



Australian Government

MSS014014 Implement social sustainability in work practices

Release: 1

MSS014014 Implement social sustainability in work practices

Modification History

Release 1. Updated unit code. Changes to performance criteria. Range of conditions removed. Assessment requirements amended. Equivalent outcome.

Application

This unit describes the skills and knowledge to analyse the workplace to identify work practices that support social sustainability. It applies to identifying and implementing changes to improve social sustainability and using predetermined metrics to monitor and measure the effectiveness of those changes. It also involves promoting social sustainability and engaging with a range of stakeholders.

This unit applies to team leaders or supervisors and those in similar roles who support social sustainability by making changes in their own area of responsibility and encouraging awareness in other parts of the organisation.

This unit applies to organisations in all sectors of the manufacturing industry and the associated value chains. It may also be applied to all sections of the organisation including, the office, warehouse and factory.

No licensing or certification requirements exist at the time of publication. Relevant legislation, industry standards and codes of practice within Australia must be applied.

Pre-requisite Unit

Nil

Competency Field

Sustainable operations

Unit Sector

Not applicable

Elements and Performance Criteria

Elements describe the essential outcomes.

Performance criteria describe the performance needed to demonstrate achievement of the element.

1	Investigate social sustainability issues and practices	1.1	Identify social sustainability issues that may affect the work area
		1.2	Identify current industry practice to address social sustainability issues

Elements describe the essential outcomes.	Performance criteria describe the performance needed to demonstrate achievement of the element.
	1.3 Identify legislative and regulatory requirements that relate to social sustainability issues and how they apply to the work area 1.4 Identify voluntary codes and standards that relate to social sustainability issues 1.5 Collect and read information on systems, procedures and work practices that have social sustainability implications 1.6 Identify how the organisation's stated values, strategies and goals relate to social sustainability 1.7 Determine the relevance of the social sustainability issues and practices to the work area or work group
2 Engage stakeholders to identify social sustainability improvements	2.1 Identify stakeholders and their interest in social sustainability in the work area or work group 2.2 Facilitate activities to review current systems, procedures and work practices, and identify areas for improvement 2.3 Determine changes that are likely to achieve desired improvements 2.4 Evaluate the feasibility, benefits and costs of making the changes 2.5 Prioritise changes for action 2.6 Report suggestions for improvements that are beyond own area of responsibility to appropriate people
3 Implement and update changes	3.1 Source techniques and tools to assist in implementing the priority changes 3.2 Plan for budget, personnel, other resources and approvals requirements 3.3 Seek approval to make changes

Elements describe the essential outcomes.	Performance criteria describe the performance needed to demonstrate achievement of the element.
	3.4 Allocate tasks and responsibilities to team or work group members
	3.5 Implement and update the approved changes
	3.6 Monitor progress and implement strategies to address barriers and resistance to changes
4 Analyse and interpret social sustainability data	4.1 Use predetermined social sustainability metrics to identify current performance and track changes
	4.2 Read and interpret data to identify the implications for social sustainability activities
	4.3 Document outcomes and communicate them to stakeholders
5 Promote engagement with social sustainability	5.1 Encourage equitable participation from all stakeholders
	5.2 Use behaviours and work practices that support social sustainability in own work and communications
	5.3 Encourage application of procedures that support engagement
	5.4 Use change management strategies to promote change
	5.5 Present accurate information targeted to stakeholder interests and needs
	5.6 Identify achievements and promote them throughout the organisation

Foundation Skills

This section describes those language, literacy, numeracy and employment skills that are essential to performance.

Foundation skills essential to performance are explicit in the performance criteria of this unit of competency.

Unit Mapping Information

Release 1. Supersedes and is equivalent to MSS014007 Implement social sustainability in work practices.

Links

The MSS Sustainability Companion Volume implementation Guides are available from VETNet: -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=5b04f318-804f-4dc0-9463-c3fb9a3fe998>

Assessment Requirements for MSS014014 Implement social sustainability in work practices

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Performance Evidence

There must be evidence the candidate has completed the tasks outlined in the elements and performance criteria of this unit, and:

- identified the social sustainability implications of systems, procedures and work practices for at least 1 organisation and promoted and implemented changes to improve social sustainability.

Knowledge Evidence

There must be evidence the candidate has knowledge of:

- social sustainability issues that may affect the work area or work group
- current industry practices to address social sustainability issues
- legislative and regulatory requirements that have social sustainability implications
- voluntary codes and standards that have social sustainability implications
- the organisation's processes for implementing initiatives, amending procedures, making recommendations and reporting
- procedures that support participation
- change management strategies
- factors that contribute to lack of engagement, discrimination and poor participation in the workplace
- approaches to measuring social sustainability.

Assessment Conditions

Skills must have been demonstrated in the workplace or in a simulated environment that reflects workplace conditions, contingencies, facilities, equipment and resources.

Assessors must satisfy the NVR/AQTF mandatory competency requirements for assessors.

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