



Australian Government

Assessment Requirements for MSMWH300 Facilitate the implementation of WHS for a work group

Release: 1

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Modification History

Release 1. Supersedes and is equivalent to MSAPMOHS300A Facilitate the implementation of OHS for a work group

Performance Evidence

Evidence required to demonstrate competence in this unit must be relevant to and satisfy all of the requirements of the elements and performance criteria and include the ability to:

- communicate using appropriate style and format for a range of stakeholders to:
 - promote and facilitate consultation and participation in the WHS processes
 - provide WHS information to work group
 - explain WHS procedures to work team members
 - report to designated personnel
 - seek input and feedback on WHS issues
 - undertake WHS issue resolution
- implement and monitor defined WHS activities for a work group or area
- encourage and assist the development of work group members
- evaluate and report on WHS procedures and practices
- participate in decisions which impact on WHS for the workgroup
- recognise a situation requiring action, including hazards, and take specified action to rectify or seek assistance as appropriate.

Knowledge Evidence

Must provide evidence that demonstrates knowledge relevant to their job sufficient to operate independently and to solve routine and non-routine problems, including:

- assessment of risk and implementation of risk control measures
- rights and responsibilities of employees under WHS legislation
- obligations of employers under the WHS legislation, including duty of care
- regulatory requirements for WHS information and consultation and processes and arrangements to meet these obligations
- regulatory requirements for WHS record keeping and reporting
- regulatory requirements for training and licensing relevant to WHS
- the hierarchy of control
- counselling, disciplinary and issue resolution processes.

Assessment Conditions

- Where the candidate does not currently possess evidence of competency in MSMWHS200 Work safely, it may be co-assessed with this unit.
- The unit should be assessed holistically and the judgement of competence based on a holistic assessment of the evidence.
- The collection of performance evidence:
 - should provide evidence of the ability to perform over the range of situations which might be expected to be encountered, including typical disruptions to normal, smooth work conditions
 - will typically include a supervisor/third-party report focusing on consistent performance and problem recognition and solving. A supervisor/third-party report must be prepared by someone who has a direct, relevant, current relationship with the person being assessed and who is in a position to form a judgement on workplace performance relevant to the unit of competency
 - must include a demonstration of communication of WHS information to a group and the use of appropriate consultation and participation from within that group
 - may use industry-based simulation for all or part of the unit particularly where safety, lack of opportunity or significant cost is an issue.
- Assessment should occur in operational workplace situations. Where this is not possible, or where personal safety or environmental damage are limiting factors, assessment must occur in a sufficiently rigorous simulated environment reflecting realistic operational workplace conditions. This must cover all aspects of workplace performance, including environment, task skills, task management skills, contingency management skills and job role environment skills.
- Assessment in a simulated environment should use evidence collected from one or more of:
 - walk-throughs
 - pilot plant operation
 - demonstration of skills
 - industry-based case studies/scenarios
 - ‘what ifs’.
- Knowledge evidence may be collected concurrently with performance evidence (provided a record is kept) or through an independent process, such as workbooks, written assessments or interviews (provided a record is kept).
- Assessment processes and techniques must be appropriate to the language, literacy and numeracy requirements of the work being performed and the needs of the candidate.
- Conditions for assessment must include access to all tools, equipment, materials and documentation required, including relevant workplace procedures, product and manufacturing specifications associated with this unit.
- Foundation skills are integral to competent performance of the unit and should not be assessed separately.
- As a minimum, assessors must satisfy the Standards for Registered Training Organisations 2015 assessor requirements.

Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=d1287d36-dff4-4e9f-ad2c-9d6270054027>