



Australian Government

PSPINM011 Determine liability and negotiate settlements

Release: 1

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Modification History

| Release | Comments |
|---------|---|
| 1 | <p>This unit was released in PSP Public Sector Training Package release 1.0 and meets the Standards for Training Packages.</p> <p>This unit supersedes and is equivalent to PSPIM501A Determine liability and negotiate settlements.</p> <ul style="list-style-type: none"> • Unit code updated • Content and formatting updated to comply with new standards • All PC transitioned from passive to active voice |

Application

This unit describes the skills required to determine liability relating to injured workers and negotiations to settle future liabilities. It includes estimating liability, determining settlement options and negotiating settlements.

This unit applies to those working in public sector roles but may be applied to anyone working in a similar organisational context.

The skills and knowledge described in this unit must be applied within the legislative, regulatory and policy environment in which they are carried out. Organisational policies and procedures must be consulted and adhered to.

Those undertaking this unit would work independently while performing complex tasks in a range of familiar contexts.

No licensing, legislative or certification requirements apply to unit at the time of publication.

Competency Field

Injury management

Elements and Performance Criteria

| ELEMENTS | PERFORMANCE CRITERIA |
|---------------------------------|---|
| Elements describe the essential | Performance criteria describe the performance needed to demonstrate achievement of the element. Where bold italicised text is used, |

| | |
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| outcomes | further information is detailed in the range of conditions section. |
| 1. Estimate liability | <p>1.1 Use current information and guidelines on legislative changes and liability management to ensure up-to-date methods are used to estimate liability.</p> <p>1.2 Identify all anticipated costs the employer believes may be incurred up to the time claims are resolved.</p> <p>1.3 Use case estimate software facilities as required to create automated case estimates based on reporting data.</p> <p>1.4 Use key indicators to estimate costs and amend automated estimates as necessary, based on local knowledge of particular claims.</p> <p>1.5 Review estimates at required intervals, and maintain estimates of future liability on all open claims.</p> <p>1.6 Identify and pursue recovery rights against other parties or employers for the disabilities claimed.</p> |
| 2. Determine settlement options | <p>2.1 Identify settlement options.</p> <p>2.2 Assess options to determine the most cost effective course of action, given the nature and extent of each liability.</p> |
| 3. Negotiate settlements | <p>3.1 Consult injured workers to ensure they have competent professional and financial advice before entering into an agreement.</p> <p>3.2 Negotiate settlement terms to meet obligations and minimise losses.</p> <p>3.3 Determine settlement terms that represent substantial savings on costs that would otherwise have been incurred for future liability.</p> <p>3.4 Negotiate settlements within financial delegations or refer.</p> <p>3.5 Obtain discharge to ensure potential for further liability is eliminated.</p> <p>3.6 Refer settlements, for conciliation and arbitration where agreement cannot be reached.</p> |

Foundation Skills

Foundation skills are embedded within the elements and performance criteria of this unit.

Unit Mapping Information

This unit supersedes and is equivalent to PSPIM501A Determine liability and negotiate settlements.

Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=bebbece7-ff48-4d2c-8876-405679019623>

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