



Australian Government

Assessment Requirements for AHCOCM508 Plan for successful cultural practice at work

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.

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 planned for successful cultural practice for a workplace at least once and has:

- researched strategies to develop culturally appropriate policies and processes
- planned for culturally appropriate work practices to support Aboriginal and/or Torres Strait Islander workers to be successful in their chosen field of work or vocation
- consulted with Aboriginal and/or Torres Strait Islander workers to determine best cultural practice in the workplace
- demonstrated understanding of the features of Aboriginal and/or Torres Strait Islander cultural protocols applied in workplace relationships
- applied practices in the workplace aimed at sustaining Aboriginal and/or Torres Strait Islander cultural maintenance.

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:

- practices in the workplace that respect Aboriginal and/or Torres Strait Islander workers, including:
 - acknowledgement and support of the rights, cultures and traditions of Aboriginal and/or Torres Strait Islander workers
 - supporting linguistic needs of an Aboriginal and/or Torres Strait Islander worker
 - self-evaluation of own beliefs
 - appropriate consultation
 - conflict resolution processes
- culturally appropriate work practices
- research techniques used to plan for cultural practice in the workplace

- policy and procedure development to plan cultural practice in the workplace
- history and impacts of colonisation and government policies on Aboriginal and/or Torres Strait Islander People
- Aboriginal and/or Torres Strait Islander cultural protocols as they apply to the workplace.

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 cultural practice in the workplace
- 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.

Links

Companion Volumes, including Implementation Guides, are available at VETNet: -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=c6399549-9c62-4a5e-bf1a-524b2322cf72>