



Australian Government

CPCSUS5001 Develop workplace policies and procedures for sustainability

Release: 3

CPCSUS5001 Develop workplace policies and procedures for sustainability

Modification History

- Release 3 Updated reference to general construction induction training program.
- Release 2 This version first released with CPC Construction, Plumbing and Services Training Package Release 5.0.
Knowledge Evidence updated for clarity.
- Release 1 This version first released with CPC Construction, Plumbing and Services Training Package Release 5.0.
Supersedes and equivalent to CPCSUS5001A Develop workplace policies and procedures for sustainability. Updated to meet the Standards for Training Packages 2012.

Application

This unit of competency specifies the skills and knowledge required to develop and implement organisational policies and procedures to continuously support resource efficiency and environmentally sustainable work practices. It includes sourcing and gathering information, including from regulatory sources and relevant stakeholders, to plan, develop and implement policies.

This unit of competency applies to those with managerial responsibilities for identifying approaches to create strategies and develop, implement and review workplace policies and procedures for sustainability.

The context of this unit applies to all industry sectors and sections within an organisation, including a worksite, designated work area, in transit and/or an office.

Completion of the general construction induction training program specified by the model Code of Practice for Construction Work is required for any person who is to carry out construction work. Achievement of *CPCWHS1001 Prepare to work safely in the construction industry* meets this requirement.

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

Pre-requisite Unit

Nil.

Unit Sector

Sustainability

Elements and Performance Criteria

Elements describe the essential outcomes.

Performance criteria describe what needs to be done to demonstrate achievement of the element.

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| 1 Develop a workplace sustainability policy. | 1.1 Define the scope of sustainability policy. |
| | 1.2 Identify and consult with key stakeholders to gather input and feedback as part of the policy development process. |
| | 1.3 Compile information and strategies relating to essential sustainability objectives to structure policies and procedures. |
| | 1.4 Make recommendations for policy options based on likely effectiveness, timeframes and cost. |
| | 1.5 Develop policy that reflects an organisation's commitment to sustainability as an integral part of business planning and business opportunity. |
| | 1.6 Agree on appropriate methods of implementation. |
| 2 Communicate the policy. | 2.1 Promote the policy, including its expected outcome, to key stakeholders. |
| | 2.2 Inform those involved in implementing the policy of responsibilities, activities to be undertaken and expected outcomes. |
| 3 Implement and monitor the policy. | 3.1 Develop and communicate procedures to assist in the implementation of the policy. |
| | 3.2 Implement continuous improvement strategies for resource efficiency. |
| | 3.3 Establish record systems for tracking approaches to sustainability continuous improvements. |
| 4 Review policy | 4.1 Document outcomes and provide feedback to key |

implementation.

personnel and stakeholders.

- 4.2 Investigate the success or otherwise of the policy.
- 4.3 Monitor records to identify trends requiring remedial action and use information to promote continuous improvement of performance.
- 4.4 Modify policies and procedures as required to ensure improvements are made and compliance is maintained.

Foundation Skills

As well as the foundation skills explicit in the performance criteria of this unit, candidates require:

- writing skills to:
 - prepare written reports, policies and procedures requiring precision of expression and language and structure suited to intended audience
- communication skills to:
 - manage different points of view and dissenting stakeholders
 - present information
- technology skills to:
 - use communication tools and devices to communicate and collaborate effectively with others
 - use equipment and programs to access and extract information and develop relevant documentation.

Unit Mapping Information

Supersedes and is equivalent to CPCSUS5001A Develop workplace policies and procedures for sustainability.

Links

Companion volumes to this training package are available at the VETNet website - <https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=7e15fa6a-68b8-4097-b099-030a5569b1ad>

Assessment Requirements for CPCSUS5001 Develop workplace policies and procedures for sustainability

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Performance Evidence

To demonstrate competency, a candidate must meet the elements and performance criteria of this unit by developing and implementing policies and procedures for sustainable work practices for one of the following:

- a construction project worksite
- a designated work area
- an office

In doing this, the candidate must:

- gather and compile information from various sources
- engage with stakeholders and key personnel to plan the policy development process and identify requirements and issues that may cause disputes
- integrate into the sustainability policy:
 - minimising resource use
 - applying waste recovery strategies
 - reducing or eliminating use of hazardous chemicals and toxic materials
 - employing lifecycle management approaches at all stages of work
- review policies using performance indicators against measurable benchmarks to identify improvements.

Knowledge Evidence

To be competent in this unit, a candidate must demonstrate knowledge of:

- environmental and sustainability legislation, requirements, policies, standards and guidelines including:
 - Environmental Protection and Biodiversity Conservation Act
 - *ISO 14001 Environmental Management Systems*
- government building legislation, codes and standards
- the National Construction Code (NCC)
- organisational policies and procedures, quality systems and best practice approaches
- addressing sustainability initiatives:
 - lifecycle management and thinking
 - elimination or reduction of greenhouse gases
 - star rating for all new homes
 - green purchasing programs to purchase sustainable products
 - green plumbing
 - product stewardship
 - supply chain management to influence suppliers to take up sustainability approaches
 - sustainability action plans or frameworks
 - sustainability covenants and compacts
 - triple bottom line reporting
 - purchasing of carbon credits or green power
 - raising awareness among stakeholders through product advice and user recommendations
 - reduce the consumption of non-renewable resources
 - reducing or eliminating the use of hazardous and toxic materials
 - resource, water and energy audits included in quote or tender
 - training of staff in principles and techniques of sustainability
 - use of solar or renewable energies and water
 - waste treatment initiatives (materials, resources and water)
 - maximising the use of recycled, renewable, reusable and reclaimed resource opportunities
 - efficient use of resources, energy and water
 - environmental site management to minimise stormwater pollution
 - installation of efficient appliances, techniques and recommendations for consumer use and opportunities
- properties, characteristics and limitations of approved building materials and components
- sustainability principles and concepts
- workplace safety requirements:
 - hierarchy of control
 - hazardous substances
 - risk management
- industry associations, such as:
 - Housing Industry Association (HIA)

- Master Builders Association
- Green Building Council of Australia (GBCA)
- sustainability schemes and rating systems:
 - HIA – GreenSmart
 - Master Builders Association of Victoria – Green Living
 - GBCA – Green Star
 - National Australian Building Environmental Rating Scheme (NABERS)
 - Australian Building Greenhouse Rating
 - Leadership in Energy and Environmental Design (LEED)
 - Passive House.

Assessment Conditions

Assessors must meet the requirements for assessors contained in the Standards for Registered Training Organisations.

Assessment can be undertaken in the workplace or in a simulated workplace environment.

A simulated environment is one that realistically replicates workplace conditions, materials and equipment, interactions with others and workplace irregularities, and which meets industry standards for safety and environmental practices.

Candidates must have access to:

- current and relevant environmental and sustainability legislation, requirements, policies, standards and guidelines
- national, state and territory and local government building codes and standards
- technology, applications and software systems for recording and filing documentation, researching, extracting, analysing and presenting information, interpreting data and developing documents and reports.

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