approval to Develop and any other changes		✓
Transition Checks and Change Report for National Qualifications	Optional	✓



NEW ZEALAND QUALIFICATIONS FRAMEWORK
TE TAURA HERE TOHU MĀTAURANGA O AOTEAROA

New Zealand Diploma in Wellness and Relaxation Massage (Level 5)

New Zealand Diploma in Wellness and Relaxation Massage

Qualification Number

2740

Qualification Status

Current

Version Number

1

Version Status

Superseded

Last Date for Entry**Last Date for Assessment**

30/04/2024

Qualification Type

Diploma

Level

5

Credits

120

NZSCED

061711 Health>Rehabilitation Therapies>Massage Therapy

Qualification Developer

Massage New Zealand Incorporated

Next Review

31/12/2020

Quality Assurance Body

New Zealand Qualifications Authority

Consistency Review Details

Next Planned Consistency Review

2024

Consistency Rating

Confirmed (01/08/2019)

Outcome Statement

Strategic Purpose Statement

The purpose of this qualification is to provide the health sector and massage therapy industry with people who can provide wellness and relaxation massage therapy services.

Graduates will be able to work within the scope of practice defined by wellness and relaxation massage. Graduates will communicate and refer with remedial massage therapists, allied health, wellness and medical professionals for those specialist services.

Graduates will be capable of working independently.

Graduate Profile

Graduates of this qualification will be able to:

- Demonstrate knowledge of human functioning and apply knowledge to wellness and relaxation massage therapy practise.
- Apply and evaluate the effectiveness of wellness and relaxation massage therapy interventions for individual clients' needs.
- Select and apply a range of professional, self-management, communication and client service knowledge and skills to meet wellness and relaxation massage therapy client and industry needs.

Education Pathway

This diploma can lead to:

- New Zealand Diploma in Remedial Massage (Level 6), 120 credits [Ref: 2741]
- Bachelor's degrees in massage therapy (Level 7)

Further study can be undertaken in aromascience, reflexology and beauty/ spa therapy.

Further study is required before being able to practice and be employed in remedial massage therapy.

Employment/Cultural/Community Pathway

Graduates of this diploma will be qualified to work as wellness and relaxation massage therapists in a broad range of wellness and relaxation massage settings.

Settings include:

- Home-based massage therapy or mobile clinics
- Community based massage therapy clinics
- Multi-disciplinary clinics
- Sports settings (non-injury work)
- Spa based massage therapy clinics

Qualification Specifications

Qualification Award

The qualification will be awarded by organisations who are

- owners of approved programmes leading to the qualification;
- ITOs that arrange training leading to the qualification in the industry for which it is recognised;

- education providers accredited to deliver a programme leading to the qualification.

The formal document certifying the award of this qualification will display the NZQF logo and may also include the name and/or logo of the awarding education organization.

Evidence requirements for assuring consistency

Tertiary Education Organizations will supply evidence that demonstrates how the graduate outcomes are being met.

Evidence may include:

- employer surveys
- graduate surveys
- portfolios of work
- assessment samples
- other relevant and reliable evidence.

Minimum standard of achievement and standards for grade endorsements

The minimum standard of achievement required for award of the qualification will be the achievement of all graduate outcomes in the graduate profile.

There are no grade endorsements for this qualification.

Other requirements for the qualification (including regulatory body or legislative requirements)

None.

General conditions for programme

It is recommended that programmes include a minimum of 50 hours of supervised clinical practice within a professional and ethical framework.

All training and supervised clinical practice is to be carried out in accordance with relevant legislation (Local Government body requirements, Health & Safety in Employment 1995, Privacy Act 1993, Consumer Guarantees Act 1993, Medicines Act 1981, Health & Disability Commissioner Act 1994, Human Right Act 1993)

It is recommended that massage providers consult with Massage New Zealand (MNZ) Education Committee for an up-to-date list of industry recommendations, and that all training and clinical supervision is carried out in accordance with the MNZ Code of Ethics.

Clinical practise for Qualification outcome 3 progresses from supervised to independent practice in a non-classroom based setting.

Conditions relating to the Graduate Profile

Outcome	Indicative Credits	Conditions
1	45 credits	<p>Programmes and assessments must include:</p> <p>Normal anatomy and physiological functioning of each of the human body systems and how they underpin massage therapy practice: skin, musculoskeletal, nervous, endocrine, cardiovascular, immune, respiratory, metabolic, digestive, urinary, lymphatic and reproductive systems</p> <p>Neuromusculoskeletal anatomy and relevant surface anatomy to provide theoretical and practical foundation for wellness and relaxation, remedial and sports massage therapy practice.</p>

2	Apply and evaluate the effectiveness of wellness and relaxation massage therapy interventions for individual clients' needs.	60 credits	<p>Programmes and assessments must include:</p> <p>Client assessment: Client history taking / interviewing, communication and listening skills, objective assessments, assessment of client needs</p> <p>Planning: session planning, goal management, evidence base for choice of intervention, safety considerations, ethical and professional and cultural requirements</p> <p>Wellness and relaxation therapies intervention: relaxation massage techniques; wellness techniques; muscle specific massage techniques; healthcare programming for stress and wellness interventions; client education</p> <p>Evaluation of effectiveness: reassessment; reflection;</p> <p>Underpinning knowledge: history of massage; body mechanics and practitioner self-care practices; principles of massage therapy; evidence-based effects of massage therapy (including indications and contraindications); stress and wellness theory; stress management; scope of practice; boundaries; ethical considerations; professionalism; professionalization; multicultural practice; Te Tiriti o Waitangi;</p> <p>Breadth of practice:</p> <ul style="list-style-type: none"> - The above knowledge and skills are applied to at least two of the following specialised client groups - relaxation and wellness massage for pregnancy, infants, elderly, chronic & terminal illness, sports massage (pre-event, post-event, maintenance) & disability (mobility, cognitive, audial, visual). - In addition to the wellness and relaxation therapies noted above in the intervention section, at least two other wellness therapies from the following list must be covered - chair massage, hot stones, reflexology, eastern therapies, Thai massage; shiatsu; holistic pulsing; polarity; reflexology; movement integration; aromatherapy; positional release; nutrition for general health and wellness.
3	Select and apply a range of professional, self-management, communication and client service knowledge and skills to meet wellness and relaxation massage therapy client and industry needs.	15 credits	<p>Programmes and assessments must include:</p> <ul style="list-style-type: none"> - record keeping and clinic management; - academic skills (self-reflection; reading; writing; referencing); - customer service; - professional and ethical behaviour.

Transition Information

Replacement information

Additional transition information

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NEW ZEALAND QUALIFICATIONS FRAMEWORK
TE TAURA HERE TOHU MĀTAURANGA O AOTEAROA

New Zealand Diploma in Remedial Massage (Level 6)

New Zealand Diploma in Remedial Massage

Qualification Number

2741

Qualification Status

Current

Version Number

1

Version Status

Superseded

Last Date for Entry**Last Date for Assessment**

30/04/2024

Qualification Type

Diploma

Level

6

Credits

120

NZSCED

061711 Health>Rehabilitation Therapies>Massage Therapy

Qualification Developer

Massage New Zealand Incorporated

Next Review

31/12/2020

Quality Assurance Body

New Zealand Qualifications Authority

Consistency Review Details

Next Planned Consistency Review

2024

Consistency Rating

Confirmed (01/08/2019)

Outcome Statement

Strategic Purpose Statement

The purpose of this qualification is to provide the health sector and massage therapy industry with people who can provide remedial massage therapy services.

Graduates will be able to work within the scope of practice defined by remedial massage and wellness and relaxation massage. Graduates will communicate and refer with other massage therapists, allied health, wellness and medical professionals for those specialist services.

Graduates will be capable of working independently in an unsupervised and autonomous self-managing capacity.

Graduate Profile

Graduates of this qualification will be able to:

- Demonstrate knowledge of biomedical, behavioural, educational, and social science bases of healthcare and apply knowledge to appropriately treat a variety of musculoskeletal and other system conditions.
- Assess, plan, implement, and evaluate remedial massage therapy interventions to address musculoskeletal dysfunction.
- Demonstrate research literacy and apply evidence-based learning to inform clinical judgements and intervention strategies and maintain currency of massage therapy practice.
- Select and apply a range of professional, self-management, communication and client service knowledge and skills to meet remedial massage therapy client and industry needs.

Education Pathway

This diploma builds on the New Zealand Diploma in Wellness and Relaxation Massage (Level 5) [Ref: 2740].

This qualification can lead to a Bachelor's degrees in massage therapy (Level 7).

Further study can be undertaken in aromascience, reflexology and beauty / spa therapy.

Employment/Cultural/Community Pathway

Graduates of this diploma will be qualified to work as remedial massage therapists in a broad range of remedial massage settings.

Settings include:

- home-based massage therapy or mobile clinics
- community based massage therapy clinics
- multi-disciplinary clinics
- sports settings.

Qualification Specifications

Qualification Award

The qualification will be awarded by organisations who are

- owners of approved programmes leading to the qualification
- ITOs that arrange training leading to the qualification in the industry for which it is recognised

- education providers accredited to deliver a programme leading to the qualification.

The formal document certifying the award of this qualification will display the NZQF logo and may also include the name and/or logo of the awarding education organisation.

Evidence requirements for assuring consistency

Tertiary Education Organisations will supply evidence that demonstrates how the graduate outcomes are being met.

Evidence may include:

- employer surveys
- graduate surveys
- portfolios of work
- assessment samples other relevant and reliable evidence.

Minimum standard of achievement and standards for grade endorsements

The minimum standard of achievement required for award of the qualification will be the achievement of all graduate outcomes in the graduate profile.

There are no grade endorsements for this qualification.

Other requirements for the qualification (including regulatory body or legislative requirements)

Leavers entering into programme leading to this qualification must have successfully completed New Zealand Diploma in Wellness and Relaxation Massage (Level 5) [Ref: 2740] or equivalent.

General conditions for programme

Knowledge is required in various areas to enable a wide scope of practice in remedial massage. Therapists will plan and carry out safe and appropriate management of clients' musculoskeletal injuries or dysfunctions and other body systems conditions.

It is recommended that programmes include a minimum of 100 hours of supervised clinical practice within a professional and ethical framework.

All training and supervised clinical practice is to be carried out in accordance with relevant legislation (Local Government body requirements, Health and Safety in Employment 1995, Privacy Act 1993, Consumer Guarantees Act 1993, Medicines Act 1981, Health and Disability Commissioner Act 1994, Human Right Act 1993).

It is recommended that massage providers consult with Massage New Zealand (MNZ) Education Committee for an up-to-date list of industry recommendations, and that all training and clinical supervision is carried out in accordance with the MNZ Code of Ethics.

Clinical practise for Qualification outcome 4 progresses from supervised to independent practice in a non-classroom based setting.

Conditions relating to the Graduate Profile

Outcome	Indicative Credits	Conditions
1	30 credits	<p>Programmes and assessments must include:</p> <ul style="list-style-type: none"> - Biomedical: pathology, pharmacology, pain management, sports injuries / musculoskeletal dysfunction, nerve dysfunction, outcome measures, principles of musculoskeletal injury management and remedial massage therapy treatment. - Behavioural / psychosocial: sports performance, sports psychology, health psychology, concepts of wellness and

	rehabilitation, emotional-bodywork relationship. - Educational: goal setting, client education, communication strategies.		
2	Assess, plan, implement, and evaluate remedial massage therapy interventions to address musculoskeletal dysfunction.	45 credits	<p>Programmes and assessments must include:</p> <ul style="list-style-type: none"> - Assess: client interviewing; physical assessment (including postural analysis, active, passive, resisted and special orthopaedic tests); gait; functional tests; palpation; outcome measures, client safety. - Plan: clinical reasoning skills (identify, analyse, synthesise), treatment planning (short and long term), client preferences, prioritising treatment, principles of treatment, client education and self-help. - Implement: deep tissue/therapeutic/remedial massage; neuromuscular techniques (including trigger point therapy, muscle energy techniques, NMT laws); myofascial release; sports massage (rehabilitation incorporating muscle stretching and strengthening); musculoskeletal injury management; recording remedial treatments. - Evaluate: reassessment strategies, outcome measures, monitoring and reviewing treatment plans.
3	Demonstrate research literacy and apply evidence-based learning to inform clinical judgements and intervention strategies and maintain currency of massage therapy practice.	15 credits	<p>Programmes and assessments must include:</p> <ul style="list-style-type: none"> - an introduction to research methodology and evidence-based practice - awareness of massage therapy literature - critical thinking skills.
4	Select and apply a range of professional, self-management, communication and client service knowledge and skills to meet remedial massage therapy client and industry needs.	30 credits	<p>Programmes and assessments must include:</p> <ul style="list-style-type: none"> - application of the knowledge and skills in Graduate outcomes 1-3, while taking personal responsibility and autonomy in performing these complex technical operations, for a broad range of remedial massage therapy clients and conditions - record keeping and clinic management including clinical report writing - written and verbal referrals - communication with other health professionals, and accountability of clinical practice.

Transition Information

Replacement information

Additional transition information

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