



Australian Government

Assessment Requirements for PSPHRM013 Implement workforce planning and succession strategies

Release: 1

Assessment Requirements for PSPHRM013 Implement workforce planning and succession strategies

Modification History

Supersedes and is not equivalent to PSPHRM004 Implement workforce planning and succession strategies.

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:

- develop at least one succession management strategy and identify candidate pools for imminent and long-term vacancies
- prepare at least one workforce planning report in collaboration with others and present it to end users.

Knowledge Evidence

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

- organisational business planning cycle and processes including frameworks for:
 - data analysis
 - evidence-based decision-making
 - forecasting and planning
 - scenario planning
 - strategic thinking and analysis
- organisational goals, policies and procedures for workforce planning and analysis
- standard and content requirements of workforce analysis and planning reports
- jurisdictional legislation applying to human resources, including freedom of information, privacy, confidentiality, occupational health and wellbeing, and anti- discrimination, equity and inclusion.

Assessment Conditions

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

Assessment must ensure access to:

- jurisdictional legislation applying to human resources, including freedom of information, privacy, confidentiality, occupational health and wellbeing, and anti- discrimination, equity and inclusion
- resources and equipment required 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>