



Australian Government

Assessment Requirements for BSBHRM521 Facilitate performance development processes

Release: 1

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Modification History

Release	Comments
Release 1	This version first released with BSB Business Services Training Package Version 7.0.

Performance Evidence

The candidate must demonstrate the ability to complete the tasks outlined in the elements, performance criteria and foundation skills of this unit, including evidence of the ability to:

- plan and facilitate performance development process for an organisation or work area which supports business goals.

In the course of the above, the candidate must:

- consult with stakeholders
- coordinate and implement individual and group learning and development
- train line managers and other relevant people to manage performance
- provide support to line managers to manage performance issues
- develop approaches to improve performance and address identified performance gaps.

Knowledge Evidence

The candidate must be able to demonstrate knowledge to complete the tasks outlined in the elements, performance criteria and foundation skills of this unit, including knowledge of:

- common characteristics of a learning organisation
- organisational policies and legislation relevant to performance management
- key aspects of grievance procedures
- models for giving feedback and options for skill development
- methods for designing performance development processes
- organisational human resources and business objectives
- common methods of monitoring performance.

Assessment Conditions

Skills in this unit must be demonstrated in a workplace or simulated environment where the conditions are typical of those in a working environment in this industry.

This includes access to:

- organisational strategic and operational plans
- workplace policies and procedures relevant to performance evidence
- relevant legislation, regulations and codes of practice.

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

Links

Companion Volume Implementation Guide is found on VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=11ef6853-ceed-4ba7-9d87-4da407e23c10>