



Australian Government

Department of Education, Employment and Workplace Relations

PUAPOLIM006A Enhance status as a role model in an Aboriginal or Torres Strait Islander community

Release: 3

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Modification History

PUAPOLIM006A Release 3: Unit Descriptor revised.
PUAPOLIM006A Release 2: Layout adjusted. No changes to content.
PUAPOLIM006A Release 1: Primary release.

Unit Descriptor

This unit covers the competency required to maintain one's bicultural skills and knowledge to enhance personal status and policing effectiveness.
No licensing, legislative, regulatory or certification requirements apply to this unit at the time of publication.

Application of the Unit

The skills and knowledge in this unit will be applied by Aboriginal or Torres Strait Islander police officers when performing duties in community groups.

Licensing/Regulatory Information

Not applicable.

Pre-Requisites

Not applicable.

Employability Skills Information

This unit contains employability skills.

Elements and Performance Criteria Pre-Content

Elements describe the essential outcomes of a Unit of Competency.

Performance Criteria describe the required performance needed to demonstrate achievement of the element.
Where ***bold italicised*** text is used, further information is detailed in the Range Statement. Assessment of performance is to be consistent with the Evidence Guide.

Elements and Performance Criteria

ELEMENT	PERFORMANCE CRITERIA
1. Maintain traditional cultural status	1.1 Knowledge of law, stories and language is maintained and extended where appropriate 1.2 Activities to transmit and strengthen traditional culture are supported when consistent with law and organisational policies 1.3 Traditional law and cultural usages are followed when consistent with law and organisational policies
2. Facilitate resolution of differences between community groups	2.1 Trust/respect of groups in conflict is secured and maintained 2.2 <i>Parameters of own behaviour</i> are established with each group 2.3 <i>Fair and non-provocative presentations</i> are made of each group's position 2.4 Possible resolutions or compromises are explored 2.5 Other community groups/organisations are involved when opportune to help reach a solution
3. Maintain professional credibility	3.1 Parameters of own behaviour are agreed with Officer in Charge (OIC) or supervising officer 3.2 Parameters of own behaviour are established with community 3.3 Community respect for self and law is maintained through actions undertaken 3.4 Consultation is undertaken with other Aboriginal officers, community elders and OIC in case of serious conflict of cultural norms 3.5 Personal stress is managed by utilising personal and community networks, and departmental facilities 3.6 Cross-cultural difficulties arising with OIC or other police are discussed with other Aboriginal officers to seek possible solutions and are referred to appropriate departmental conflict resolution procedures if direct discussion with the other parties fails to resolve issues

Required Skills and Knowledge

This describes the essential skills and knowledge and their level, required for this unit.

Required Skills

- communicate effectively
- interact with others effectively
- mentor people as required
- negotiate
- resolve and manage conflict
- solve problems

Required Knowledge

- Aboriginal or Torres Strait Islander culture
- cross-cultural facility
- European culture
- law, policy and procedure
- organisational policies and procedures (such as relevant legislation; operational, corporate and strategic plans; operational performance standards; operational policies and procedures; organisational personnel and occupational health and safety practices and guidelines; organisational quality standards; organisation's approach to environmental management and sustainability)

Evidence Guide

The evidence guide provides advice on assessment and must be read in conjunction with the Performance Criteria, Required Skills and Knowledge, the Range Statement and the Assessment Guidelines for this Training Package.

Critical aspects for assessment and evidence required to demonstrate competency in this unit

Assessment must confirm the ability to:

- establish respect as a police officer from the respective cultures
- display personal and professional development.

Consistency in performance

Competency should be demonstrated over time to ensure the individual is assessed across a wide variety of situations within the workplace.

Context of and specific resources for assessment

Context of assessment

Competency should be assessed over time in a range of actual or simulated workplace environments.

Specific resources for assessment

There are no specific resource requirements for this unit.

Method of assessment

In a public safety environment assessment is usually conducted via direct observation in a training environment or in the workplace via subject matter supervision and/or mentoring, which is typically recorded in a competency workbook.

Assessment is completed using appropriately qualified assessors who select the most appropriate method of assessment.

Assessment may occur in an operational environment or in an industry-approved simulated work environment.

Forms of assessment that are typically used include:

- direct observation
- interviewing the candidate
- journals and workplace documentation
- third party reports from supervisors
- written or oral questions.

Range Statement

The Range Statement relates to the Unit of Competency as a whole. It allows for different work environments and situations that may affect performance. ***Bold italicised*** wording in the Performance Criteria is detailed below.

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| <i>Parameters of own behaviour</i> may include: | <ul style="list-style-type: none">• Not conveying frivolous or intentionally insulting messages• Not conveying intelligence concerning the other side's position or behaviour |
| <i>Fair and non-provocative representations</i> include: | <ul style="list-style-type: none">• Ensuring substance of claim or offer is unchanged but is expressed fairly without displaying prejudice or bias |

Unit Sector(s)

Not applicable.