



Australian Government

Assessment Requirements for AMPLDR402 Supervise new recruits

Release: 1

Assessment Requirements for AMPLDR402 Supervise new recruits

Modification History

Release	Comments
Release 1	This version released with AMP Australian Meat Processing Training Package Version 8.0.

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 supervised at least one new recruit, over the period of at least four weeks, including:

- ensured new recruit has adequate opportunity to learn, apply and practice new skills and knowledge
- modelled behaviour consistent with workplace policies and procedures
- provided regular feedback to new recruit to foster confidence and appropriate workplace behaviours and ensured recruits follow workplace policies and procedures.

Mandatory workplace requirements

All performance evidence specified above must be demonstrated in a workplace where new recruits are employed, and where new recruits can work as part of a team and human resources support is available.

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:

- workplace feedback and performance management systems and responsibilities in the workplace, including personal level of authority in relation to performance counselling and disciplinary procedures
- applicable legislation and Fair Work Australia requirements
- workplace and employee obligations under industrial arrangements and training agreements in relation to the provision of (workplace) training conflict management techniques
- communication methods to establish and maintain effective workplace relationships
- methods to foster confidence and appropriate workplace behaviours
- conflict resolution strategies

- ways to promote effective teamwork
- ways to maintain currency of knowledge and techniques through informal learning, regular professional development or personal research
- methods to monitor individual performance and identify performance gaps
- goal setting strategies
- methods for providing structured feedback.
-

Assessment Conditions

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

- physical conditions:
 - *skills must be demonstrated in a workplace where new recruits are employed, and where new recruits can work as part of a team and human resources support is available*
- specifications:
 - *human resources policies and procedures, including for employment of new recruits and workplace learning*
- relationships:
 - *new recruit*
 - *team members.*

Assessment for this unit must include at least three forms of evidence.

Assessors of this unit must satisfy the requirements for assessors in applicable vocational education and training legislation, frameworks and/or standards.

Mandatory workplace requirements

Mandatory workplace requirements are shown in *italic* text. Refer to the Companion Volume Implementation Guide for further information.

Links

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

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=5e2e56b7-698f-4822-84bb-25adbb8443a7>