



Australian Government

Assessment Requirements for PSPHRM012 Provide a consultancy service for human resource management

Release: 1

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Modification History

Supersedes and is not equivalent to PSPHRM002 Provide a consultancy service for human resource management.

Performance Evidence

Evidence of the ability to complete tasks outlined in elements and performance criteria of this unit in the context of the job role, and:

- explain the purpose and relevance of two examples of human resource (HR) policies to a line management stakeholder and:
 - identify how HR could measure the effectiveness of the advice
 - interpret and present the findings of an HR report, including the implications for own work area in relation to meeting their requirements.

Knowledge Evidence

Demonstrated knowledge required to complete the tasks outlined in elements and performance criteria of this unit:

- full range of human resource functions where line managers and other non-specialists have a human resource role
- human resource policies and practices and documents to support advice given
- relevant awards, legislation and agreements pertaining to employment framework and conditions
- employment contracts and applicable organisational certified agreements
- jurisdictional legislation that applies to human resources including work health safety and wellbeing, equity, inclusion and anti-discrimination
- organisation policy development and review process
- evidence-based decision-making principles
- valid and reliable sources of updates for relevant human resource information.

Assessment Conditions

Skills must be demonstrated in the workplace or in a simulated environment that reflects workplace conditions.

Assessment must ensure access to:

- relevant awards, legislation and agreements pertaining to employment framework and conditions
- employment contracts and applicable organisational certified agreements

- jurisdictional legislation that applies to human resources, including work health safety and wellbeing, equity, inclusion and anti-discrimination
- resources and equipment of the working environment.

Assessors must satisfy the Standards for Registered Training Organisations' requirements for assessors.

Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=bebbece7-ff48-4d2c-8876-405679019623>