



Australian Government

AHCILM510A Plan for successful cultural practice at work

Release 1

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Modification History

Release	TP Version	Comments
1	AHC10v5	Initial release. Supersedes and is not equivalent to AHCILM507A

Unit Descriptor

This unit covers the process of planning for culturally appropriate work practices to enable Aboriginal and non-Aboriginal practitioners to be successful in their chosen field of work or vocation.

Application of the Unit

This unit applies to those persons who plan for culturally appropriate work practices that enable practitioners to be successful in their chosen field of work or vocation.

Licensing/Regulatory Information

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

Pre-Requisites

AHCILM306A Follow Aboriginal cultural protocols

Employability Skills Information

This unit contains employability skills

Elements and Performance Criteria Pre-Content

Elements describe the essential outcomes of a unit of competency.

Performance criteria describe the performance needed to demonstrate achievement of the element. Where bold italicised text is used, further information is detailed in the required skills and knowledge section and the range statement. Assessment of performance is to be consistent with the evidence guide.

Elements and Performance Criteria

ELEMENT	PERFORMANCE CRITERIA
1. Analyse essential features of Aboriginal families and cultures	1.1 Information about Australian Aboriginal history up to the present time is accessed and reviewed 1.2 Concepts such as Dreaming, connection to Country and other Aboriginal beliefs are researched 1.3 Traditional and contemporary social structures of Aboriginal families and societies are identified 1.4 <i>Elements of Aboriginal societies</i> (i.e. spirituality, land, ecology, social structure, political structure) are researched and used to inform interactions with Aboriginal people
2. Review changes to Aboriginal societies since <i>European settlement</i>	2.1 Colonisation and the impacts on Aboriginal peoples are researched and documented 2.2 Racist behaviours and the impact that these have had on Aboriginal peoples is identified 2.3 Personal responses to information about the positive and negative effects of colonisation are analysed 2.4 Research into the <i>impacts of colonisation, settlement and government policies on Aboriginal cultural practices</i> is conducted and analysed
3. Identify government efforts to address continuing effects of colonisation	3.1 Various policies implemented by governments in Aboriginal affairs are investigated and analysed 3.2 The processes involved in government consultation with Aboriginal people, communities and organisations are identified 3.3 Effects of government policies in Aboriginal affairs and their implementation processes on communities are evaluated 3.4 Effectiveness of a chosen government policy is investigated through Community consultation and evaluated 3.5 Strategies for addressing any public perception of 'special treatment' for Indigenous peoples in relation to the chosen policy are developed in consultation with Community
4. Apply understanding of Aboriginal cultural protocols and identity to daily work routines	4.1 Features of Aboriginal identity and personal <i>cultural maintenance</i> are identified 4.2 How these features are expressed in daily work life is analysed and used to inform workplace relationships and interactions 4.3 The obligations of cultural maintenance in relation to a work issue is identified and analysed 4.4 Allowances for absences due to family/seasonal cultural practices and bereavement are applied appropriately 4.5 Workplace conflicts are worked through and dealt with in culturally appropriate ways

ELEMENT	PERFORMANCE CRITERIA
5. Plan culturally appropriate work practices	4.6 Possible strategies for cultural maintenance in work and the workplace are collaboratively developed
	5.1 A vision/workplace goals for own work are developed
	5.2 Common culturally inappropriate work practices are identified and discussed
	5.3 Strategies to change these practices are collaboratively developed
	5.4 An implementation and evaluation plan for the strategies is developed
	5.5 Ways in which Aboriginal practitioners can effect change to create greater cultural awareness in the workplace are proposed

Required Skills and Knowledge

Required skills include:

Ability to:

- identify essential features of Aboriginal families and cultures
- investigate impacts of changes on Aboriginal societies since European settlement
- analyse effects of examining isolated cultural elements of a holistic culture as individual doctrines
- participate in 'cultural maintenance'
- plan culturally appropriate work practices
- use literacy skills to fulfil job roles as required by the organisation. The level of skill may range from reading and understanding documentation to completion of written reports
- use oral communication skills/language competence to fulfil the job role as specified by the organisation including questioning, active listening, asking for clarification, negotiating solutions and responding to a range of views
- use numeracy skills to estimate, calculate and record complex workplace measures
- use interpersonal skills to work with others and relate to people from a range of cultural, social and religious backgrounds and with a range of physical and mental abilities

Required knowledge includes:

Knowledge of:

- history and effects of European invasion on Aboriginal and Torres Strait Islander peoples
- the concept of cultural maintenance
- change processes
- planning work practices
- areas of overlap within sections of Aboriginal cultural life
- Aboriginal worldview, including the dimension of holistic notion of culture

Evidence Guide

The evidence guide provides advice on assessment and must be read in conjunction with the performance criteria, required skills and knowledge, range statement and the Assessment Guidelines for the Training Package.

Overview of assessment	
Critical aspects for assessment and evidence required to demonstrate competency in this unit	The delivery and assessment of this unit must comply with Community protocols and be carried out in consultation with and in participation with Traditional Owners and/or Elders and custodians of that specific Country. The evidence required to demonstrate competency in this unit must be relevant to workplace operations and satisfy holistically all of the requirements of the performance criteria and required skills and knowledge. Candidates must demonstrate evidence of the ability to: • show comprehensive understanding of the essential features of Aboriginal families and culture applied in workplace relationships • review impacts on Aboriginal societies and communities of European settlement and subsequent government policies • describe and/or identify practices in the workplace aimed at sustaining Aboriginal cultural maintenance • plan culturally appropriate work practices
Context of and specific resources for assessment	Assessment events must be contextualised to meet the needs of the particular group, including: • a Community, educational or workplace setting • involvement of people approved by cultural authorities and/or Traditional Owners of the relevant local Community • candidates who have gained relevant knowledge and skills through their life experience
Method of assessment	A range of assessment methods should be used to assess competency in planning for successful cultural practice at work. The following examples are appropriate for this unit: • direct questioning combined with third-party workplace reports of on-the-job performance • verbal or written questioning

	• observation of participation in workplace planning or activities Assessment methods should closely reflect workplace demands and the needs of particular client groups (consider the requirements of different age groups, clients with English as a second language, clients with disabilities, remote library users, etc.).
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Range Statement

The range statement relates to the Unit of Competency as a whole. It allows for different work environments and situations that may affect performance. Bold italicised wording, if used in the performance criteria, is detailed below. Essential operating conditions that may be present with training and assessment (depending on the work situation, needs of the candidate, accessibility of the item, and local industry and regional contexts) may also be included.

<i>Elements of Aboriginal society</i> may refer to:	• connection to Country • creation events • structure of Community such as lore/law men and women, elders and custodians • practicality and purpose • appropriate behaviour, protocols and restrictions • spiritual value of knowledge and stories • communal ownership of some knowledge and material • intergenerational ownership of some knowledge and material • oral tradition of passing on knowledge and responsibilities • roles as custodians of specified knowledge, ceremony, designs, information • kinship and relationships • storytelling
<i>European settlement</i> may include:	• original 18th century encounters with Aboriginal peoples • pastoral settlement of Australia in the last 200 hundred years up to present time
<i>Impacts on Aboriginal cultures and cultural practices</i> may include:	• social, cultural, religious, economic, spiritual, language factors and outcomes • Aboriginal perspectives
<i>Cultural maintenance</i> may include:	• participation in personal and Community cultural activities and ceremonies • family and kinship obligations • time out on Country and time to fulfil cultural ceremony obligations and interests • obligations to cultural sites, landscapes and cultural materials

Unit Sector(s)

Indigenous land management