



Australian Government

AHCWRK508 Interpret legislation

Release: 1

AHCWRK508 Interpret legislation

Modification History

Release	TP Version	Comment
1	AHCv1.0	Initial release

Application

This unit of competency describes the skills and knowledge required to interpret and apply legislation.

This unit applies to individuals who take personal responsibility and exercise autonomy in undertaking complex work. They demonstrate deep knowledge in a specific technical area and analyse, design and communicate solutions to sometimes complex problems.

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

Pre-requisite Unit

Nil.

Unit Sector

Work (WRK)

Elements and Performance Criteria

Element	Performance criteria
Elements describe the essential outcomes.	Performance criteria describe the performance needed to demonstrate achievement of the element.
1. Determine applicable legal framework	1.1 Identify and access current legislation, regulations, organisational procedures, standards and codes of practice affecting the workplace, industry, occupation or client 1.2 Determine legal accountability obligations in relation to workplace, industry, occupation or client 1.3 Identify consequences of non-compliance with legislation, regulations, organisational procedures, standards and codes of practice
2. Research, interpret and	2.1 Monitor sources of information for changes to the legal

Element	Performance criteria
apply appropriate legislation	framework 2.2 Regularly update and communicate information and changes to legal framework components which impact on work activities
3. Promote compliance with relevant legislation	3.1 Access current information about the range of legislation and other legally binding policies and protocols relating to own work 3.2 Clarify compliance requirements to confirm understanding and ensure consistency of interpretation and application 3.3 Obtain advice to assist in applying relevant legislation to own work and identifying compliance requirements 3.4 Identify areas of uncertainty in own work related to compliance requirements and take action to clarify issues 3.5 Identify possible implications of non-compliance and use these to guide own work practices
4. Assess situations which may potentially present legal problems and issues	4.1 Identify and document details of suspected or actual incidences of illegal conduct by self or others in the workplace 4.2 Contribute to ongoing monitoring and compliance with legal framework 4.3 Ensure that work is undertaken in a legally compliant manner 4.4 Recognise limits of own expertise, legal accountability obligations and access appropriate sources of expertise as required 4.5 Assess conduct of self and others in the workplace against specific components of the legal framework applicable to the workplace 4.6 Take appropriate actions to resolve or report illegal conduct, as required by applicable legislation, regulations, organisational procedures, standards and codes of practice

Foundation Skills

Foundation Skills essential to performance are explicit in the performance criteria of this unit of competency.

Range of Conditions

Unit Mapping Information

This unit is equivalent to AHCWRK508A Interpret legislation

Links

Companion Volume implementation guides are found in VETNet -

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

Assessment Requirements for AHCWRK508 Interpret legislation

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Performance Evidence

The candidate must be assessed on their ability to integrate and apply the performance requirements of this unit in a workplace setting. Performance must be demonstrated consistently over time and in a suitable range of contexts.

The candidate must provide evidence that they can:

- determine legislation and legal framework applicable to task
- research, interpret and apply appropriate legislation
- promote compliance with relevant legislation
- assess situations which may potentially present legal problems and issues
- maintain knowledge of legal frameworks and relevant legislation
- develop and implement strategies to manage compliance with appropriate legislation
- provide advice and documentation regarding applicable legislation, regulations, organisational procedures and codes of practice
- use industry standard terminology.

Knowledge Evidence

The candidate must demonstrate knowledge of:

- the provisions contained in key relevant legislation and other legally binding legal policies and protocols from all levels of government that affect the relevant industry
- relevant Australian Standards
- organisational policies and procedures relating to legislation in organisation's functional area
- penalties for non-compliance with legislative requirements
- auditing requirements
- work health and safety requirements applicable to own work and functional area
- the scope of legal practitioner and support role and own responsibilities and obligations to provide legal advice, complete or sign off on legal work and appear in court as described by relevant jurisdictions
- how to encourage and support own compliance and that of others in the workplace
- relevant conventions, treaties, agreements, guidelines, declarations, recommendations, laws and rules

- how to apply legal information to the workplace
- techniques to monitor compliance and identify illegal conduct
- where to find appropriate sources of information and specialist personnel when limits of own expertise are reached in determining applicable legislation
- accepted codes of practice relevant to the workplace including those relating to:
 - privacy and confidentiality
 - use of company property
 - duty of care
 - ethical behaviour
 - non-discriminatory practice
 - conflict of interest
 - compliance with reasonable direction
 - relevant general legal terminology.

Assessment Conditions

Assessors must satisfy current standards for RTOs.

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