



Australian Government

AHCCSW401 Contribute to the development of cultural safety processes

Release: 1

AHCCSW401 Contribute to the development of cultural safety processes

Modification History

Release	Comments
Release 1	This version released with AHC Agriculture, Horticulture and Conservation and Land Management Training Package Version 9.0.

Application

This unit of competency describes the skills and knowledge required to support an organisation's development of cultural safety processes for Aboriginal and/or Torres Strait Islander People.

The unit applies to individuals who work with Aboriginal and/or Torres Strait Islander People and who are responsible for contributing to developing and supporting the implementation of processes to build a culturally safe workplace.

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

Pre-requisite Unit

Nil

Unit Sector

Cultural Sites Work (CSW)

Elements and Performance Criteria

Elements	Performance Criteria
<i>Elements describe the essential outcomes.</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
1. Prepare to survey cultural safety processes within organisation	1.1 Investigate and record existing and past cultural safety policy in the organisation 1.2 Assist in preparing a survey to investigate current cultural climate 1.3 Confirm survey methods are appropriate with management and with Aboriginal and/or Torres Strait Islander Cultural Authority

Elements	Performance Criteria
<i>Elements describe the essential outcomes.</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
2. Conduct cultural safety awareness survey	2.1 Canvass management and staff through approved survey 2.2 Ensure process is outlined to participants, and permissions given to document responses 2.3 Document responses and report outcomes to management
3. Support the development and implementation of the cultural safety process	3.1 Analyse documented responses to survey 3.2 Assist in developing the process according to standard workplace formats and management 3.3 Gain approvals from management and Aboriginal and/or Torres Strait Islander People to implement process 3.4 Promote the newly developed process to all members of the organisation
4. Evaluate effectiveness of cultural safety process	4.1 Assist in preparing follow-up questions and conduct surveys to gauge effectiveness of new processes after an agreed, appropriate timeframe 4.2 Compare and document newly implemented processes to past established processes 4.3 Revise processes according to responses received 4.4 Report final outcome of revised processes to management

Foundation Skills

This section describes those language, literacy, numeracy and employment skills that are essential for performance in this unit of competency but are not explicit in the performance criteria.

Skill	Description
Reading	Interpret, analyse and extract information from a range of sources, including legal documents, policies and procedures
Oral communication	Use appropriate questioning to gain an understanding of key issues for Aboriginal and/or Torres Strait Islander People

Unit Mapping Information

Code and title current version	Code and title previous version	Comments	Equivalence status
AHCCSW401 Contribute to the development of cultural safety processes	Not applicable	The unit has been created to address a skill or task required by industry that is not covered by an existing unit	Newly created

Links

Companion Volumes, including Implementation Guides, are available at VETNet: -
<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=c6399549-9c62-4a5e-bf1a-524b2322cf72>