Modification history

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| Release | Comments |
| Release 1 | This version released with AHC Agriculture, Horticulture and Conservation and Land Management Training Package Version 8.0. |

| AHCWRK5X8 | Interpret legislation |
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| Application | This unit of competency describes the skills and knowledge required to interpret and apply legislation.  The unit applies to individuals who apply specialised skills and knowledge to interpret legislation, take personal responsibility and exercise autonomy in undertaking complex work. They analyse and synthesise information and analyse, design and communicate solutions to sometimes complex problems.  No licensing, legislative or certification requirements apply to this unit at the time of publication. |
| Prerequisite Unit | Nil |
| Unit Sector | Work (WRK) |

| Elements | Performance Criteria |
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| Elements describe the essential outcomes. | Performance criteria describe the performance needed to demonstrate achievement of the element. |
| 1. Determine applicable legal framework | 1.1 Identify and access current legislation, regulations, organisational procedures, standards and codes of practice affecting the workplace, industry, occupation or client  1.2 Determine legal accountability obligations in relation to workplace, industry, occupation or client  1.3 Identify consequences of non-compliance with legislation, regulations, organisational procedures, standards and codes of practice |
| 2. Research, interpret and apply appropriate legislation | 2.1 Monitor sources of information for changes to the legal framework  2.2 Regularly update and communicate information and changes to legal framework components which impact on work activities |
| 3. Promote compliance with relevant legislation | 3.1 Access current information about the range of legislation and other legally binding policies and protocols relating to own work  3.2 Clarify compliance requirements to confirm understanding and ensure consistency of interpretation and application  3.3 Obtain advice to assist in applying relevant legislation to own work and identifying compliance requirements  3.4 Identify areas of uncertainty in own work related to compliance requirements and take action to clarify issues  3.5 Identify possible implications of non-compliance and use these to guide own work practices |
| 4. Assess situations which may potentially present legal problems and issues | 4.1 Identify and document details of suspected or actual incidences of illegal conduct by self or others in the workplace  4.2 Contribute to ongoing monitoring and compliance with legal framework  4.3 Ensure that work is undertaken in a legally compliant manner  4.4 Recognise limits of own expertise, legal accountability obligations and access appropriate sources of expertise as required  4.5 Assess conduct of self and others in the workplace against specific components of the legal framework applicable to the workplace  4.6 Take appropriate actions to resolve or report illegal conduct, as required by applicable legislation, regulations, organisational procedures, standards and codes of practice |

| Foundation Skills  This section describes those language, literacy, numeracy and employment skills that are essential for performance in this unit of competency but are not explicit in the performance criteria. | |
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| Skill | Description |
| Reading | * Identify and interpret information regarding current legislation, regulations, organisational procedures, standards and codes of practice |
| Writing | * Use clear language and accurate industry terminology and logical structure to complete a report |
| Oral communication | * Initiate discussions with staff and clients, using clear language and standard industry terminology to discuss changes to legislation and legal framework components |

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| Unit Mapping Information | | | |
| Code and title current version | Code and title previous version | Comments | Equivalence status |
| AHCWRK5X8 Interpret legislation | AHCWRK508 Interpret legislation | Minor changes to application  Foundation skills added  Major and minor edits to performance and knowledge evidence and assessment conditions | Not equivalent |

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| Links | Companion Volumes, including Implementation Guides, are available at VETNet: <https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=c6399549-9c62-4a5e-bf1a-524b2322cf72> |

| TITLE | Assessment requirements for AHCWRK5X8 Interpret legislation |
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| Performance Evidence | |
| An individual demonstrating competency must satisfy all of the elements and performance criteria in this unit.  There must be evidence that the individual has interpreted legislation on at least one occasion and has:   * determined legislation and legal framework applicable to task * researched, interpreted and applied appropriate legislation * promoted compliance with relevant legislation * assessed situations which may potentially present legal problems and issues * maintained knowledge of legal frameworks and relevant legislation * developed and implemented strategies to manage compliance with appropriate legislation * provided advice and documentation regarding applicable legislation, regulations, organisational procedures and codes of practice * used industry standard terminology. | |

| Knowledge Evidence |
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| An individual must be able to demonstrate the knowledge required to perform the tasks outlined in the elements and performance criteria of this unit. This includes knowledge of:   * the provisions contained in key relevant legislation and other legally binding legal policies and protocols from all levels of government relevant to the industry * relevant Australian Standards * organisational policies and procedures relevant to legislation applicable to the organisation * penalties for non-compliance with legislative requirements * auditing requirements * the scope of legal practitioner and support role and own responsibilities and obligations to provide legal advice, complete or sign off on legal work and appear in court as described by relevant jurisdictions * how to encourage and support own compliance and that of others in the workplace * relevant conventions, treaties, agreements, guidelines, declarations, recommendations, laws and rules * how to apply legal information to the workplace * techniques to monitor compliance and identify illegal conduct * where to find appropriate sources of information and specialist personnel when limits of own expertise are reached in determining applicable legislation * accepted codes of practice relevant to the workplace including those relating to: * privacy and confidentiality * use of company property * duty of care * ethical behaviour * non-discriminatory practice * conflict of interest * compliance with reasonable direction * relevant general legal terminology. |

| Assessment Conditions |
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| Assessment of skills must take place under the following conditions:   * physical conditions: * a workplace setting or an environment that accurately represent workplace conditions * resources, equipment and materials: * computer hardware and software * organisational policies and procedures relevant to legislation applicable to the organisation * specifications: * provisions contained in key relevant legislation and other legally binding legal policies and protocols from all levels of government relevant to the industry * conventions, treaties, agreements, guidelines, declarations, recommendations, laws and rules relevant to the industry * accepted codes of practice relevant to the workplace * relationships: * staff and clients.   Assessors of this unit must satisfy the requirements for assessors in applicable vocational education and training legislation, frameworks and/or standards. |

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