



Australian Government

**Assessment Requirements for
SIRXHWB002 Promote workplace health
and wellbeing**

Release: 1

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Modification History

Not applicable.

Performance Evidence

Evidence of the ability to complete tasks outlined in elements and performance criteria of this unit in the context of the job role, and:

- develop and implement a health and wellbeing plan for one work team that addresses one of the following health and wellbeing needs:
 - resilience
 - workplace stress management
 - workplace fatigue
 - work-life balance
- detail in the plan:
 - techniques to support achievement of health and wellbeing
 - work routine and procedural strategies required
 - communication strategies
- review impacts of health and wellbeing plan and identify areas for further improvement.

Knowledge Evidence

Demonstrated knowledge required to complete the tasks outlined in elements and performance criteria of this unit:

- key features of a workplace health and wellbeing plan
- strategies for successful implementation of a workplace health and wellbeing plan
- factors that contribute to achievement of optimal health and wellbeing
- factors that impact on health and wellbeing:
 - fatigue and stress
 - work demands
 - working hours
- techniques to support achievement of health and wellbeing:
 - manageable work demands
 - allowing individuals control
 - regular encouragement
 - cohesive working relationships
 - communicating and managing change
- work routine and procedural strategies to manage health and wellbeing:

- review of work demands
- flexible working
- high level of autonomy
- team member reviews
- regular work breaks
- manageable working hours
- realistic, documented role expectations
- behavioural signs of reduced health and wellbeing:
 - fatigue
 - headaches
 - depression
 - anxiety
 - irritability
 - pessimism
 - feeling overwhelmed
 - difficult in making decisions
 - absenteeism
 - reduced productivity
 - mood swings
 - disinterest.

Assessment Conditions

Skills must be demonstrated in:

- an industry workplace
- a simulated industry environment.

Assessment must ensure access to:

- sources of information on workplace health and wellbeing
- team members with whom the individual can interact; these can be:
 - individuals in an industry workplace, or
 - individuals who participate in role plays or simulated activities, set up for the purpose of assessment, in a simulated industry environment.

Assessors must satisfy the Standards for Registered Training Organisations' requirements for assessors.

Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=ca051b1b-5101-4ec2-ac1c-49699303188d>