



Australian Government

AHCOCM405 Develop work practices to accommodate cultural identity

Release: 1

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Modification History

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

Application

This unit of competency describes the skills and knowledge required to develop work practices to accommodate cultural identity.

All work is done according to organisational procedures and local Aboriginal and/or Torres Strait Islander Community cultural protocols.

Cultural beliefs and practices vary across locations and Communities and in some situations non-Aboriginal and/or Torres Strait Islander learners may not be able to access the cultural knowledge or materials required to achieve competency in this unit due to restrictions that are applied to non-Aboriginal and/or Torres Strait Islander people gaining access to cultural knowledge, material or sites. Please refer to Assessment Conditions for guidance.

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

Pre-requisite Unit

Nil

Unit Sector

On Country Management (OCM)

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. Investigate government policies and practices relating to	1.1 Document the government policies and practices that affect Aboriginal and/or Torres Strait Islander Peoples 1.2 Outline how policies and practices may affect local Aboriginal

Elements	Performance Criteria
<i>Elements describe the essential outcomes.</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
Aboriginal and/or Torres Strait Islander Peoples	and/or Torres Strait Islander Communities or families 1.3 Investigate and document how policies and practices may affect Aboriginal and/or Torres Strait Islander Peoples in the workplace
2. Identify changes that have occurred in Aboriginal and/or Torres Strait Islander Communities	2.1 Investigate and document changes that have occurred to Aboriginal and/or Torres Strait Islander Communities as a result of government policies and practices 2.2 Describe and record the impacts of changes on the local Aboriginal and/or Torres Strait Islander Community or family
3. Outline effects of current work-related issues on Aboriginal and/or Torres Strait Islander Communities	3.1 Define and communicate key work-related issues that impact on Aboriginal and/or Torres Strait Islander Communities today to management 3.2 Describe and record the people involved in key issues 3.3 Summarise and record Community views on resolving issues 3.4 Identify methods of addressing key issues and resolutions to be applied
4. Design work practices to accommodate cultural identity	4.1 Identify elements that may provide a positive working experience 4.2 Define and develop work practices that acknowledge an Aboriginal and/or Torres Strait Islander employee's cultural identity 4.3 Incorporate elements that affect cultural identity in work environments into the work practices 4.4 Consult staff in the preparation and design of the work practices according to Community and organisational protocols and guidelines 4.5 Implement positive strategies for dealing with work practices that impact on cultural identity

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,

Skill	Description
	including legal documents, policies and procedures
Oral communication	Use culturally appropriate verbal and non-verbal communication

Unit Mapping Information

Code and title current version	Code and title previous version	Comments	Equivalence status
AHCOCM405 Develop work practices to accommodate cultural identity	AHCILM405 Develop work practices to accommodate cultural identity	Application updated Elements and Performance Criteria revised for clarity Foundation Skills added Performance Evidence, Knowledge Evidence and Assessment Conditions updated	Not equivalent

Links

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

Assessment Requirements for AHCOCM405 Develop work practices to accommodate cultural identity

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Performance Evidence

An individual demonstrating competency must satisfy all of the elements and performance criteria in this unit.

There must be evidence that the individual has developed work practices to accommodate cultural identity for a workplace on at least one occasion and has:

- communicated with Aboriginal and/or Torres Strait Islander People to determine current work-related issues for Communities and individuals
- determined the impacts of competing factors on cultural identity
- designed work practices to accommodate cultural identity
- established culturally safe workspaces
- incorporated elements to review the culturally safe workplace and organisation
- responded to workplace issues where work practices are poorly aligned to cultural identity.

Knowledge Evidence

An individual must be able to demonstrate the knowledge required to perform the tasks outlined in the elements and performance criteria of this unit. This includes knowledge of:

- Aboriginal and/or Torres Strait Islander Communities with whom the organisation works, and their cultural protocols
- principles of self-determination
- methods of communication with Aboriginal and/or Torres Strait Islander Communities including:
 - verbal and non-verbal
 - listening
 - appropriate questioning
- methods of documenting information gathered from Aboriginal and/or Torres Strait Islander Community members including:
 - formal written documentation

- recording via electronic means
- developing organisational procedures and processes
- connection between local Community and the working environment
- Aboriginal and/or Torres Strait Islander history in local Communities
- legislation and policies impacting Aboriginal and/or Torres Strait Islander Communities and organisations
- strategies to support development of workers' self-determination and cultural identity.

Assessment Conditions

Assessment of the skills in this unit of competency must take place under the following conditions:

- physical conditions:
 - skills must be demonstrated on Country and/or within an Aboriginal and/or Torres Strait Islander Community or an environment that accurately represents workplace conditions
- specifications:

specific legislation/codes of practice relevant to gathering and documenting information on Aboriginal and/or Torres Strait Islander Communities and organisations

- relationships:
 - local Community Elders and/or Custodians.

Assessors of this unit must satisfy the requirements for assessors in applicable vocational education and training legislation, frameworks and/or standards. In addition, the following specific assessor requirements apply to this unit:

- Assessment must be undertaken by a workplace assessor who has expertise in this unit of competency and who is:

an Aboriginal and/or Torres Strait Islander Elder and/or Custodian or:

- accompanied by, and/or in communication with, an Aboriginal and/or Torres Strait Islander person who is a recognised member of the community with experience and knowledge of local cultural protocols.

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