



Australian Government

Assessment Requirements for PSPMGT002 Facilitate people management

Release: 1

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Modification History

Release	Comments
1	These Assessment Requirements were released in PSP Public Sector Training Package release 1.0 and meet the Standards for Training Packages. • Assessment Requirements created drawing upon specified assessment information from superseded unit

Performance Evidence

Evidence required to demonstrate competence must satisfy all of the requirements of the elements and performance criteria. If not otherwise specified the candidate must demonstrate evidence of performance of the following on at least one occasion.

- facilitating learning, coaching and mentoring
- negotiating and counselling
- using a variety of words and language structures to explain complex ideas to different audiences
- preparing written advice and reports requiring reasoning and precision of expression
- engaging in discussion using exchanges of complex oral information

Knowledge Evidence

Evidence required to demonstrate competence must satisfy all of the requirements of the elements and performance criteria. If not otherwise specified the depth of knowledge demonstrated must be appropriate to the job context of the candidate.

- performance management processes
- recruitment, selection and induction procedures
- range of training and development strategies
- principles of adult learning
- range of facilitation techniques
- development needs analysis techniques
- the concept of rehabilitation
- grievance procedures and strategies
- counselling techniques
- employee assistance services

- organisational goals, policies and procedures
- the concept of diversity and its integration within and across all human resource and management functions and areas
- the relationship between effective human resource functions and the attainment of business unit objectives
- knowledge of the organisation's career and human resource development strategies, programs and plans
- jurisdictional legislation applicable to management and human resource management functions

Assessment Conditions

This unit contains no specific industry-mandated assessment conditions. Guidance on suggested and recommended conditions and methods can be found in the Implementation Guide.

Assessors must satisfy the NVR/AQTF mandatory competency 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>

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