



**Australian Government**

# **MSS014015 Improve sustainability through readily implementable change**

**Release: 1**

# MSS014015 Improve sustainability through readily implementable change

## Modification History

Release 1. Unit code changed. Application changed. Elements changed. Performance Criteria changed. Foundation Skills populated. Assessment Requirements changed. Supersedes and is not equivalent to MSS014008 Improve sustainability through readily implementable change.

## Application

This unit describes the skills and knowledge required to identify, implement and review changes to processes that will improve sustainability. The changes are ‘readily implementable’ when they can be identified, evaluated and implemented without substantial prior analysis and/or planning and/or complex approval processes. Colloquially these may be referred to as ‘low hanging fruit’.

This unit applies to team leaders, maintenance staff, technicians and others who have some responsibility for the sustainability outcomes of a team and/or work area.

This unit applies to an organisation that is improving any aspect of sustainability.

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

## Competency Field

Sustainable operations

## Elements and Performance Criteria

| Elements                                                           | Performance Criteria                                                                                                                                                                                                                                                                                             |
|--------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Elements describe the essential outcomes.                          | Performance criteria describe the performance needed to demonstrate achievement of the element.                                                                                                                                                                                                                  |
| 1. Identify organisational sustainability context                  | 1.1 Identify drivers of sustainability change for the organisation<br>1.2 Define sustainability problem or need relevant to team, work area or value chain<br>1.3 Consult with stakeholders to identify acceptable outcomes in relation to identified problem or need and any known requirements and/or barriers |
| 2. Examine operations for readily implementable changes to improve | 2.1 Examine processes and/or procedures related to team, work area or value chain to identify sustainability issues<br>2.2 Short-list sustainability issues which may be easily eliminated or                                                                                                                    |

| Elements                                  | Performance Criteria                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|-------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Elements describe the essential outcomes. | Performance criteria describe the performance needed to demonstrate achievement of the element.                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| sustainability                            | <p>improved</p> <p>2.3 Estimate positive and negative sustainability impacts arising from readily implementable changes to address short-listed sustainability issues</p> <p>2.4 Estimate positive and negative business impacts of readily implementable changes to address short-listed sustainability issues</p> <p>2.5 Rank short-listed sustainability issues by estimated sustainability and business benefits and costs</p> <p>2.6 Negotiate agreement on and approvals for issue/s to be addressed and desired outcomes</p> |
| 3. Implement change                       | <p>3.1 Develop implementation plan to deliver desired outcomes</p> <p>3.2 Negotiate required resources with stakeholders</p> <p>3.3 Negotiate timelines, measures and indicators of success with change stakeholders</p> <p>3.4 Acquire and deploy resources required to achieve agreed outcome</p> <p>3.5 Monitor implementation and make required adjustments</p> <p>3.6 Communicate and renegotiate with stakeholders</p>                                                                                                        |
| 4. Review change                          | <p>4.1 Measure immediate impact of change</p> <p>4.2 Identify any non-compliances with planned improvements</p> <p>4.3 Recommend further actions to achieve desired outcomes, as needed</p>                                                                                                                                                                                                                                                                                                                                         |

## Foundation Skills

This section describes those language, literacy, numeracy and employment skills that are essential to performance but not explicit in the performance criteria.

- Reading skills to interpret written processes and procedures
- Writing skills to document sustainability issues and rankings
- Oral communication skills to negotiate agreement from stakeholders
- Numeracy skills to estimate costs and benefits and measure impact of change.

Other foundation skills essential to performance are explicit in the performance criteria of this unit.

## Unit Mapping Information

Release 1. No equivalent unit.

## Links

Companion Volume Implementation Guides are found in VETNet: - -

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

# Assessment Requirements for MSS014015 Improve sustainability through readily implementable change

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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 demonstrated the ability to:

- identify, and evaluate cost/benefit of at least 3 sustainability issues within the work area
- plan, oversee and review implementation of at least one change to improve sustainability.

## Knowledge Evidence

There must be evidence the candidate has knowledge of:

- economic, environmental and social sustainability issues within the industry
- current and emerging approaches to improving sustainability within the industry
- sustainability issues relevant to the work area and/or its value chain, including at least 4 of the following:
  - extended product lifecycle and retaining and/or managing residual resources
  - digitalisation and dematerialisation
  - safety and/or environmental impact of materials
  - efficient use of materials, resources and/or energy
  - reduction of pollution and/or greenhouse gas emissions
  - packaging and waste management
  - human rights in the value chain
  - employee safety, health and wellbeing
  - environmental monitoring and remediation
- current and emerging industry practices relevant to at least 4 sustainability issues, as listed above
- methods of estimating positive and negative sustainability impacts
- methods of estimating positive and negative business impacts
- interactions between sustainability issues and operational processes
- organisational drivers of change for sustainability
- measures and indicators relevant to sustainability issues in the work area and/or its value chain
- brainstorming techniques
- project planning, resourcing and scheduling.

## Assessment Conditions

Skills must have been demonstrated in the workplace or in a simulated environment that reflects workplace conditions and contingencies. The following conditions must be met for this unit:

- use of suitable facilities, equipment and resources
- modelling of industry operating conditions.

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

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