



Australian Government

Assessment Requirements for BSBPMG606

Direct human resources management of a project program

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.

Performance Evidence

Evidence of the ability to:

- direct human resources management (HRM) planning, including:
 - directing project analysis to determine program requirements
 - directing stakeholder assessment
 - directing responsibility assignment and establishing authorisation protocols
- manage program organisation and staffing, including:
 - determining project resource requirements
 - directing project organisation and structure
 - directing staff recruitment
 - directing project managers' use of HRM methods, techniques and tools
 - utilising organisational HRM system and processes across projects
- direct project staff performance management, including:
 - obtaining agreement on measurement criteria
 - ensuring systems for ongoing development and training
 - measuring individuals' performance and authorising relevant actions
- provide overall leadership to project teams, including:
 - managing a continuous improvement system
 - analysing and taking action on individual and team performance and morale levels
 - directing procedures for interpersonal communication, counselling and conflict resolution by project managers, and reviewing results
 - identifying and positively managing intra-organisational and intra-project conflict
 - aggregating and passing on HRM lessons learnt.

Note: If a specific volume or frequency is not stated, then evidence must be provided at least once.

Knowledge Evidence

To complete the unit requirements safely and effectively, the individual must:

- explain human resource management methods, techniques and tools
- identify relevant legislation
- describe models of performance management and performance development.

Assessment Conditions

Assessment must be conducted in a safe environment where evidence gathered demonstrates consistent performance of typical activities experienced in the management and leadership – project management field of work and include access to:

- workplace HRM documentation
- feedback from project teams and stakeholders as to how human resource management was handled.

Assessors must satisfy NVR/AQTF assessor requirements.

Links

Companion Volume implementation guides are found in VETNet -

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