



Australian Government

Assessment Requirements for PUAMAN006 Manage and facilitate change

Release: 1

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Modification History

Release 1. This is the first release of this unit of competency in the PUA Public Safety Training Package.

Performance Evidence

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

- amending organisational policies, procedures, practices and strategies including Work, Health and Safety (WHS)/Occupational Health and Safety (OHS) requirements
- analysing need for change
- communicating with a diverse range of individuals at different levels in the organisation
- developing and facilitating change management strategy
- giving and receiving feedback
- identifying and meeting needs of specific groups in the change process
- implementing change
- monitoring and evaluating impact of change
- obtaining and using resources to support change
- reviewing effectiveness of change through evaluation

Knowledge Evidence

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

- change management models and tools
- change management processes and principles
- context and impact of change
- methods of communicating change to stakeholders
- organisational documentation related to change management
- organisational frameworks, structure and culture
- organisational policies, procedures, practices and strategies including Work, Health and Safety (WHS)/Occupational Health and Safety (OHS) requirements
- principles of change management strategy
- resource requirements
- types of stakeholders

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.

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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.

Assessment must occur in workplace operational situations. Where this is not appropriate, assessment must occur in industry approved simulated workplace operational situations that reflect workplace conditions.

Resources for assessment must include access to

- a range of relevant exercises, case studies and/or simulations
- relevant and appropriate materials, equipment, tools and personal protective clothing and equipment currently used in industry
- applicable documentation including organisational procedures, industry standards, equipment specifications, regulations, codes of practice and operation manuals.

Links

PUA Training Package Companion Volume Implementation Guide is found in VETNet - <https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=3eca5672-6d5a-410b-8942-810d0ba05bbf>