



Australian Government

AHCOCM405 Develop work practices to accommodate cultural identity

Release: 1

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Modification History

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

Application

This unit of competency describes the skills and knowledge required to develop work practices to accommodate cultural identity.

All work is done according to organisational procedures and local Aboriginal and/or Torres Strait Islander Community cultural protocols.

Cultural beliefs and practices vary across locations and Communities and in some situations non-Aboriginal and/or Torres Strait Islander learners may not be able to access the cultural knowledge or materials required to achieve competency in this unit due to restrictions that are applied to non-Aboriginal and/or Torres Strait Islander people gaining access to cultural knowledge, material or sites. Please refer to Assessment Conditions for guidance.

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

Pre-requisite Unit

Nil

Unit Sector

On Country Management (OCM)

Elements and Performance Criteria

Elements	Performance Criteria
<i>Elements describe the essential outcomes.</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
1. Investigate government policies and practices relating to	1.1 Document the government policies and practices that affect Aboriginal and/or Torres Strait Islander Peoples 1.2 Outline how policies and practices may affect local Aboriginal

Elements	Performance Criteria
<i>Elements describe the essential outcomes.</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
Aboriginal and/or Torres Strait Islander Peoples	and/or Torres Strait Islander Communities or families 1.3 Investigate and document how policies and practices may affect Aboriginal and/or Torres Strait Islander Peoples in the workplace
2. Identify changes that have occurred in Aboriginal and/or Torres Strait Islander Communities	2.1 Investigate and document changes that have occurred to Aboriginal and/or Torres Strait Islander Communities as a result of government policies and practices 2.2 Describe and record the impacts of changes on the local Aboriginal and/or Torres Strait Islander Community or family
3. Outline effects of current work-related issues on Aboriginal and/or Torres Strait Islander Communities	3.1 Define and communicate key work-related issues that impact on Aboriginal and/or Torres Strait Islander Communities today to management 3.2 Describe and record the people involved in key issues 3.3 Summarise and record Community views on resolving issues 3.4 Identify methods of addressing key issues and resolutions to be applied
4. Design work practices to accommodate cultural identity	4.1 Identify elements that may provide a positive working experience 4.2 Define and develop work practices that acknowledge an Aboriginal and/or Torres Strait Islander employee's cultural identity 4.3 Incorporate elements that affect cultural identity in work environments into the work practices 4.4 Consult staff in the preparation and design of the work practices according to Community and organisational protocols and guidelines 4.5 Implement positive strategies for dealing with work practices that impact on cultural identity

Foundation Skills

This section describes those language, literacy, numeracy and employment skills that are essential for performance in this unit of competency but are not explicit in the performance criteria.

Skill	Description
Reading	Interpret, analyse and extract information from a range of sources,

Skill	Description
	including legal documents, policies and procedures
Oral communication	Use culturally appropriate verbal and non-verbal communication

Unit Mapping Information

Code and title current version	Code and title previous version	Comments	Equivalence status
AHCOCM405 Develop work practices to accommodate cultural identity	AHCILM405 Develop work practices to accommodate cultural identity	Application updated Elements and Performance Criteria revised for clarity Foundation Skills added Performance Evidence, Knowledge Evidence and Assessment Conditions updated	Not equivalent

Links

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