Assessment Requirements for BSBWHS611 Develop and implement strategies that support work-related psychological health and safety

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Modification History

Release	Comments
Release 1	This version first released with BSB Business Services Training Package Version 5.0.

Performance Evidence

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

- develop and implement an organisational strategy to support work-related psychological health and safety
- evaluate effectiveness of the implemented strategy.

During the above, the candidate must:

- provide information to stakeholders about how to implement strategy and its associated procedures, using effective communication methods
- store records and information according to required privacy and confidentiality protocols.
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Knowledge Evidence

The candidate must demonstrate the knowledge to complete the tasks outlined in the elements, performance criteria and foundation skills of this unit. This includes knowledge of:

- commonwealth and state/territory WHS laws and other relevant publications and guidelines relating to information and data, consultation, participation and work-related psychological health and safety, including:
- Safe Work Australia national guidance material *Work-related psychological health and safety: A systematic approach to meeting your duties*
- workplace factors that support or detract from work-related psychological health and safety
- features of strategies that support work-related psychological health and safety, including:
  - organisational systems and protocols for managing risk and providing information to relevant stakeholders about how to report work-related psychological health and safety concerns

- organisational systems and protocols for reporting and communicating intervention strategies
- procedures for reporting work-related psychological health and safety incidents and complaints
- procedures for supporting individuals and/or parties impacted by work-related psychological health and safety, including referring to appropriate resources
- methods for providing individuals with information and resources for managing own work-related psychological health and safety
- communication and consultation processes that promote work-related psychological health and safety
- resources required to support strategy implementation, including supportive technology
- organisational information, data and procedures that support implementation of work-related psychological health and safety strategies
- processes and procedures for evaluating effectiveness of implemented work-related psychological health and safety strategies
- internal and external sources of information and data about work-related psychosocial hazards and risks, and how to access them
- requirements for recordkeeping that use and store personal information according to privacy and confidentiality laws, and organisational policies, procedures, processes and systems
- work-related psychological health and safety duties of persons conducting a business or undertaking (PCBUs), officers and workers in relation to WHS risks.

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Assessment Conditions

Assessment must comply with WHS laws, legal responsibilities and duty of care required for this unit. It must be conducted in a safe environment where evidence gathered demonstrates consistent performance of typical activities undertaken by individuals carrying out WHS duties in the workplace, and must include access to:

- organisational documentation, information and data
- WHS laws, and organisational policies and procedures required to demonstrate the performance evidence
- case studies and, where possible, real situations
- opportunities for interaction with others.

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

Links

Companion Volume Implementation Guides are available from VETNet - https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=11ef6853-ceed-4ba7-9d87-4da407e23c10