



Australian Government

BSBMGT624 Develop and implement corporate social responsibility

Release: 1

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Modification History

Release	Comments
Release 1	This version first released with BSB Business Services Training Package Version 1.0.

Application

This unit identifies the skills and knowledge required to consult with stakeholders to develop, implement and evaluate corporate social responsibility policy in an organisation.

It applies to individuals working in senior roles in diverse contexts who have responsibility for ensuring an organisation is positioned to ensure its long-term viability and success.

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

Unit Sector

Management and Leadership – Management

Elements and Performance Criteria

ELEMENT	PERFORMANCE CRITERIA
<i>Elements describe the essential outcomes.</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
1. Identify context for corporate social responsibility	1.1 Establish the environment for corporate social responsibility in the enterprise context 1.2 Qualify and quantify the drivers for corporate social responsibility 1.3 Identify the current and expected benefits to the enterprise from corporate social responsibility 1.4 Analyse legislation, regulation, standards and enterprise policy that impacts on corporate social responsibility 1.5 Identify opportunities for, and barriers to, socially responsible practices

ELEMENT	PERFORMANCE CRITERIA
2. Engage stakeholders in setting objectives and policy	2.1 Identify stakeholders relevant to corporate social responsibility 2.2 Determine appropriate forms of engagement for different stakeholder groups 2.3 Engage and consult stakeholders to develop corporate social responsibility objectives and policy
3. Implement corporate social responsibility policy	3.1 Prepare and distribute clear documentation regarding rights and responsibilities for corporate social responsibility 3.2 Provide for effective learning and coaching and other change management strategies 3.3 Negotiate with relevant stakeholders to integrate corporate social responsibility into relevant systems, procedures and processes
4. Monitor and evaluate corporate social responsibility	4.1 Conduct regular reviews of corporate social responsibility integration with relevant persons 4.2 Evaluate corporate social responsibility against organisational goals and expected benefits 4.3 Identify and recommend improvements to corporate social responsibility policy and practices

Foundation Skills

This section describes language, literacy, numeracy and employment skills incorporated in the performance criteria that are required for competent performance.

Skill	Performance Criteria	Description
Reading	1.2-1.5, 2.1	Sources, analyses and interprets textual information in the context of complex organisational strategy and compliance requirements
Writing	2.2, 3.1, 4.3	Prepares reports and workplace documentation that communicate strategy and related information to suit audience and context
Oral Communication	1.5, 2.3, 3.3	Uses specialised vocabulary and features appropriate to context to discuss and confirm requirements
Numeracy	1.2	Interprets, analyses and presents numeric/financial information

Navigate the world of work	1.4, 4.2, 4.3	Recognises, understands and applies legislation, regulation and organisational policies and procedures relevant to strategy
Interact with others	1.5, 2.3, 3.3	Uses inclusive and collaborative techniques to cooperate and consult with others to identify options to support policy objectives
Get the work done	1.1, 2.1, 2.2, 3.2, 4.1-4.3	- Develops plans to implement organisation-wide strategies - Monitors processes, evaluates performance against agreed benchmarks and recommends improvements to ensure compliance with organisation, statutory and legal requirements

Unit Mapping Information

Code and title current version	Code and title previous version	Comments	Equivalence status
BSBMGT624 Develop and implement corporate social responsibility	Not applicable	New unit	No equivalent unit

Links

Companion Volume implementation guides are found in VETNet -

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