



**Australian Government**

# **Assessment Requirements for BSBHRM528 Coordinate remuneration and employee benefits**

**Release: 1**

## Assessment Requirements for BSBHRM528 Coordinate remuneration and employee benefits

### Modification History

| Release   | Comments   |
|-----------|--|
| Release 1 | This version first released with BSB Business Services Training Package Version 7.0. |

### Performance Evidence

The candidate must demonstrate the ability to complete the tasks outlined in the elements, performance criteria and foundation skills of this unit, including evidence of the ability to:

- develop a remuneration strategy for at least two different occupational groups.

In the course of the above, the candidate must:

- manage remuneration and benefits according to all legislative and ethical requirements and operational policies
- apply awards and agreements to remuneration processes
- apply requirements of the Australian Taxation Office in relation to income tax, superannuation reporting, fringe benefits tax (FBT) and bonus payments.

### Knowledge Evidence

The candidate must be able to demonstrate knowledge to complete the tasks outlined in the elements, performance criteria and foundation skills of this unit, including knowledge of:

- remuneration principles or models and approaches
- ethical practices relating to remuneration and benefits strategies
- common remuneration or employee benefits
- ways to position an organisation to be an 'employer of choice'
- relevant industrial agreements
- organisational policies and procedures affecting remuneration strategies
- relevant legislation, regulations and standards that may affect remuneration strategies
- relevant business ethical requirements
- requirements of the Australian Taxation Office in relation to:
  - income tax
  - superannuation reporting
  - FBT and bonus payments.

## Assessment Conditions

Skills in this unit must be demonstrated in a workplace or simulated environment where the conditions are typical of those in a working environment in this industry.

This includes access to:

- workplace documentation and resources relevant to performance evidence
- relevant organisational policies and procedures
- relevant legislation, regulations and codes of practice.

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

## Links

Companion Volume Implementation Guide is found on VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=11ef6853-ceed-4ba7-9d87-4da407e23c10>