



Australian Government

Assessment Requirements for BSBMGT520 Plan and manage the flexible workforce

Release: 1

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Modification History

Release	Comments
Release 1	This version first released with BSB Business Services Training Package Version 1.0.

Performance Evidence

Evidence of the ability to work within requirements of relevant legislation, regulation and organisational policy to:

- plan and implement flexible workforce arrangements that support organisational culture, protect intellectual property and corporate knowledge and meet other business needs
- support the flexible workforce including:
 - enabling technologies
 - consultation to identify and address needs
 - strategies to support engagement of flexible workforce
 - coaching as appropriate
 - clear rights, roles and responsibilities
 - resolution of issues
 - prevention of discrimination
 - monitoring and making adjustments to arrangements as needed.

Note: If a specific volume or frequency is not stated, then evidence must be provided at least once.

Knowledge Evidence

To complete the unit requirements safely and effectively, the individual must:

- explain workplace planning methods
- explain how legislation, regulations and policy relate to flexible workforce arrangements
- outline typical challenges in implementing flexible workforce arrangements and possible strategies to address them
- explain how to support flexible workforce including techniques for:
 - resolving issues
 - identifying support needs

- engaging workforce with other aspects of the organisation, its culture and goals.

Assessment Conditions

Assessment must be conducted in a safe environment where evidence gathered demonstrates consistent performance of typical activities experienced in the management and leadership field of work and include access to:

- relevant legislation and regulations
- workplace documentation, technology and resources
- case studies and, where possible, real situations
- interaction with others.

Assessors must satisfy NVR/AQTF assessor requirements.

Links

Companion Volume implementation guides are found in VETNet -

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