



Australian Government

Department of Education, Employment and Workplace Relations

BSBWRK405A Promote union values, principles and policies

Revision Number: 1

BSBWRK405A Promote union values, principles and policies

Modification History

Not applicable.

Unit Descriptor

Unit descriptor	This unit describes the performance outcomes, skills and knowledge required to demonstrate the values of the union and social justice movements. No licensing, legislative, regulatory or certification requirements apply to this unit at the time of endorsement.
------------------------	---

Application of the Unit

Application of the unit	This unit applies to individuals who have knowledge of unionism and industrial relations, and a commitment to advancing social justice principles. They provide leadership and guidance to workers and union members. This unit addresses the need for unionists to demonstrate integrity in their role. It requires recognition of the history and the political, social and economic importance of the wider trade union, political and social justice movements.
--------------------------------	---

Licensing/Regulatory Information

Not applicable.

Pre-Requisites

Prerequisite units		

Employability Skills Information

Employability skills	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. Demonstrate an understanding of union context and principles	1.1. Display conduct which demonstrates an awareness of the values and principles of unionism 1.2. Ensure a sound knowledge of the structure and processes of the union, and the union context and its history is evidenced in work 1.3. Ensure a sound knowledge of organising principles, strategies and behaviours is evidenced in work 1.4. Ensure decision making processes are democratic and accountable and can be readily explained to other union members 1.5. Clearly communicate the rights, responsibilities and benefits of union membership
2. Promote social justice and the trade union movement	2.1. Ensure an awareness of the historical, social, political and economic importance of the union movement is evidenced in work 2.2. Integrate social justice issues into work practices 2.3. Utilise opportunities to explain and promote the values and principles of the union movement effectively and appropriately 2.4. Make links between wages and conditions and social justice and collective power 2.5. Make links with relevant social and political coalitions
3. Develop own and others' commitment to a collective and social justice agenda	3.1. Motivate people to act collectively and encourage participation in union activities, and policy and decision making forums 3.2. Promote membership participation in a collective agenda in the workplace and the community 3.3. Ensure behaviour in others that is contradictory to furthering the principles and values of collectivism is challenged appropriately 3.4. Actively communicate the perspectives and opinions of union members within the union as appropriate 3.5. Develop own commitment

Required Skills and Knowledge

REQUIRED SKILLS AND KNOWLEDGE

This section describes the skills and knowledge required for this unit.

Required skills

- communication skills to persuasively explain the importance of social justice and the benefits offered through the union movement
- literacy skills to read and understand a range of union literature
- organising skills to see that social justice issues are integrated across all areas of work.

Required knowledge

- basic power relations in society including economic, social, gender, racial and political
- own union: its history, vision and policies, its coverage of workers and its structure and processes
- relevant political system, including the basic structure of government and how legislation is developed, and the main political parties and their platforms
- structure of the union movement including national and international union organisations, and regional and state/territory trades and labour councils.

Evidence Guide

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

Evidence of the following is essential:

- demonstrated evidence of how the values of the union movement are applied in daily or regular work practices
- knowledge of own union: its history, vision and policies, its coverage of workers and its structure and processes.

Context of and specific resources for assessment

Assessment must ensure:

- access to workplace and union documents
- examples from work with union members
- support from union officials.

Method of assessment

A range of assessment methods should be used to assess practical skills and knowledge. The following examples are appropriate for this unit:

- analysis of responses to case studies and scenarios
- demonstration of techniques
- direct questioning combined with review of portfolios of evidence and third party workplace reports of on-the-job performance by the candidate
- observation of performance in role plays
- observation of presentations
- oral or written questioning to assess knowledge of social justice, the history of the union movement and the workings of the Australian political system
- review of documentation promoting membership participation in a collective agenda in the workplace and the community
- evaluation of links made with relevant social and political coalitions.

Guidance information for assessment

Holistic assessment with other units relevant to the industry sector, workplace and job role is recommended, for example:

- other workplace relations units.

Range Statement

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.

Values and principles of unionism may include:

- collectivism
- cooperation
- democracy
- egalitarianism
- equality
- fairness
- internationalism
- justice for working people
- respect for diversity
- right for all people to have a voice in society
- solidarity
- position that power imbalance in society can only be effectively changed through collective action

Context might include:

- economic, social and political environment
- employer organisations and professional bodies
- gender and racial divisions in society
- legal entities
- national and international peak councils
- other affiliated unions
- political parties
- power relationships in society
- regional and state/territory trades and labour councils
- relevant networks and committees

Organising principles might include:

- campaigning around issues and collective bargaining
- developing networks
- growth
- leadership development
- member activism and involvement
- recognising strength comes from active

RANGE STATEMENT	
	participation of members who own the union
<i>Social justice</i> might include:	• democracy • equity • fairness • human rights • inclusively

Unit Sector(s)

Unit sector	
-------------	--

Competency field

Competency field	Workforce Development - Workplace Relations
------------------	---

Co-requisite units

Co-requisite units		