



Australian Government

**Assessment Requirements for DEFPSY001
Assist in the conduct of a psycho-social
selection activity**

Release: 1

Assessment Requirements for DEFPSY001 Assist in the conduct of a psycho-social selection activity

Modification History

Release 1. This is the first release of this unit of competency in the DEF Defence Training Package.

Performance Evidence

Evidence required to demonstrate competence in this unit must be relevant to and satisfy all of the requirements of the elements and performance criteria on at least one occasion and include:

- applying relevant organisational policies and procedures
- communicating technical testing procedures to individuals or groups
- completing and reporting activity outcomes accurately, in accordance with relevant instructions
- coordinating testing groups efficiently and effectively
- facilitating selection activities in accordance with relevant instructions
- identifying an unsafe situation and taking immediate steps to maintain safety
- identifying psychosocial activity hazards, assessing risks and implementing control measures
- scoring activities accurately
- setting-up appropriate task equipment according to a specific layout
- solving problems.

Knowledge Evidence

Evidence required to demonstrate competence in this unit must be relevant to and satisfy all of the requirements of the elements and performance criteria and include knowledge of:

- administrative support requirements
- equipment and material requirements, including manufacturer specifications and instructions
- legislative requirements relating to collection, storage, disposal and release of psychological information
- privacy principles
- psychosocial behavioural norms relating to friendship, leadership, stress, hostility
- relevant organisational policies and procedures, including work/occupational health and safety (WHS) procedures
- reporting requirements relating to observed behaviour
- role of personnel participating in a selection activity
- scoring procedures for observation activities
- selection activity specifications and support requirements
- types of psychosocial selection activities.

Assessment Conditions

As a minimum, assessors must satisfy applicable regulatory requirements, which include requirements in the Standards for Registered Training Organisations current at the time of assessment.

As a minimum, assessment must satisfy applicable regulatory requirements, which include requirements in the Standards for Registered Training Organisations current at the time of assessment.

Assessment must occur in workplace operational situations where it is appropriate to do so; where this is not appropriate, assessment must occur in simulated workplace operational situations that replicate workplace conditions.

Assessment processes and techniques must be appropriate to the language, literacy and numeracy requirements of the work being performed and the needs of the candidate.

Resources for assessment must include access to:

- a range of relevant exercises, case studies and/or other simulations
- relevant and appropriate materials, tools, equipment and psychological documents currently used in Defence
- relevant documentation including operational procedures, regulations, codes of practice and operation manuals.

Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=6bdbab1e-11ed-4bc9-9cba-9e1a55d4e4a9>