



Australian Government

PSPGEN093 Implement change

Release: 1

PSPGEN093 Implement change

Modification History

Supersedes and is equivalent to PSPGEN013 Implement change.

Application

This unit describes the performance outcomes, skills and knowledge required to implement change in the workplace, adapt to new procedures and provide feedback on changes.

This unit applies to those who work independently or as part of a team using support resources as required, performing complex tasks in a range of familiar and unfamiliar contexts.

The skills in this unit must be applied in accordance with Commonwealth and State or Territory legislation, Australian standards and industry codes of practice.

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

Pre-requisite Unit

Nil

Competency Field

General

Elements and Performance Criteria

ELEMENTS

Elements describe the essential outcomes

PERFORMANCE CRITERIA

Performance criteria describe the performance needed to demonstrate achievement of the element.

1. Prepare for change.
 - 1.1. Contribute to discussion of change within scope of own work role.
 - 1.2. Develop suggestions where the need for change in work practices has been determined.
 - 1.3. Identify advantages, disadvantages and consequences of suggestions.
 - 1.4. Discuss suggested workplace changes with supervisors and colleagues and take action in accordance with organisational policies and procedures.
 - 1.5. Reflect on personal reactions of self and others to change and effects on the work group.

2. Implement and monitor change.
 - 2.1. Change own work practices according to agreed arrangements.
 - 2.2. Advise and support others to adjust to changes in work practice.
 - 2.3. Promote the benefits of change.
 - 2.4. Monitor and report on the effectiveness of revised procedures.
 - 2.5. Identify opportunities for continuous improvement and refer for action in a defined framework.

3. Work with ambiguity in the workplace.
 - 3.1. Identify ambiguity and uncertainty relating to change and apply focused strategies for coping.
 - 3.2. Apply a flexible approach when carrying out instructions for changes to work practices.
 - 3.3. Identify and address ongoing issues relating to change.

Foundation Skills

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

Unit Mapping Information

Supersedes and is equivalent to PSPGEN013 Implement change.

Links

Companion Volume implementation guides are found in VETNet - <https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=bebbece7-ff48-4d2c-8876-405679019623>