



Australian Government

**Assessment Requirements for
AHCCSW401 Contribute to the
development of cultural safety processes**

Release: 1

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Modification History

Release	Comments
Release 1	This version released with AHC Agriculture, Horticulture and Conservation and Land Management Training Package Version 9.0.

Performance Evidence

An individual demonstrating competency must satisfy all of the elements and performance criteria in this unit.

There must be evidence that the individual has contributed to the development of cultural safety processes at least once and has:

- investigated current cultural safety policies and processes within the organisation
- assisted in developing a survey for approval by management and Aboriginal and/or Torres Strait Islander People
- obtained appropriate permission to document survey results
- conducted survey through approved method
- collated, analysed and documented results
- reported outcomes to management
- supported management in developing cultural safety processes
- ensured newly developed processes are approved by Aboriginal and/or Torres Strait Islander People
- promoted the implementation of the newly developed processes
- ensured staff are appropriately trained in new processes
- assisted management in a follow-up investigation of the effectiveness of the new processes
- analysed results following investigation
- supported a continuous improvement process.

Knowledge Evidence

An individual must be able to demonstrate the knowledge required to perform the tasks outlined in the elements and performance criteria of this unit. This includes knowledge of:

- best practice cultural safety in the workplace, including:
 - reflecting on own practice and that of others

- awareness of current and past issues affecting Aboriginal and/or Torres Strait Islander workers
- open and honest communication
- consultation with Aboriginal and/or Torres Strait Islander workers
- methods for conducting surveys, including:
 - developing online survey questions
 - face-to-face interviews
- methods of data analysis, including:
 - collecting information
 - organising collected raw data into information
 - analysing information and reporting results
- promotion of processes including:
 - formal staff training
 - dissemination of information via electronic means.

Assessment Conditions

Assessment of the skills in this unit of competency must take place under the following conditions:

- physical conditions:
 - skills must be demonstrated on Country and/or within an Aboriginal and/or Torres Strait Islander Community or an environment that accurately represents workplace conditions
- specifications:
 - workplace documents such as policies, procedures, processes, forms relevant to cultural safety processes
- relationships:
 - local Community Elders and/or Custodians.

Assessors of this unit must satisfy the requirements for assessors in applicable vocational education and training legislation, frameworks and/or standards.

In addition, the following specific assessor requirements apply to this unit:

- assessment must be undertaken by a workplace assessor who has expertise in this unit of competency and who is:

an Aboriginal and/or Torres Strait Islander Elder and/or Custodian or:

- accompanied by, and/or in communication with, an Aboriginal and/or Torres Strait Islander person who is a recognised member of the community with experience and knowledge of local cultural protocols.

Links

Companion Volumes, including Implementation Guides, are available at VETNet: -
<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=c6399549-9c62-4a5e-bf1a-524b2322cf72>