



Australian Government

MSS015047 Develop strategic sustainability plans

Release: 1

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Modification History

Release 1. Unit code changed. Application changed. Performance Criteria changed. Foundation Skills populated. Assessment Requirements changed. Workplace outcome changed. Supersedes and is not equivalent to MSS015026 Develop strategic sustainability plans.

Application

This unit describes the skills and knowledge required to develop strategic plans for major sustainability related improvements across all or major parts of an organisation. It refers to changes that require substantial analysis and/or planning and/or complex approval processes.

This unit applies to managers, technical specialists or others with authority to liaise with senior management and other stakeholders to identify priorities for sustainability improvements, coordinate input from project teams, design improvements and progress the plan through to approval.

This unit applies to any 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.

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. Determine current sustainability status of the organisation	1.1 Determine main organisational motivations and drivers for improved sustainability 1.2 Determine current sustainability regulatory environment and any targets relevant to the industry 1.3 Determine current availability of data required for sustainability indicators 1.4 Arrange for sustainability related audits
2. Identify priority areas for improvement	2.1 Identify strategic goals of the organisation and their relationship to sustainability issues 2.2 Facilitate input from senior management and other stakeholders to

Elements	Performance Criteria
Elements describe the essential outcomes.	Performance criteria describe the performance needed to demonstrate achievement of the element.
	determine possible major improvements and their strategic impact 2.3 Rank improvement options by need, cost-benefit and strategic impact 2.4 Short-list improvements to be progressed
3. Establish project team	3.1 Arrange for a team leader to be allocated for each short-listed option 3.2 Establish a project team for each option 3.3 Facilitate input from team to define expected outcomes and performance indicators for each option 3.4 Ensure project plans are developed
4. Design potential improvement	4.1 Arrange for project designs to be developed 4.2 Ensure evaluation is undertaken of each project 4.3 Select projects to be implemented
5. Develop strategic plan	5.1 Identify implications of strategic sustainability plan for the organisation and potential barriers to implementation 5.2 Write an action plan for the implementation of selected projects including costs, task allocations, risk management strategies and timetables 5.3 Identify strategic approvals needed to progress implementation of projects 5.4 Identify and prepare documentation needed for approvals 5.5 Write plan to guide proposal to sanction

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 determine sustainability status of organisation
- Writing skills to write action plans
- Oral communication skills to communicate with senior management, project teams and other stakeholders
- Numeracy skills to interpret sustainability related audits and performance indicators and prioritise improvement options.

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

Assessment Requirements for MSS015047 Develop strategic sustainability plans

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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:

- coordinate input from at least 2 teams to develop a strategic sustainability plan outlining the implementation of at least one major improvement which targets one or more areas of sustainability. Each team must represent a different part of the organisation and comprise at least 3 people.
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Knowledge Evidence

There must be evidence the candidate has knowledge of:

- current and emerging industry practices in at least 4 of the following areas:
 - 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
- common sustainability indicators and sources of data for at least 4 areas of sustainability as listed above
- current and emerging approaches to quantifying and evaluating costs, benefits, impacts and risks in relation to sustainability, including direct, indirect and intangible factors
- design thinking as applied to problem-solving and innovation for sustainability
- potential for digitalisation and dematerialisation to support sustainability and/or circular economy initiatives
- application of structured strategic planning tools to identifying sustainability improvements
- risk analysis

- cost-benefit analysis
- SMART targets
- project planning, design and evaluation
- AS/NZS ISO 14001 Environmental Management Systems or its authorised replacement
- sustainability-related regulatory and reporting requirements relevant to the industry
- sustainability-related voluntary standards, codes, certification and co-regulatory arrangements relevant to the industry.
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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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