



Australian Government

MSS015038 Establish and review metrics for social sustainability

Release: 1

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Modification History

Release 1. Unit code changed. Unit name changed. Application changed. Elements and performance criteria changed. Range of conditions removed. Foundation skills information added. Assessment requirements changed. Supersedes and is equivalent to MSS015019 Establish/review metrics for social sustainability.

Application

This unit describes the skills and knowledge required to determine what aspects of social sustainability are to be measured and how to quantify them; then implementing, updating and improving the metrics system. This unit covers quantifying the social aspects of sustainability which are typically hard to measure by converting them to numerical data using indicators and estimations in order to monitor changes.

This unit applies to team leaders, supervisors and managers who are developing systems to support the organisation's social sustainability, including the development and implementation of policy.

This unit applies where qualitative data is to be collected and converted into quantitative data in order to monitor the effectiveness of social sustainability activities. Qualitative data is converted to quantitative data using simple proxies, indicators or estimations.

This unit assumes that a range of social sustainability interactions have already been identified within the organisation.

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

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. Define the scope of metrics for social sustainability	1.1	Identify the organisation's values, strategies and goals in social sustainability to define the purpose of monitoring social sustainability issues
	1.2	Consult with stakeholders to identify the social sustainability issues, impacts and sensitivities to be monitored
	1.3	Consult with stakeholders to identify the social sustainability goals to be quantified
	1.4	Read and interpret legislative and regulatory requirements
	1.5	Determine reporting requirements
2. Identify and evaluate options for quantifying the priority aspects of social sustainability	2.1	Source statistical assistance and advice
	2.2	Identify how existing approaches to quantifying social sustainability can be applied and adapted to goals
	2.3	Determine options for quantitative proxies and indicators relevant to the goals
	2.4	Evaluate options against the purpose and goals and select metrics
	2.5	Identify the benefits and limitations of the selected proxies and indicators for the goals and purpose
	2.6	Ensure adequate resources are available to implement the system
3. Implement the metrics system	3.1	Establish review methods for data collection and analysis to fit the selected metrics
	3.2	Set parameters for implementing the selected metrics
	3.3	Provide tools and procedures for data collection and documentation
	3.4	Allocate tasks and responsibilities for data collection and analysis
	3.5	Identify and address competency development needed to implement the system

4. Review social sustainability data	4.1	Collate baseline and follow up data
	4.2	Review the data against the purpose and goals
	4.3	Identify the implications for social sustainability activities taking into account the limitations of the metrics used
5. Apply continuous improvement to the metrics system	5.1	Review the effectiveness of the metrics system in relation to the purpose and goals
	5.2	Identify current industry practices in metrics for social sustainability
	5.3	Engage stakeholders in providing feedback on the metrics system and identifying improvements
	5.4	Evaluate opportunities for improving the metrics system and recommend improvements
6. Communicate to support the metrics system	6.1	Identify stakeholders and their information needs
	6.2	Provide information targeted to stakeholder needs to support the development, implementation and review of the metrics system
	6.3	Record and report on the implications for social sustainability and the limitations of the metrics used

Foundation Skills

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

- Numeracy skills to use indicators and estimations to quantify and convert social sustainability to numerical data.
- Numeracy, writing and reading skills to collect, interpret, analyse and record data.

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

Range of Conditions

Unit Mapping Information

Release 1. Supersedes and is equivalent to MSS015019 Establish/review metrics for social sustainability.

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 MSS015038 Establish and review metrics for social sustainability

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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:

- established and reviewed metrics for social sustainability for at least 1 organisation or department to meet organisational goals.

Knowledge Evidence

There must be evidence the candidate has knowledge of:

- social sustainability issues
- purpose and benefits of monitoring social sustainability for organisation
- legislative, regulatory requirements that have social sustainability implications
- voluntary codes and standards that have social sustainability implications
- current industry practices, approaches, metrics and indicators that relate to social sustainability, including social return on investment, social license to operate, corporate social responsibility, human capital and shared value
- methods of quantification and quantitative estimating
- the limitations of using proxies and indicators and estimations to quantify social sustainability
- stakeholder engagement techniques
- methods and tools for collecting social sustainability data.

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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