



Australian Government

MSS017016 Develop a proactive social sustainability strategy

Release: 1

MSS017016 Develop a proactive social sustainability strategy

Modification History

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

Application

This unit describes the skills and knowledge for researching current and emerging issues and approaches to social sustainability to determine strategic opportunities for the business and how they can be implemented.

This unit applies to managers who are able to drive the direction of social sustainability to support an organisation's long-term sustainability. It assumes that the organisation has some awareness of and commitment to social sustainability.

This unit applies to organisations in all sectors and the associated value chains.

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	Determine purpose of social sustainability strategy	1.1	Review existing business values, vision, strategies and goals for social sustainability implications
		1.2	Research proactive approaches to social sustainability and how

	Elements describe the essential outcomes.		Performance criteria describe the performance needed to demonstrate achievement of the element.
			they might be relevant to the organisation
		1.3	Identify internal stakeholders at all levels of the organisation and how they will contribute to the strategy
		1.4	Identify legislative and regulatory requirements
		1.5	Consult with internal stakeholders to determine the purpose of the social sustainability strategy
2	Define strategic direction	2.1	Identify external stakeholders and how they will contribute to the strategy
		2.2	Facilitate processes to determine strategic opportunities that support the purpose of the strategy
		2.3	Facilitate processes to evaluate the strategic opportunities
		2.4	Select strategic opportunities that will define the strategic direction
		2.5	Facilitate processes to amend purpose of the strategy based on the strategic opportunities
3	Facilitate development of the strategy	3.1	Facilitate processes to identify activities to support the strategic direction
		3.2	Facilitate processes to determine key operational requirements for implementing the activities
		3.3	Facilitate processes to evaluate the impact on resources and systems of implementing the activities
		3.4	Analyse risks to successful implementation of the activities and prepare risk management strategies
		3.5	Develop protocols and mechanisms to ensure that implementation of activities aligns to social sustainability purpose

	Elements describe the essential outcomes.		Performance criteria describe the performance needed to demonstrate achievement of the element.
		3.6	Determine next steps for progressing the strategy
4	Facilitate stakeholder engagement	4.1	Facilitate equitable participation from all stakeholders
		4.2	Determine the information needed to enable stakeholders to contribute to the development of the strategy
		4.3	Prepare communications that target stakeholder information needs
		4.4	Identify any barriers to communication and participation
		4.5	Apply strategies to address barriers to communication and participation
5	Document the strategy	5.1	Document the purpose of the strategy, the proposed activities and implications for the organisation
		5.2	Use suitable format, structure and supporting information for the strategy to meet stakeholder and organisational requirements
		5.3	Confirm with stakeholders that the strategy reflects the outcomes of strategic planning processes
		5.4	Develop recommendations for progressing the strategy
6	Evaluate and improve the strategy	6.1	Determine evaluation criteria relevant to the social sustainability strategy
		6.2	Determine processes and activities for evaluating the strategy and identifying improvements
		6.3	Determine documentation and reporting requirements
		6.4	Engage stakeholders in the evaluation

Elements describe the essential outcomes.

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

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| 6.5 | Provide information and resources to facilitate the evaluation |
| 6.6 | Facilitate the evaluation |
| 6.7 | Review the outcomes of the evaluation to identify opportunities for improvement |
| 6.8 | Document and report on recommendations for improvement |

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 MSS017008 Develop a proactive social sustainability strategy.

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 MSS017016 Develop a proactive social sustainability strategy

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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:

- facilitated the development, documentation and evaluation of at least 1 social sustainability strategy across the whole or part of an organisation.

Knowledge Evidence

There must be evidence the candidate has knowledge of:

- purpose of social sustainability strategy
- social sustainability issues, practices and approaches in the organisation and its value chain that may provide strategic opportunities for the business
- stakeholders and their roles in the organisation
- strategies for equitable stakeholder participation
- strategic analysis and planning techniques
- processes for risk management
- processes for planning and managing change
- legislative and regulatory requirements that have social sustainability implications
- voluntary codes and standards that have social sustainability implications including Global Reporting Initiative (GRI) reporting and ISO 26000:2010 Guidance on social responsibility or equivalent.

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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