



Australian Government

TLIF0043 Implement fitness for work procedures

Release: 1

TLIF0043 Implement fitness for work procedures

Modification History

Release 1. This is the first release of this unit of competency in the TLI Transport and Logistics Training Package.

Application

This unit involves the skills and knowledge required to implement fitness for work policy and procedures in an organisation in compliance with the relevant fitness for work regulations and requirements.

It includes identifying legal requirements, liabilities and responsibilities; establishing and/or improving implementation plans, and related policy and workplace procedures; and acting appropriately on reports about the implementation of fitness for work policy and identified breaches of associated regulations.

It also includes ensuring that the operation's systems are compliant with rail safety national law, regulations and workplace procedures, and monitoring and communicating fitness for work programs.

Work is performed under some supervision generally within a team environment. It involves implementing and monitoring fitness for work policies and procedures as part of workplace activities.

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

Pre-requisite Unit

Not applicable.

Competency Field

F – Safety Management

Unit Sector

Rail sector.

Elements and Performance Criteria

Elements describe the essential outcomes.

Performance criteria describe the performance needed to demonstrate achievement of the element.

1	Confirm regulatory requirements and organisational responsibilities	1.1	Current regulatory requirements, obligations and responsibilities for fitness for work within an organisation are identified and interpreted
		1.2	National health assessment standards for rail safety workers and/or other applicable state/territory standards are accessed and interpreted
		1.3	Current regulatory requirements, obligations and responsibilities regarding the use of drugs and alcohol by rail safety workers are identified and interpreted
		1.4	Current regulatory requirements, obligations and responsibilities regarding fatigue management of rail safety workers are identified and interpreted
2	Assist to implement fitness for work policy and procedures	2.1	Assistance with the development and implementation of organisational fitness for work policy and procedures is demonstrated
		2.2	Assistance with the development and implementation of organisational fatigue management program is demonstrated
		2.3	Assistance with the development and implementation of drug and alcohol program is demonstrated in accordance with workplace procedures
		2.4	Assistance with the development and implementation of health assessment program is demonstrated in accordance with workplace procedures and regulatory requirements
		2.5	Identified non-conformance with fitness for work is reported in accordance with workplace procedures and regulatory requirements

Foundation Skills

Foundation skills essential to performance are explicit in the performance criteria of this unit of

competency.

Range of Conditions

Range is restricted to essential operating conditions and any other variables essential to the work environment.

Non-essential conditions can be found in the TLI Transport and Logistics Training Package Companion Volume Implementation Guide.

Unit Mapping Information

This unit replaces and is equivalent to TLIF4103 Implement fitness for work procedures.

Links

Companion Volume Implementation Guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=df441c6e-213d-43e3-874c-0b3f7036d851>

Assessment Requirements for TLIF0043 Implement fitness for work procedures

Modification History

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Performance Evidence

Evidence required to demonstrate competence in this unit must be relevant to and satisfy all of the requirements of the elements and performance criteria on at least one occasion and include:

- adapting to changes in legislation and regulations as they relate to fitness for work
- applying rail safety national law, regulations and workplace procedures
- communicating effectively and working collaboratively with employees and management to implement organisation's fitness for work management system
- monitoring and identifying non-conformance of organisation's fitness for work management systems and programs, and taking appropriate actions
- reading and interpreting relevant documentation.

Knowledge Evidence

Evidence required to demonstrate competence in this unit must be relevant to and satisfy all of the requirements of the elements and performance criteria and include knowledge of:

- components of a fitness for work risk management system
- drug and alcohol policy and workplace procedures
- drug and alcohol testing and reporting requirements
- fatigue management policy and workplace procedures
- health and fitness management program
- health assessment requirements
- legislated rail safety worker medical requirements
- relevant legislation and regulations relating to fatigue management, drug and alcohol use, and medical requirements in the rail industry
- responsibilities of organisation and employees for implementing fitness for work regulations and policies
- systems for monitoring non-conformance of the effectiveness of organisation's fitness for work management strategies, policies and workplace procedures.

Assessment Conditions

Assessors must hold credentials specified within the Standards for Registered Training

Organisations current at the time of assessment.

Assessment must satisfy the Principles of Assessment and Rules of Evidence and all regulatory requirements included within the Standards for Registered Training Organisations current at the time of assessment.

Assessment must occur in workplace operational situations where it is appropriate to do so; where this is not appropriate, assessment must occur in simulated workplace operational situations that replicate rail workplace conditions.

Assessment processes and techniques must be appropriate to the language, literacy and numeracy requirements of the work being performed and the needs of the candidate.

Resources for assessment must include access to:

- a range of relevant exercises, case studies and/or simulations
- applicable documentation including workplace procedures, rail safety national law, regulations, codes of practice and operation manuals.

Links

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