Assessment Requirements for PSPHRM010 Formulate a strategic human resource plan

Release: 1

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Modification History

Release	Comments
1	These Assessment Requirements were released in PSP Public Sector Training Package release 1.0 and meet the Standards for Training Packages. • Assessment Requirements created drawing upon specified assessment information from superseded unit

Performance Evidence

Evidence required to demonstrate competence must satisfy all of the requirements of the elements and performance criteria. If not otherwise specified the candidate must demonstrate evidence of performance of the following on at least one occasion.

- using marketing and public relations strategies
- applying strategic thinking and planning
- explaining complex ideas to different audiences
- interpreting and explaining complex, formal documents, including legislation and policies, and assisting others to apply them in the workplace
- preparing written advice and reports requiring reasoning and precision of expression

Knowledge Evidence

Evidence required to demonstrate competence must satisfy all of the requirements of the elements and performance criteria. If not otherwise specified the depth of knowledge demonstrated must be appropriate to the job context of the candidate.

- organisational goals, policies and procedures
- the importance of human resource management in attaining organisational goals
- strategic planning processes
- consultation and management practices
- the relationships between key human resource functions
- the concept of diversity and its integration within and across all human resource functions and areas
- human resource policies and practices
- jurisdictional legislation applying to human resources, including work health and safety, and environment and sustainability practices

- range of evaluation methodologies

Assessment Conditions

This unit contains no specific industry-mandated assessment conditions. Guidance on suggested and recommended conditions and methods can be found in the Implementation Guide.

Assessors must satisfy the NVR/AQTF mandatory competency requirements for assessors.

Links

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

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