

How a Course in Hospitality Can Take You Anywhere - Complete Hospitality Training

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Details:

A hospitality qualification travels further than most credentials, but not in every direction, and the difference matters if you are planning around it. Nationally recognised training is portable between employers and states. Licensing is not. Some qualifications are delivered in one state only. And a qualification does not migrate anywhere by itself.

This page separates the four kinds of portability, because they behave differently: the credential, the licence, the funding, and the occupation.

The Certificate IV example behind the original story

The original CHT article uses the Certificate IV in Hospitality as its example of a broader career pathway. It describes learning across service, food safety, drinks, leadership, conflict, finance and work health and safety, with practical work as well as theory. Those skills can help a person move between hospitality roles, but the exact electives, delivery, placement, price and next intake depend on the current offering. Check the SIT40422 course page and confirm those terms with CHT before enrolling. The four portability limits below explain why a nationally recognised qualification is not an automatic overseas work right or licence.

1. The credential travels

Every nationally recognised result attaches to your Unique Student Identifier and stays there for life. That produces three practical effects.

Keep your certificate as well as your USI details. A transcript records reported training; reporting timing and exemptions can affect what appears. A missing entry does not automatically invalidate a credential. Ask the issuing RTO about a missing result or replacement certificate. See official reporting guidance. For nationally recognised training, a USI is generally required before a qualification or Statement of Attainment can be issued, unless an applicable exemption applies. See the official USI exemption guidance. A USI is free; recover an existing one rather than creating another. Your USI must not be printed on the credential.

The provider side of that is a retention duty with an unusually long clock. An RTO must retain records of all AQF certification documentation it issues for thirty years. That is the reason a replacement copy is obtainable decades after the fact, from the RTO rather than from any central archive — and the reason it is worth knowing which registered code issued your document, because trading names change and the code does not.

Units credit-transfer. A unit completed inside one qualification counts inside another that contains the same unit, so a partial Certificate III is not wasted if you later enrol in something adjacent.

The mechanism has a name and a rule worth quoting, because it is the actual engine of everything on this page. Credit transfer, under Standard 1.7 of the Outcome Standards for RTOs, recognises whole units you have already completed at any Australian RTO. Not only the one you are enrolling with, not

only the one that taught you, and not only within a single state. There is no reassessment — your Statement of Attainment, which names every unit by full title and national code, is the evidence, subject to verification and an eligibility decision. Under our own policy credit transfer attracts no student fee . That is distinct from recognition of prior learning under Standard 1.6 , which assesses prior skills, learning and experience and is a genuine assessment against the same evidence requirements, not a waiver. We first verify the evidence and equivalence, check that the units fit your training product, and check for licensing or regulatory restrictions before granting credit. See ASQA's credit-transfer guidance .

Several units recur deliberately across the hospitality qualifications, which is what gives credit transfer something to work with:

Unit	Appears in
SITHIND008 Work effectively in hospitality service	Core in SIT30622 , SIT30722 and SIT40422 ; a Group B option in SIT50422
SITXCCS015 Enhance customer service experiences	Core in SIT40422 , SIT50322 and SIT50422
SITXFIN009 Manage finances within a budget	Core in SIT40422 , SIT50322 and SIT50422
SITXHRM007 Coach others in job skills	Core in SIT30622 , SIT30722 , SIT30821 and SIT40422
SITXHRM009 Lead and manage people	Core in SIT40422 , SIT50322 and SIT50422
SITXFSA005 Use hygienic practices for food safety	Core in SIT30722 and SIT30821 ; a Group A hygiene option in SIT30622 and SIT40422
SITXWHS005 Participate in safe work practices	Core in SIT30622 , SIT30722 and SIT30821

That overlap is why moving from a Certificate III into a Certificate IV, or from either into a Diploma, is rarely starting again.

Recognition is national. A qualification issued by an RTO in Melbourne is the same qualification in Perth or Darwin. The training package code, not the postcode, is what an employer reads. A genuine document carries the RTO's registration code , the NRT logo , and — on a Statement of Attainment — the full title and national code of every unit.

What the AQF level communicates is standardised too, including the size of the thing. The volume of learning is set nationally and independently of delivery mode: 0.5 to 1 year for a Certificate II, 1 to 2 years for a Certificate III, 0.5 to 2 years for a Certificate IV — the short end reserved for specialist qualifications building on prior knowledge — and 1 to 2 years for a Diploma, with the overriding requirement that the volume be sufficient for graduates to achieve the learning outcomes . So a Certificate III means a comparable quantity of learning whoever issued it, which is a large part of why it reads the same in another state. It is also why ASQA treats "marketing unrealistically short courses" as a compliance risk: an unusually short duration does not make the credential travel further, it makes it questionable.

One thing that trips people up: an RTO can trade under several names. Our organisation record carries six, five current, so a certificate issued as Complete Healthcare Training between 24 October 2023 and 19 April 2025, or an older Victorian Bar School one, is a genuine RTO 3722 credential. We have held that code since 1 June 1994 and its current registration period runs to 30 June 2032 .

2. The licence does not travel

Responsible Service of Alcohol is a single national unit, SITHFAB021 , sitting under eight separate jurisdictional schemes. It is the clearest example of a credential that is nationally recognised and locally

useless.

Jurisdiction	Accepts an interstate certificate?	Expiry	Approved-provider register?
Queensland	Accepted where the evidence is a Statement of Attainment for the nationally accredited Provide Responsible Service of Alcohol course. An attendance certificate is insufficient.	Valid RSA training generally has no expiry; training completed before 2002 must be replaced.	An RTO registered to deliver the national RSA unit; no separate state RSA provider-approval list.
Western Australia	Provide the RSA certificate showing completion of the nationally accredited course. An interstate RSA card alone is not accepted as evidence.	Keep the RSA certificate as training evidence; approved-manager cards have separate renewal requirements.	An RTO delivering the nationally accredited RSA course; no separate state RSA provider-approval list.
Victoria	Use a current Victorian RSA certificate. Eligible interstate holders can apply for free bridging: approved original training within three years, with the online-course residence condition. Specific exemptions apply at qualifying producer events.	Victorian RSA Refresher every three years.	LCV-approved provider for the delivery mode; eligible interstate holders use the bridging pathway.
New South Wales	Eligible temporary interstate workers can use approved interstate RSA. Permanent movers and security or RSA marshal roles must meet NSW training and competency-card requirements; eligible holders can use bridging instead of the full NSW RSA course.	NSW competency card: five years. Interstate concessions have separate eligibility and certificate-age requirements.	NSW course providers need L&GNSW approval. Separate recognition and bridging pathways apply to interstate holders.
South Australia	Check provider approval and training date. Training from 1 November 2020 must be through a Commissioner-approved RTO. Earlier RSA	No routine RSA renewal period stated in the cited CBS guidance; check applicable licence conditions.	Commissioner-approved RTO for training from 1 November 2020; CBS preserves training completed before that date.

	training need not be repeated solely because of that approval change.		
Northern Territory	Certificates from an RTO registered to deliver RSA are accepted, including interstate certificates. Check certificate age and the NT refresher requirements.	NT guidance gives a three-year limit for interstate certificates and directs holders to a refresher; check current renewal guidance.	RTO registered to deliver RSA; follow Licensing NT's guidance for the refresher.
Australian Capital Territory	Valid interstate RSA certificates are recognised, subject to the ACT's three-year currency limit and ACT-approved refresher requirements.	Three years from course completion, then an ACT-approved refresher.	ACT-approved course/refresher provider, or valid recognised interstate certification.
Tasmania	Interstate certificates can be accepted under the Commissioner's conditions. Requirements differ for employees and liquor licence holders; check the appropriate role.	No RSA expiry date in the regulator's FAQ; an employer may request updated training.	Check the Commissioner's requirements for staff versus licence holders.

Current regulator guidance: NSW , VIC , SA , QLD , WA , NT , ACT , TAS .

For a new Victorian RSA course, use an LCV-approved provider for the delivery mode and complete the required LCV Learning Hub surveys and sexual harassment and assault module as well as the national unit. Victorian certificate holders must complete the free RSA Refresher every three years. In Victoria, an interstate RSA certificate generally cannot be used on its own. Eligible holders can apply for the free RSA Refresher bridging course to obtain a Victorian certificate. LCV requires approved original RSA training completed within the last three years and, for an online course, residence interstate or overseas at the time. Allow about ten working days for the application. LCV lists a specific exemption for interstate liquor producers at qualifying temporary or major events. Check the Victorian eligibility and event rules before relying on a certificate. Queensland and Western Australia accept suitable national RSA training evidence from an RTO. This is subject to the correct credential: Queensland requires a Statement of Attainment for the national RSA course, and WA requires the RSA certificate rather than an interstate card alone. Check the Queensland requirements and WA requirements .

Food safety credentials diverge the same way. New South Wales issues its own Food Safety Supervisor certificate, only through providers on the NSW Food Authority's approved list under section 106H of the Food Act 2003 (NSW). We are not on that list , so we cannot issue the NSW certificate — a NSW learner who needs one should start with that list. The classic and costly mistake is treating the national Statement of Attainment as the NSW certificate: an approved NSW RTO issues two separate documents , and keeping only the Statement of Attainment does not satisfy section 106G. Victoria, Queensland and Western Australia issue no state certificate; the FSS certificate must be issued within the immediately preceding five years everywhere, with the whole course repeated on that cycle. Queensland explicitly excludes RPL for the five-yearly recertification; Victoria encourages it.

See RSA and food safety supervisor before you take a job in a new state, not after.

3. Delivery and funding are state-bound

A qualification being on an RTO's scope does not mean it is available everywhere, and the scope record carries no state field at all — so this has to come from the provider. For us:

Qualification	States delivered
SIT30622 , SIT30722 , SIT40422 , SIT20421 , business and community services	All eight states and territories
SIT20322 Certificate II in Hospitality	SA, VIC, WA
SIT30821 Certificate III in Commercial Cookery	SA, TAS, VIC, WA
SIT40521 Certificate IV in Kitchen Management	VIC, WA
SIT50322 Diploma of Event Management	Victoria only
SIT50422 Diploma of Hospitality Management	Victoria only

Funding is tighter still. Victorian Skills First requires that you undertake all training and assessment while physically present in Victoria, or in a listed border-region postcode. The only exception is a student temporarily interstate or overseas on a Practical Placement , and even then online training and assessment is capped at no more than 50% of total Scheduled Hours . Moving interstate mid-course is a compliance event. If your plan involves travelling while you study, a funded place is probably the wrong instrument.

4. The occupation, not the qualification, is what migrates

A hospitality qualification does not convert into a visa. The mechanism is occupational skills assessment , which tests your qualification and experience against a nominated occupation. This section is deliberately the most heavily qualified on the page, because the gap between what a training provider can tell you and what actually decides a visa outcome is wider here than anywhere else on this site.

Our TRA appointment covers two occupations: Chef, ANZSCO 351311, and Cook, ANZSCO 351411. Other occupations can have different assessing authorities; our appointment covers those two and nothing else.

Our TRA appointment does not cover hospitality-management occupations. That is a limit on our assessment appointment, not on the qualification: it does not extend to graduates seeking a management-occupation assessment through SIT40422 or SIT50422 . Those are excellent qualifications for the work they describe, and they are not a TRA skills-assessment pathway.

Cafe or Restaurant Manager, ANZSCO 141111, is not on the Core Skills Occupation List as at 1 September 2026. Chef appears on that list as item 386 and Cook as item 387. So the intuition that a management qualification is the stronger migration play is the wrong way round on the current list — a genuine absence, worth knowing before a plan is built on it.

And then the limitation that matters most, stated plainly because the alternative is implying something we cannot support. The Department of Home Affairs applies caveats to Chef and Cook — restrictions understood to concern fast food outlets, limited-service restaurants and the size of the employing business. Those caveats could not be verified from the material behind this page , and if they operate as described they could materially narrow the practical pathway, including for people working in exactly the venues a hospitality qualification most often leads to. Nothing here should be read as a statement that the Chef or Cook route is open in your circumstances.

So the honest position is this: two occupations, on a list, with caveats whose current content you must check at the source. Read the occupation entry and its caveats on the Department of Home Affairs site, and take advice from a registered migration agent rather than from a training provider. We can tell you what is on our scope and what TRA accepts; we cannot tell you whether you will be granted a visa, and the caveats are precisely where that question is decided.

Where TRA does assess, the requirements are specific. TRA accepts SIT40521 for Chef, and SIT30821 or SIT40521 for Cook. Chef is ANZSCO skill level 2, where three years' relevant experience may substitute for the formal qualification; Cook is skill level 3, requiring a minimum of three years' full-time paid employment with formal training, or five years without it. The unit groups also exclude each other: Cooks, Fast Food Cooks and Kitchenhands are excluded from the Chef unit group, and Chefs, Fast Food Cooks and Kitchenhands from the Cook unit group.

International students should also note that only three of our courses are CRICOS-registered: SIT40422 Certificate IV in Hospitality (116358F), SIT50322 Diploma of Event Management (118427D) and SIT50422 Diploma of Hospitality Management (115534C). Neither dedicated cookery qualification is CRICOS-registered, which is why the culinary stream of SIT50422 is the only culinary route open on a student visa. Both Diplomas are Victoria only, so for an overseas student that means Melbourne. Note the awkward intersection: the two qualifications open to overseas students with us are the two TRA does not assess. See the visa checklist .

Where the qualification takes you inside the industry

The training package descriptors name the roles each qualification is built for, and they are more specific than most marketing:

SIT40422 Certificate IV in Hospitality — skilled operators using supervisory skills to plan, monitor and evaluate the work of team members. Named roles: bar supervisor or team leader, concierge, duty manager, food and beverage supervisor, front office supervisor, housekeeping supervisor, gaming supervisor, shift manager. Three of its nine core units are HR units, which tells you what it is really for.

SIT40521 Certificate IV in Kitchen Management — chefs and cooks with supervisory or team-leading responsibility, operating independently or with limited guidance and using discretion on non-routine problems. Named roles: chef, head chef.

SIT50422 Diploma of Hospitality Management — highly skilled senior operators combining hospitality skills with managerial skills, operating independently, responsible for others, making operational business decisions. Pathway to departmental or small business manager.

The award changes when the venue changes

There is a pay consequence people miss, and it is decided by the premises, not the job title . There are four awards in play, not two — so the same job title can mean a different award and a different pay table in a different venue.

Award	Code	Premises it covers	Level 4 floor?
Hospitality Industry (General)	MA000009	Hotels, pubs, taverns, motels, resorts, casinos, caterers, accommodation	Yes
Registered and Licensed Clubs	MA000058	Not-for-profit registered clubs — RSL, bowls, golf, sporting, community	Yes

Restaurant Industry	MA000119	Standalone restaurants, cafes, night clubs , reception centres, roadhouses	Yes
Fast Food Industry	MA000003	Takeaway, food courts, food sold mainly to be eaten away from the counter	No

Two coverage traps. Clubs are not MA000009 — clause 4.4(d)(i) of that award expressly excludes clubs registered or recognised under State or Territory legislation, so a registered club sits under MA000058 , and only where it is both registered under a liquor, gaming, associations or corporations statute and operating not-for-profit for members and the community. And night clubs are not MA000058 — a night club is a commercial venue, so it falls under MA000119 . A food-court outlet is MA000003 ; the cafe two doors down with tables is MA000119 , because the test is sit-down service rather than the menu.

On pay, the good news for portability is that under MA000009 , MA000119 and MA000058 a relevant AQF Certificate III or higher, used at work, sets a minimum classification of Level 4 . So the floor follows you across three of the four destinations. The fast food award has no equivalent provision. Three details: MA000009 and MA000119 require you to actually make use of the skills derived from those competencies, so it is not automatic on completion; MA000058 omits the words "or higher" and adds that the Fair Work Commission may require the employee to demonstrate they utilise the relevant skills; and the dispute route differs — clause 40 under MA000009 , clause 34 under MA000119 , referral to the Fair Work Commission under MA000058 .

No rates are published here — award rates re-set every 1 July, so use the Fair Work Ombudsman's Pay and Conditions Tool with the correct award code. See working hours, rosters and public holidays and superannuation, tax and payslips .

Using portability deliberately

Finish units rather than abandoning them mid-way — a completed unit is a permanent asset, a half-finished one is nothing. Keep your USI details current. Ask about RPL at the pre-training review , which every learner completes under Standard 2.2 and which is where prior experience gets recognised under Standard 1.6, and ask about credit transfer under Standard 1.7 in the same conversation, naming the RTO that issued each unit you already hold. And check licensing separately in every state you move to.

See what hospitality jobs are in demand in Australia for where the roles sit, how far a hospitality qualification can take you for the progression, and the courses list for what is delivered where.

About us

We are Complete Hospitality Training , RTO 3722, CRICOS 04242E. Level 3, 28 Elizabeth Street, Melbourne VIC 3000, and 410 Elizabeth Street, Surry Hills NSW 2010. Contact melbourne@cht.edu.au or +61 3 9654 1554 .

We link to the relevant course and regulatory sources in this guide. Check those sources for current requirements, and confirm course availability, delivery, fees and entry requirements with us before enrolling.

Source records and further guidance

We link the unit records and regulator guidance relevant to this page below. Check the current source before making an enrolment, licensing or employment decision.

SIT50422 Diploma of Hospitality Management

SIT40422 Certificate IV in Hospitality

SIT30622 Certificate III in Hospitality

SIT30722 Certificate III in Hospitality (Restaurant Front of House)

SIT30821 Certificate III in Commercial Cookery

Responsible Service of Alcohol training requirements (Victoria)

Responsible Service of Alcohol training requirements (Queensland)

Responsible Service of Alcohol training requirements (Western Australia)

Responsible Service of Alcohol training requirements (South Australia)

Responsible Service of Alcohol training requirements (Tasmania)

Responsible Service of Alcohol training requirements (Northern Territory)

Responsible Service of Alcohol training requirements (Australian Capital Territory)

Food Safety Supervisor certificate requirements (New South Wales)

Hospitality Industry (General) Award 2020 (MA000009)

Restaurant Industry Award 2020 (MA000119)

Skills First (Victoria) — VET Funding Contract obligations

National Code of Practice for Providers of Education and Training to Overseas Students 2018 — Standards 1 to 11

Outcome Standards for Registered Training Organisations 2025 (full text)

Unique Student Identifier (USI) requirements for RTOs

Does my RSA work in another state?

An RSA Statement of Attainment is a national training record, but permission to serve alcohol depends on the destination's rules. NSW permits eligible temporary interstate workers; permanent movers and security or RSA marshal roles must meet NSW training and competency-card requirements, using bridging where eligible. Victoria offers bridging to eligible interstate holders. SA applies approved-provider rules to training from 1 November 2020, with earlier training not required to be repeated solely for that change. QLD and WA require suitable national RSA evidence. Tasmania distinguishes staff from licence holders; the ACT and NT have local currency and refresher requirements. Check the regulator before your first shift. See RSA recognition by jurisdiction ([/rsa/](#)), NSW's rules (<https://www.nsw.gov.au/business-and-economy/liquor-and-gaming/training/rsa-bridging>) and SA's rules (<https://www.cbs.sa.gov.au/sections/LGL/RSA-approved-providers>).

Is my Victorian RSA certificate the same thing as the unit?

No. In Victoria the unit SITHFAB021 is one part of it. You must also complete the LCV Learning Hub pre-training survey, the sexual harassment and assault module and a post-training survey through an approved provider before the certificate exists.

Can I use my Statement of Attainment as a NSW Food Safety Supervisor certificate?

No, and this is the most common expensive mistake in the field. An NSW-approved RTO issues two separate documents, and the Statement of Attainment alone does not satisfy section 106G of the Food Act 2003 (NSW). We are not on the NSW approved provider list and cannot issue the NSW certificate.

If I move from a pub to a club, does my pay change?

The award does, which usually means the pay table does. A pub is a hotel, so MA000009. A not-for-profit registered club is MA000058, because MA000009 expressly excludes registered clubs. The good news is that the Level 4 classification floor for a relevant Certificate III or higher exists in both awards — but each has its own Schedule A, so check the actual level structure in the award covering the new premises.

Is a night club covered by the clubs award?

No. A night club is a commercial venue, so it sits under MA000119 Restaurant Industry Award. This is the most counter-intuitive line in the set.

Does my qualification still lift my classification if I move to a takeaway?

Not through the same mechanism. The fast food award MA000003 has no equivalent to the Level 4 classification floor found in the other three awards.

Will an overseas employer recognise my certificate?

Sometimes, but there is no guarantee. Australian recognition is automatic across all states and territories; recognition abroad is at the discretion of that country or that employer. Some countries have their own assessment bodies.

Can I transfer part-finished study?

Yes, unit by unit, where the same unit appears in the new qualification. That is credit transfer under Standard 1.7, it works from any Australian RTO, it requires no reassessment because your Statement of Attainment names each unit by full title and national code, and under our policy it carries no student fee. The overlap table above shows the units that recur most. Raise it at the pre-training review. We first verify the evidence and equivalence, check that the units fit your training product, and check for licensing or regulatory restrictions before granting credit.

How long will my records last?

Indefinitely on your USI transcript, and an RTO must retain records of all AQF certification documentation it issues for thirty years — so a replacement copy is obtainable decades later, from the RTO, against its registered code rather than whatever name it traded under at the time.

How long should a qualification take to earn?

The AQF sets a volume of learning independently of delivery mode: 0.5 to 1 year for a Certificate II, 1 to 2 years for a Certificate III, 0.5 to 2 years for a Certificate IV and 1 to 2 years for a Diploma, with the requirement that it be sufficient to achieve the learning outcomes. That national consistency is part of why the credential reads the same in another state, and it is why ASQA treats unrealistically short course marketing as a compliance risk.

Can I finish a Victorian Diploma after moving to Queensland?

Not with us — both Diplomas are delivered in Victoria only, and a funded place additionally requires you to be physically present in Victoria. You would need a provider that delivers in Queensland. Your completed units still transfer.

Does the qualification get me a visa?

No, and this is the section of the page to read most carefully. A skills assessment against a nominated occupation is the mechanism, and through Trades Recognition Australia only Chef (ANZSCO 351311) and Cook (351411) are assessable in this field. Cafe or Restaurant Manager (141111) is not on the Core Skills Occupation List as at 1 September 2026, while Chef is item 386 and Cook item 387. Separately, the Department of Home Affairs applies caveats to Chef and Cook — understood to concern fast food outlets, limited-service restaurants and business size — which could not be verified here and which could materially narrow the pathway. Check the occupation entry and its caveats on the Home Affairs site, and take advice from a registered migration agent.

Is a management qualification the stronger migration play?

No, on the current list it is the weaker one. Our TRA appointment does not cover hospitality-management occupations, so it does not extend to graduates relying on SIT40422 or SIT50422 for a management nomination; Cafe or Restaurant Manager is also absent from the current Core Skills Occupation List. If migration is the objective, that is a question for a registered migration agent before you choose a qualification, not after.

I want to cook and I am on a student visa. What can I study?

Neither dedicated cookery qualification is CRICOS-registered, so the culinary stream of SIT50422 Diploma of Hospitality Management (CRICOS 115534C) is the route. Note that SIT50422 is not itself covered by our TRA appointment, which is for Chef and Cook rather than a hospitality-management occupation. See the difference between the two SIT50422 streams ([/news/what-is-the-difference-between-the-culinary-and-hotel-management-streams-of-the-sit50422-diploma-of-hospitality-management/](#)).

Does a hospitality qualification help outside hospitality?

The transferable content is in the management and finance units rather than the service units. If leaving the industry is a real possibility, the BSB qualifications carry further — and we hold four of them: BSB30120 Certificate III in Business (13 units), BSB40120 Certificate IV in Business, BSB40520 Certificate IV in Leadership and Management (12 units) and BSB50120 Diploma of Business. BSB40520 is formally equivalent to the superseded BSB42015, so older study may credit across.

Does my qualification expire?

No. Qualifications and Statements of Attainment do not expire. Some things built on them do — a Food Safety Supervisor certificate at five years, and a Victorian RSA certificate, which needs the free RSA Refresher every three years to stay current, whoever holds it — and qualifications get superseded when the training package is updated, which is different from expiring. SIT40422 supersedes SIT40416 and is not equivalent, so a gap assessment may be needed. A qualification can also carry an end date: SIR30216 Certificate III in Retail is on our scope record but passed its end date on 28 June 2024.

How long should a certificate take to arrive?

Within 30 calendar days of the completion of your assessment, provided you have been assessed as competent and all agreed fees are paid. Your USI must not be printed on the document.

What should I do before accepting work in a new state?

Three checks. Is my licensing credential accepted there, or do I need to re-sit? Which of the four awards covers the premises, and what does its own classification structure say about my qualification? And is any qualification I am still completing delivered in that state by my provider? Use contact (/contact/) or an expression of interest (/eoi/) if you need the third answer in writing.