



Australian Government

RIILAT401E Provide leadership in the supervision of Indigenous employees

Release: 1

RIILAT401E Provide leadership in the supervision of Indigenous employees

Modification History

Release	Comments
Release 1	This version first released with RII Resources and Infrastructure Industry Training Package Version 5.0.

Application

This unit describes the skills and knowledge required to provide leadership in the supervision of indigenous employees in the resources and infrastructure industries.

It applies to those working in supervisory roles. They are generally responsible for the output of others, contribute to the development of technical solutions to non-routine problems and apply management plans to the workplace.

No licensing, legislative or certification requirements apply to this unit at the time of publication.

Elements and Performance Criteria

ELEMENT	PERFORMANCE CRITERIA
<i>Elements describe the essential outcomes.</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
1. Identify the support requirements for Indigenous employees	1.1 Obtain, interpret and confirm work requirements 1.2 Access, interpret and apply documentation required to provide leadership in the supervision of Indigenous employees 1.3 Determine the scope and boundaries of the supervisory role in line with organisation policies, procedures and objectives in the employment and supervision of Indigenous employees 1.4 Identify the strengths and support requirements of Indigenous employees 1.5 Establish expectations and conditions with stakeholders through negotiation 1.6 Discuss the benefits of mentoring with stakeholders and establish agreement on relationships and conditions 1.7 Identify and explore cultural factors, obligations and potential conflict using appropriate networks to effectively support and lead work group

ELEMENT	PERFORMANCE CRITERIA
	1.8 Apply a framework for performance expectations consistent with the objectives, values and practices of the organisation according to workplace procedures
2. Facilitate support for Indigenous employees	2.1 Use a range of strategies to support, report on and promote the development of Indigenous team members in the work role and environment 2.2 Develop work practices that acknowledge diversity and encourage team members to develop empathy, respect, and collaboration 2.3 Provide encouragement and advice to support decision making which is consistent with personal and workplace goals and career development 2.4 Use appropriate networks to provide assistance to team members 2.5 Provide information, guidance and constructive feedback incorporating reflective practice to enhance engagement in the workplace 2.6 Address cultural differences, and personal and workplace barriers consistent with maintaining positive support and relationships
3. Monitor individual and team performance and relationships	3.1 Provide planning guidance and support in a form and style to suit team members according to workplace procedures 3.2 Provide regular and consistent feedback on progress towards achieving agreed expectations and personal and workplace goals 3.3 Recognise and negotiate changes in behaviour, expectations and outcomes with appropriate stakeholders 3.4 Recognise potential and experienced tension and conflict and seek advice and support to provide resolutions 3.5 Consult with team, other supervisors, mentors, and management to confirm corporate, workplace, team and individual goals are achieved
4. Provide advice on the effectiveness of support strategies for Indigenous team members	4.1 Identify and analyse the benefits of culturally effective leadership in relation to work practices, objectives and workplace outcomes 4.2 Identify and recommend strategies to achieve individual and organisational objectives 4.3 Identify and report on the benefits and barriers in policies and practices for supporting Indigenous employees and make recommendations for improving individual and organisational outcomes

Foundation Skills

This section describes those language, literacy, numeracy and employment skills that are essential to performance but not explicit in the performance criteria.

SKILL	DESCRIPTION
Reading	Identifies and interprets complex information from workplace procedures, documentation, regulations, and team member training needs assessments
Writing	Writes job plans, organisational procedures and specifications considering available resources and time frames
Oral Communication	Presents workplace procedures and technical instructions to a group using sector-specific vocabulary
Problem solving	Identifies a range of factors that impact on a decision, including own values and principles, the needs, power, values, beliefs and assumptions of stakeholders

Unit Mapping Information

Supersedes and is equivalent to RIILAT401D Providing leadership in the supervision of Indigenous employees.

Links

Companion Volume implementation guides is found on VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=88a61002-9a21-4386-aaf8-69c76e675272>

Assessment Requirements for RIILAT401E Provide leadership in the supervision of Indigenous employees

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Performance Evidence

The candidate must demonstrate the ability to complete the tasks outlined in the elements, performance criteria and foundation skills of this unit, including evidence of the ability to:

- provide leadership in the supervision of Indigenous employees on at least two occasions, including:
 - preparing personal development plans in partnership with Indigenous team members that reflect both individual and organisational goals and performance outcomes
 - monitoring and reviewing the performance and development of Indigenous team members through performance feedback and addressing barriers to progress
 - identifying and responding to cultural needs, obligations, identity and values
 - addressing potential and experienced conflict in the workplace
 - identifying community networks, and liaise with relevant workplace networks to provide support and resources for Indigenous team members
 - reporting and recommending on effective support and outcomes for Indigenous team members.

During the above, the candidate must:

- locate and apply relevant documentation, policies and procedures and confirm that the work activity is compliant
- implement the requirements, procedures and techniques for provide leadership in the supervision of Indigenous employees
- work effectively with others to provide leadership in the supervision of Indigenous employees in a way that meets all required outcomes
- communicate clearly and concisely with others to receive and clarify work instructions.

Knowledge Evidence

The candidate must be able to demonstrate knowledge to complete the tasks outlined in the elements, performance criteria and foundation skills of this unit, including knowledge of:

- key policies, procedures and documentation required to provide leadership in the supervision of Indigenous employees, including:
 - acceptable behaviour in supervision including ethical practices, code of conduct, boundaries and confidentiality
 - conditions and requirements of employment contracts and agreements
 - work health and safety issues related to supervision
 - reports and records
- principles for supervising Indigenous employees, including:
 - historic and contemporary local Indigenous issues
 - cultural climate and politics of individuals and teams
 - concepts of cultural identity
 - impact of colonization
 - cultural values
 - key stakeholders and agents in the organisation, the community and Indigenous networks
 - language in cross-cultural communication
 - issues of power and influence in cultural differences
 - customs, language and environment of the dominant and traditional cultures
 - mentoring methods and strategies
 - strategies and options for skills, learning support and career development
 - team relationships and dynamics
- principles and techniques for identifying relevant hazards and emergencies
- techniques for coordinating and communicating job activities with others.

Assessment Conditions

Mandatory conditions for assessment of this unit are stipulated below. The assessment must:

- include access to:
 - personal protective equipment
 - equipment related to provide leadership in the supervisor of Indigenous employees
 - relevant documentation
- be conducted in a safe environment; and,
- be assessed in the context of this sector's work environment; and,
- be assessed in compliance with relevant legislation/regulation and using policies, procedures and processes directly related to the industry sector for which it is being assessed; and,
- confirm consistent performance can be applied in a range of relevant workplace circumstances.

Where personal safety or environmental damage are limiting factors, assessment may occur in a simulated work environment* provided it is realistic and sufficiently rigorous to cover all aspects of this sector's workplace performance, including environment, task skills, task management skills, contingency management skills and job role environment skills.

Assessor requirements

Assessors must be able to clearly demonstrate current and relevant industry knowledge and experience to satisfy the mandatory regulatory standards as set out in the Standards for Registered Training Organisations (RTOs) 2015/Australian Quality Training Framework mandatory requirements for assessors current at the time of assessment and any relevant licensing and certification requirements. This includes:

- vocational competencies at least to the level being delivered and assessed
- current industry skills directly relevant to the training and assessment being provided
- current knowledge and skills in vocational training and learning that informs their training and assessment
- formal relevant qualifications in training and assessment
- having knowledge of and/or experience using the latest techniques and processes
- possessing the required level of RII training product knowledge
- having an understanding and knowledge of legislation and regulations relevant to the industry and to employment and workplaces
- demonstrating the performance evidence, and knowledge evidence outlined in this unit of competency, and
- the minimum years of current** work experience after competency has been obtained as specified below in an industry sector relevant to the outcomes of the unit.

It is also acceptable for the appropriately qualified assessor to work with an industry expert to conduct assessment together and for the industry expert to be involved in the assessment judgement. The industry expert must have current industry skills directly relevant to the training and assessment being provided. This means the industry subject matter expert must demonstrate skills and knowledge from the minimum years of current work experience after competency has been obtained as specified below, including time spent in roles related to the unit being assessed:

Industry sector	AQF indicator level***	Required assessor or industry subject matter expert experience
Drilling, Metalliferous Mining, Coal Mining, Extractive (Quarrying) and Civil Infrastructure	1	1 year
	2	2 years
Drilling, Coal Mining, Extractive (Quarrying), Metalliferous Mining and Civil Infrastructure	3-6	3 years
Other sectors	Where this unit is being assessed outside of the resources and infrastructure sectors assessor and/or industry subject matter expert experience should be in-line with industry standards for the sector in which it is being assessed and where no industry standard is specified should comply with any relevant regulation.	

*Guidance on simulated environments has been stipulated in the Companion Volume Implementation Guide located on VETNet.

**Assessors can demonstrate current work experience through employment within industry in a role relevant to the outcomes of the unit; or, for external assessors this can be demonstrated through exposure to industry by conducting a minimum number of site assessments as determined by the relevant industry sector, across various locations.

*** While a unit of competency does not have an AQF level, where a unit is being delivered outside of a qualification the first numeric character in the unit code should be considered as the AQF indicator level for assessment purposes.

Links

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