



Australian Government

Assessment Requirements for POLGEN001 Develop high performing teams within policing

Release: 2

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Modification History

Release 2. Modifications have been made to:

- Elements and Performance Criteria
- Performance and Knowledge Evidence

Release 1. These Assessment Requirements were released in POL Police Training Package release 1.0 and meet the Standards for Training Packages.

Performance Evidence

Evidence required to demonstrate competence in this unit must be relevant to and satisfy all of the requirements of the elements and performance criteria on at least one occasion and include:

- addressing conflict through appropriate strategies adhering to jurisdictional policies and procedures
- addressing performance issues and providing feedback
- communicating and consulting with internal and external stakeholders
- conducting formal and informal conversations with, and/or providing feedback to, individuals and teams in relation to performance
- determining nature, sources of, and solutions to conflict; both positive and negative
- developing, implementing and monitoring performance management plans for individuals
- identifying and responding to individual disciplinary issues
- identifying and assessing team characteristics to allocate work
- interpreting jurisdictional priorities in order to inform staff
- matching communication techniques with situational requirements, including:
 - team building
 - coaching
 - mentoring
 - rapport building
- monitoring and assessing performance against objectives
- reviewing practices to improve future actions.

Knowledge Evidence

Evidence required to demonstrate competence in this unit must be relevant to and satisfy all of the requirements of the elements and performance criteria and include knowledge of:

- anti-discrimination and human rights legislation
- causes and types of conflict
- codes of practice and codes of ethics
- corporate, unit and individual goals and objectives
- formal and informal performance management practices
- jurisdictional development resources
- jurisdictional policies and procedures surrounding performance management, human resources, internal grievances and disciplinary process
- mediation and negotiation techniques
- principles of high performing teams, effective team operation and leadership
- team dynamics
- work health and safety (WHS)/occupational health and safety (OHS) requirements.

Assessment Conditions

As a minimum, assessors must satisfy applicable regulatory requirements, which include requirements in the Standards for Registered Training Organisations current at the time of assessment.

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Assessment processes and techniques must be appropriate to the language, literacy and numeracy requirements of the work being performed and the needs of the candidate.

Assessment must occur in workplace operational situations or, where this is not available, in simulated workplace operational situations that replicate workplace conditions.

Resources for assessment must include access to:

- a range of relevant exercises, case studies and/or other simulations
- relevant and appropriate materials, tools, equipment and personal protective equipment (PPE) currently used in industry
- applicable documentation, including workplace procedures, regulations, codes of practice and operation manuals
- acceptable means of simulated assessment.

Links

Companion Volume Implementation Guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=98c3984e-2cf1-48a8-8ed1-85e4b92e7351>