Australian Government

AHCILM510 Plan for successful cultural practice at work

Release: 1

AHCILM510 Plan for successful cultural practice at work

Modification History

Release Number	TP Version	Comments
1	AHCv1.0	Initial release

Application

This unit of competency describes the skills and knowledge required to plan for culturally appropriate work practices that enable Aboriginal and non-Aboriginal practitioners to be successful in their chosen field of work or vocation.

This unit applies to individuals who manage an organisation's cultural diversity plans and directions.

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

Pre-requisite Unit

AHCILM306 Follow Aboriginal cultural protocols

Unit Sector

Indigenous Land Management (ILM)

Elements and Performance Criteria

Element	Performance criteria
Elements describe the essential outcomes.	Performance criteria describe the performance needed to demonstrate achievement of the element.
1. Analyse essential features of Aboriginal families and cultures	1.1 Access and review information about Australian Aboriginal history up to the present time 1.2 Research concepts such as Dreaming, connection to Country and other Aboriginal beliefs 1.3 Identify traditional and contemporary social structures of Aboriginal families and societies 1.4 Research elements of Aboriginal societies and use to inform interactions with Aboriginal people
2. Review changes to	2.1 Research and document colonisation and the impacts on

Element	Performance criteria
Aboriginal societies since European settlement	Aboriginal peoples 2.2 Identify racist behaviours and the impact that these have had on Aboriginal peoples 2.3 Analyse personal responses to information about the positive and negative effects of colonisation 2.4 Conduct and analyse research into the impacts of colonisation, settlement and government policies on Aboriginal cultural practices
3. Identify government efforts to address continuing effects of colonisation	3.1 Investigate and analyse various policies implemented by governments in Aboriginal affairs 3.2 Identify the processes involved in government consultation with Aboriginal people, Communities and organisations 3.3 Evaluate effects of government policies in Aboriginal affairs and their implementation processes on Communities 3.4 Investigate and evaluate effectiveness of a chosen government policy through Community consultation 3.5 Develop strategies for addressing any public perception of 'special treatment' for Indigenous peoples in relation to the chosen policy in consultation with Community
4. Apply understanding of Aboriginal cultural protocols and identity to daily work routines	4.1 Identify features of Aboriginal identity and personal cultural maintenance 4.2 Analyse and use how these features are expressed in daily work life to inform workplace relationships and interactions 4.3 Identify and analyse the obligations of cultural maintenance in relation to a work issue 4.4 Apply allowances for absences due to family/seasonal cultural practices and bereavement 4.5 Work through and deal with workplace conflicts in culturally appropriate ways 4.6 Develop possible strategies for cultural maintenance in work and the workplace
5. Plan culturally appropriate work practices	5.1 Develop a vision and workplace goals for own work 5.2 Identify and discuss common culturally inappropriate work practices 5.3 Develop strategies to change these practices collaboratively 5.4 Develop an implementation and evaluation plan for the strategies 5.5 Propose ways in which Aboriginal practitioners can effect change to create greater cultural awareness in the workplace

Foundation Skills

Foundation Skills essential to performance are explicit in the performance criteria of this unit of competency.

Range of Conditions

Unit Mapping Information

This unit is equivalent to AHCILM510A Plan for successful cultural practice at work.

Links

Companion Volume implementation guides are found in VETNet - https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=c6399549-9c62-4a5e-bf1a-524b2322cf72