



**Australian Government**

**Assessment Requirements for MSS014007  
Implement social sustainability in work  
practices**

**Release: 1**

# **Assessment Requirements for MSS014007 Implement social sustainability in work practices**

## **Modification History**

Release 1. Supersedes and is equivalent to MSS014007A Implement social sustainability in work practices.

## **Performance Evidence**

Evidence required to demonstrate competence in this unit must be relevant to and satisfy the requirements of the elements and performance criteria and include the ability, for one or more work area or work group, to:

- identify the social sustainability implications of the organisation's systems, procedures and work practices
- analyse and interpret data on social sustainability
- prioritise, plan and implement/update changes within own area of responsibility and within organisational approvals and procedures
- utilise techniques/strategies to encourage participation from stakeholders
- utilise techniques/strategies to promote change.

## **Knowledge Evidence**

- Must provide evidence that demonstrates knowledge relevant to their job role sufficient to fulfil their job role independently, including:
  - social sustainability issues that may affect the work area or work group
  - current industry practices to address social sustainability issues
  - legislative/regulatory requirements that have social sustainability implications
  - voluntary codes and standards that have social sustainability implications
  - the organisation's processes for implementing initiatives, amending procedures, making recommendations and reporting
  - change management strategies
  - factors that contribute to lack of engagement, discrimination and poor participation in the workplace
  - techniques to encourage participation, communication and respect in the workplace
- approaches to measuring social sustainability.

## Assessment Conditions

- The unit should be assessed holistically and the judgement of competence shall be based on a holistic assessment of the evidence.
- The collection of performance evidence is best done from a report and/or folio of evidence drawn from:
  - a single project which provides sufficient evidence of the requirements of all the elements and performance criteria
  - multiple smaller projects which together provide sufficient evidence of the requirements of all the elements and performance criteria.
- A third party report, or similar, may be needed to testify to the work done by the individual, particularly when the project has been done as part of a project team.
- Assessment should use a real project where analysing, identifying and implementing/updating work practices that support social sustainability occur in an operational workplace.
- Knowledge evidence may be collected concurrently with performance evidence or through an independent process such as workbooks, written assessments or interviews (provided a record is kept).
- Assessment processes and techniques must be appropriate to the language, literacy and numeracy requirements of the work being performed and the needs of the candidate.
- Conditions for assessment must include access to all tools, equipment, materials and documentation required including relevant workplace procedures, product and manufacturing specifications associated with this unit.
- Foundation skills are integral to competent performance of the unit and should not be assessed separately.
- Assessors must satisfy the assessor competency requirements that are in place at the time of the assessment as set by the VET regulator.
- The assessor must demonstrate both technical competency and currency.
- Technical competence can be demonstrated through:
  - relevant VET or other qualification/Statement of Attainment AND/OR
  - relevant workplace experience
- Currency can be demonstrated through:
  - performing the competency being assessed as part of current employment OR
  - having consulted with an organisation providing relevant environmental monitoring, management or technology services about performing the competency being assessed within the last twelve months.

## Links

MSA Training Package Implementation Guides - <http://mskills.org.au/training-packages/info/>