MSS015019 Establish/review metrics for social sustainability

Release: 1

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Modification History

Release 1. Supersedes and is equivalent to MSS015019A Establish metrics for social sustainability.

Application

This unit of competency covers determining what aspects of social sustainability are to be measured and how to quantify them; then implementing/updating and improving the metrics system. This unit covers quantifying the social aspects of sustainability which are typically hard to measure by converting them to numerical data using indicators and estimations in order to monitor changes.

This unit applies to team leaders/supervisors/managers that are developing systems to support the organisation's social sustainability, including the development and implementation of policy.

This unit applies where qualitative data is to be collected and converted into quantitative data in order to monitor the effectiveness of social sustainability activities. Qualitative data is converted to quantitative data using simple proxies, indicators or estimations.

The person establishing the system is not required to undertake complex calculations or statistical analysis. However, where these form part of the metrics system they will be allocated to appropriate personnel and/or suitable software solutions used as part of implementing the system.

This unit assumes that a range of social sustainability interactions have already been identified within the organisation and their identification does not form part of this unit.

This unit applies to organisations in all sectors of the manufacturing industry and the associated value chains. It may also be applied to all sections of an organisation including, for example, the office, warehouse, transport, logistics and factory.

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

Pre-requisite Unit

Nil

Competency Field

Sustainable operations

Unit Sector

Not applicable

Elements and Performance Criteria

Elements describe the essential outcomes.	Performance criteria describe the performance needed to demonstrate achievement of the element.	
1 **Define/review the scope of metrics for social sustainability**	1.1	Identify the organisation's values, strategies and goals in social sustainability to define the purpose of monitoring social sustainability issues.
	1.2	Consult with stakeholders to identify the social sustainability issues, impacts or sensitivities to be monitored.
	1.3	Consult with stakeholders to identify the social sustainability goals to be quantified.
	1.4	Identify relevant legislative/regulatory requirements.
	1.5	Determine reporting requirements.
2 **Identify and evaluate options for quantifying the priority aspects of social sustainability**	2.1	Source statistical assistance/advice if required.
	2.2	Identify how existing approaches to quantifying social sustainability can be applied/adapted to be relevant to the goals.
	2.3	Determine options for quantitative proxies and/or indicators relevant to the goals.
	2.4	Evaluate options against the purpose and goals and select appropriate metrics.
	2.5	Identify the benefits and limitations of the selected proxies and/or indicators for the goals and purpose.

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		2.6	Ensure adequate resources are available to implement the system.
3	**Implement/review the metrics system**	3.1	Establish/review methods for data collection and analysis to fit the selected metrics.
		3.2	Set parameters for implementing the selected metrics.
		3.3	Provide tools and procedures for data collection and documentation.
		3.4	Allocate tasks and responsibilities for data collection and analysis.
		3.5	Identify the need for competency development to implement the system and take action.
4	**Review social sustainability data**	4.1	Collate baseline and follow up data.
		4.2	Review the data against the purpose and goals.
		4.3	Identify the implications for social sustainability activities taking into account the limitations of the metrics used.
5	**Apply continuous improvement to the metrics system**	5.1	Review the effectiveness of the metrics system in relation to the purpose and goals.
		5.2	Identify current industry practices in metrics for social sustainability.
		5.3	Engage stakeholders in providing feedback on the metrics system and identifying improvements.
		5.4	Evaluate opportunities for improving the metrics system and recommend improvements.
6	**Communicate to support the metrics system**	6.1	Identify stakeholders and their information needs.
		6.2	Provide information targeted to stakeholder needs to support the development and implementation of the metrics system.

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6.3   Record and report on the implications for social sustainability and the limitations of the metrics used.

Foundation Skills

This section describes those required skills (language, literacy and numeracy) that are essential to performance.

Foundation skills essential to performance are explicit in the performance criteria of this unit of competency.

Range of Conditions

This field allows for different work environments and conditions that may affect performance. Essential operating conditions that may be present (depending on the work situation, needs of the candidate, accessibility of the item, and local industry and regional contexts) are included.

Purpose for monitoring social sustainability includes one or more of	• supporting core values
	• enacting the organisation's social purpose
	• implementing social sustainability strategy
	• being a good corporate citizen
	• supporting policies, such as corporate social responsibility (CSR) or environmental, social and corporate governance (ESG)
	• improving the organisation's reputation, handling of complaints and worker retention
	• supply chain or tender requirements
	• applying voluntary standards or codes, e.g. Global Reporting Initiative (GRI) reporting and ISO 26000:2010 Guidance on social responsibility.
Resources include one or more of	• organisational and individual capacity
	• individual skills
	• budget
	• access to people and information.
Parameters include one or more of	• frequency of data collection and reports
	• locations
	• volume of data to be collected
	• sampling methods

- tools and documentation to be used.

Unit Mapping Information

Release 1. Supersedes and is equivalent to MSS015019A Establish metrics for social sustainability.

Links

Companion Volume implementation guides are found in VETNet - https://vetnet.education.gov.au/Pages/TrainingDocs.aspx?q=5b04f318-804f-4dc0-9463-c3fb9 a3fe998