



**Australian Government**

**Department of Education, Employment and Workplace Relations**

# **UEPOPS440B Coordinate team activities**

**Release: 1**

## UEPOPS440B Coordinate team activities

### Modification History

Not applicable.

### Unit Descriptor

#### Unit Descriptor

#### 1) Scope:

##### 1.1) Descriptor

This unit deals with the skills and knowledge required to direct and coordinate team activities required to achieve agreed goals.

### Application of the Unit

#### Application of the Unit 2)

This unit is intended to augment formally acquired competencies. It is suitable for employment-based programs under an approved contract of training

### Licensing/Regulatory Information

#### License to practice 3)

The skills and knowledge described in this unit do not require a licence to practise in the workplace. However, practice in this unit is subject to regulations directly related to Occupational Health and Safety and where applicable contracts of training such as apprenticeships and the like.

## Pre-Requisites

**Prerequisite Unit(s)** 4)

**Competencies** 4.1)

Granting of competency in this unit shall be made only after competency in the following unit(s) has/have been confirmed.

Where pre-requisite pathways have been identified. All competencies in the Common Unit Group must be have been completed.

There are no pre-requisite units.

**Literacy and numeracy skills** 4.2)

Participants are best equipped to achieve this unit if they have reading, writing and numeracy skills indicated by the following levels. A description of what each level entails is provided in Section 2.3.1 Language, Literacy and Numeracy.

Reading 4      Writing 4      Numeracy 4

## Employability Skills Information

**Employability Skills** 5)

The required outcomes described in this unit of competency contain applicable facets of Employability Skills. The Employability Skills Summary of the qualification in which this unit of competency is packaged will assist in identifying Employability Skill requirements.

## Elements and Performance Criteria Pre-Content

6) Elements describe the essential outcomes of a competency standard unit

Performance Criteria describe the required performance needed to demonstrate achievement of the element.  
Assessment of performance is to be consistent with the Evidence Guide.

## Elements and Performance Criteria

| <b>ELEMENT</b>         | <b>PERFORMANCE CRITERIA</b>  |
|------------------------|--|
| 1 Prepare for teamwork | 1.1 Occupational Health and Safety standards, statutory requirements, relevant Australian standards, codes of practice, environmental requirements and enterprise procedures are identified, applied and monitored throughout the teams activities |
|                        | 1.2 Work of the team is planned to ensure their safety, that of the public, and the security of plant and equipment  |
|                        | 1.3 Hazards, or incidents, are identified, investigated and remedial action planned and implemented in accordance with enterprise, site and legislative requirements   |
|                        | 1.4 Communication requirements are identified in accordance with work requirements   |
|                        | 1.5 Communication and information systems are accessed and applied in accordance with work requirements  |
|                        | 1.6 Where appropriate, the teams and individuals roles and responsibilities within the team are identified and, where required, assist in the provision of the on-the-job training   |
| 2 Coordinate teamwork  | 2.1 Site and/or enterprise goals and the contributions to be made by team members are identified, interpreted and clarified  |
|                        | 2.2 The need for cooperative interaction between team members is fostered to ensure balanced participation in accordance with work requirements  |
|                        | 2.3 Defined roles and strengths of team members are identified and utilised to optimise efficiency in accordance with work requirements  |
|                        | 2.4 Ground rules and work plans for the team are developed, revised and requirements to make changes are made through consultative processes   |

| <b>ELEMENT</b>          | <b>PERFORMANCE CRITERIA</b>   |
|-------------------------|---|
|                         | 2.5 Team goals and unity are positively promoted to clients and team members  |
|                         | 2.6 Proposals for team improvements, including flexibility of functions are initiated and/or encouraged from team members |
|                         | 2.7 Causes of disharmony and other barriers to achievement are identified and resolved or referred to appropriate parties |
| 3 Conduct team meetings | 3.1 Preparatory activity is completed including clarification of meeting objectives and research and preparation of views |
|                         | 3.2 Meeting procedures and objectives are identified and conveyed to team members in a logical and orderly manner         |
|                         | 3.3 Formal presentations are undertaken to enhance communication and accordance with enterprise requirements              |
|                         | 3.4 Points of view of team members, whether in agreement or dissent, are given a fair hearing                             |
|                         | 3.5 Every effort is made to encourage all team members to actively take part in team meetings                             |

## Required Skills and Knowledge

### REQUIRED SKILLS AND KNOWLEDGE

8) This describes the essential skills and knowledge and their level, required for this unit.

Evidence shall show that knowledge has been acquired co-ordinating team activities. All knowledge and skills detailed in this unit should be contextualised to current industry practices and technologies.

The extent of the Essential Knowledge and Associated Skills required follows:

KS01-PO440B Team activities

T1 Evidence shall show that knowledge has been acquired for safe working practices of:

- Relevant environmental, occupational health and safety legislation and regulations
- Enterprise procedures
- Plant drawings and manufacturers manuals
- Introduction to and typical arrangements of power production plant
- Relevant plant and equipment, its location and operating parameters
- Interpersonal skills techniques
- Team goals setting techniques
- Performance management techniques
- Stakeholder management techniques
- Time management techniques
- Leadership techniques
- Meeting leadership techniques
- Competency identification of team members
- Dispute resolution procedures
- Meeting procedures
- Communication procedures

T2 Specific skills needed to achieve the Performance Criteria:

- Interpret plant drawings and manufacturers manuals
- Apply interpersonal skills techniques
- Apply team goals setting techniques
- Apply performance management techniques
- Promote team unity
- Communicate effectively with team and others
- Develop work plan
- Maximise and utilise team potential
- Identify skill shortages and training needs of team
- Resolve differences within the team
- Monitor team activities
- Provide team support

## REQUIRED SKILLS AND KNOWLEDGE

- Promote personal and personnel safety awareness
- Apply data analysis techniques and tools.

## Evidence Guide

### EVIDENCE GUIDE

9) This provides essential advice for assessment of the competency standard unit and must be read in conjunction with the Performance Criteria and the Range Statement of the unit and the Training Package Assessment Guidelines.

The Evidence Guide forms an integral part of this competency standard unit and shall be used in conjunction with all components parts of this unit and, performed in accordance with the Assessment Guidelines of this Training Package.

### Overview of Assessment 9.1)

Longitude competency development approaches to assessment, such as Profiling, require data to be reliably gathered in a form that can be consistently interpreted over time. This approach is best utilised in Apprenticeship programs and reduces assessment intervention. It is the Industry preferred model for apprenticeships. However, where summative (or final) assessment is used it is to include the application of the competency in the normal work environment or, at a minimum, the application of the competency in a realistically simulated work environment. It is recognised that, in some circumstances, assessment in part or full can occur outside the workplace. However, it must be in accord with Industry and regulatory policy.

Methods chosen for a particular assessment will be influenced by various factors. These include the extent of the assessment, the most effective locations for the assessment activities to take place, access to physical resources, additional safety measures that may be required and the critical nature of the competencies being assessed.

The critical safety nature of working with electricity, electrical equipment, gas or any other hazardous substance/material carries risk in deeming a person competent. Hence, sources of evidence need to be 'rich' in nature so as to minimise error in judgment. Activities associated with normal every day work have a bearing on the decision as to how much and how detailed the data gathered will contribute to its 'richness'. Some skills are more critical to safety and operational requirements while the same skills may be

more or less frequently practised. These points are raised for the assessors to consider when choosing an assessment method and developing assessment instruments. Sample assessment instruments are included in the Assessment Guidelines of this Training Package.

**Critical aspects of evidence required to demonstrate competency in this unit 9.2)**

Before the critical aspects of evidence are considered all pre-requisites shall be met.

Evidence for competence in this unit shall be considered holistically. Each element and associated Performance Criteria shall be demonstrated on at least two occasions in accordance with the “Assessment Guidelines – UEP12”. Evidence shall also comprise:

- A representative body of work performance demonstrated within the timeframes typically expected of the discipline, work function and industrial environment. In particular this shall incorporate evidence that shows a candidate is able to:
  - Implement Occupational Health and Safety workplace procedures and practices including the use of risk control measures as specified in the Performance Criteria and Range Statement
  - Apply sustainable energy principles and practices as specified in the Performance Criteria and Range Statement
  - Demonstrate an understanding of the essential knowledge and associated skills as described in 6) Essential Knowledge and Associated Skills of this unit
  - Demonstrate an appropriate level of employability skills
  - Conduct work observing the relevant Anti-Discrimination legislation, regulations, policies and workplace procedure
- Demonstrated performance across a representative range of contexts from the prescribed items below:
  - The knowledge and application of relevant sections of: Occupational Health and Safety legislation; Statutory legislation; Enterprise/site safety procedures; Enterprise/site emergency procedures
  - Preparing work for team
  - Coordinating team work

- Conducting team meetings
- Dealing with an unplanned event by drawing on essential knowledge and skills to provide appropriate solutions incorporated in the holistic assessment with the above listed items.

**Context of and specific resources for assessment** 9.3)

This unit should be assessed as it relates to normal work practice using procedures, information and resources typical of a workplace. This should include:

- OHS policy and work procedures and instructions.
- Suitable work environment, facilities, equipment and materials to undertake actual work as prescribed by this unit.

Competency Standards should be assessed in the workplace or simulated workplace and under the normal range of workplace conditions.

Assessment of this unit will be supported with documentary evidence, by means of endorsement stating type and application of work.

In addition to the resources listed above in Context of assessment', evidence should show competency working in limited spaces with different types of plant and equipment as well as different structural/construction types and methods and in a variety of environments.

**Method of assessment** 9.4)

This unit shall be assessed by methods given in Section 1.3.00 Assessment Guidelines.

Note:

Competent performance with inherent safe working practices is expected in the Industry to which this unit applies. This requires that the specified essential knowledge and associated skills are assessed in a structured environment which is primarily intended for learning/assessment and incorporates all necessary equipment and facilities for learners to develop and demonstrate the essential knowledge and skills described in this unit.

**Concurrent assessment and relationship with other units 9.5)**

There are no recommended concurrent assessments with this unit, however in some cases efficiencies may be gained in terms of learning and assessment effort being concurrently managed with allied competency standard units where listed.

Nil

**Range Statement****RANGE STATEMENT**

**10)** This relates to the competency standard unit as a whole, providing the range of contexts and conditions to which the Performance Criteria apply. It allows for different work environments and situations that will affect performance.

Team is a generic term used to describe groups, crews, gangs, shifts, or other industrially and historically acceptable terms.

Communication systems may include previous shift reporting, written and/or verbal instructions and operating procedures, electronic mail, telephones, pagers, facsimiles and two-way radios.

Generic terms are used throughout this Training Package for vocational standard shall be regarded as part of the Range Statement in which competency is demonstrated. The definition of these and other terms are given in Section 2.1 Preliminary Information and Glossaries.

**Unit Sector(s)**

Not applicable.

**Competency Field**

**Competency Field 11)**

Operations