

**Modification history**

Release	Comments
Release 1	This version released with Agriculture, Horticulture and Conservation and Land Management Training Package Version 9.0.

AHCOCM5X10	Plan for successful cultural practice at work
<b>Application</b>	<p>This unit of competency describes the skills and knowledge required to plan for culturally appropriate work practices that enable Aboriginal and/or Torres Strait Islander and non-Indigenous practitioners to be successful in their chosen field of work or vocation.</p> <p>This unit applies to individuals who manage an organisation's cultural diversity plans and directions.</p> <p>No licensing, legislative or certification requirements apply to this unit at the time of publication.</p>
<b>Prerequisite Unit</b>	Nil
<b>Unit Sector</b>	On Country Management (OCM)

Elements	Performance Criteria
<i>Elements describe the essential outcomes.</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
1. Analyse essential features of Aboriginal and/or Torres Strait Islander families and cultures	1.1 Access and review information about Australian Aboriginal and/or Torres Strait Islander history up to the present time 1.2 Research concepts such as the Dreaming, connection to Country and other Aboriginal and/or Torres Strait Islander cultural practice 1.3 Identify traditional and contemporary social structures of Aboriginal and/or Torres Strait Islander families and societies 1.4 Research elements of Aboriginal and/or Torres Strait Islander societies and use to inform interactions with Aboriginal and/or Torres Strait Islander people
2. Review changes to Aboriginal and/or Torres Strait Islander societies since European settlement	2.1 Research and document colonisation and the impacts on Aboriginal and/or Torres Strait Islander people 2.2 Analyse personal responses to information about the positive and negative effects of colonisation 2.3 Conduct and analyse research into the impacts of colonisation, settlement and government policies
3. Identify government efforts to address continuing effects of colonisation	3.1 Investigate and analyse various policies implemented by governments 3.2 Identify processes involved in government consultation with Aboriginal and/or Torres Strait Islander people, Communities and organisations 3.3 Evaluate effects of government policies and their implementation processes on Aboriginal and/or Torres Strait Islander Communities 3.4 Investigate and evaluate effectiveness of a chosen government policy through Community consultation 3.5 Develop strategies for addressing stereotyping and assumptions in relation to the chosen policy in consultation with local Aboriginal and/or Torres Strait Islander Community and cultural authorities

Elements	Performance Criteria
<i>Elements describe the essential outcomes.</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
4. Apply understanding of Aboriginal and/or Torres Strait Islander cultural protocols and identity to daily work routines	4.1 Identify features of Aboriginal and/or Torres Strait Islander cultural protocols 4.2 Investigate how protocols are expressed in daily work life to inform workplace relationships and interactions 4.3 Identify and analyse the obligations of cultural maintenance in relation to a work issue 4.4 Apply support for absences due to cultural practices 4.5 Work through and deal with workplace conflicts in culturally appropriate ways 4.6 Develop possible strategies for cultural maintenance in work and the workplace
5. Plan and support culturally appropriate work practices	5.1 Develop a vision and workplace goals for own work 5.2 Identify and discuss common culturally inappropriate work practices 5.3 Develop strategies to change these practices collaboratively 5.4 Develop an implementation and evaluation plan for the strategies 5.5 Support ways in which Aboriginal and/or Torres Strait Islander practitioners can effect change to create greater cultural awareness in the workplace

Foundation Skills	
<i>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.</i>	
Skill	Description
Reading	<ul style="list-style-type: none"> <li>Interpret, analyse and extract information from a range of sources including legal documents, policies and procedures</li> </ul>
Oral Communication	<ul style="list-style-type: none"> <li>Use culturally appropriate verbal and non-verbal communication</li> </ul>

Unit Mapping Information			
Code and title current version	Code and title previous version	Comments	Equivalence status
AHCOCM5X10 Plan for successful cultural practice at work	AHCILM510 Plan for successful cultural practice at work	Minor changes to Application Minor changes to Elements and Performance Criteria Added Foundation Skills Revised Performance Evidence to express assessment in terms of frequency Revised Knowledge Evidence Revised Assessment Conditions to include Assessor requirements	Equivalent

<b>Links</b>	Companion Volumes, including Implementation Guides, are available at VETNet: <a href="https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=c6399549-9c62-4a5e-bf1a-524b2322cf72">https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=c6399549-9c62-4a5e-bf1a-524b2322cf72</a> .
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<b>TITLE</b>	<b>Assessment requirements for AHCOCM5X10 Plan for successful cultural practice at work</b>
<b>Performance Evidence</b>	
<p>An individual demonstrating competency must satisfy all of the elements and performance criteria in this unit.</p> <p>There must be evidence that the individual has planned for successful cultural practice at work at least once and has:</p> <ul style="list-style-type: none"> <li>• researched strategies to develop culturally appropriate policies and processes</li> <li>• planned for culturally appropriate work practices to support Aboriginal and/or Torres Strait Islander practitioners to be successful in their chosen field of work or vocation</li> <li>• consulted with Aboriginal and/or Torres Strait Islander practitioners to determine best cultural practice in the workplace</li> <li>• demonstrated understanding of the features of Aboriginal and/or Torres Strait Islander cultural protocols applied in workplace relationships</li> <li>• applied practices in the workplace aimed at sustaining Aboriginal cultural maintenance.</li> </ul>	
<b>Knowledge Evidence</b>	
<p>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:</p> <ul style="list-style-type: none"> <li>• practices in the workplace which respect Aboriginal and/or Torres Strait Islander workers including: <ul style="list-style-type: none"> <li>• acknowledgement and support of the rights, cultures and traditions Aboriginal and/or Torres Strait Islander workers</li> <li>• supporting linguistic needs of an Aboriginal and/or Torres Strait Islander worker</li> <li>• self evaluation of own beliefs</li> </ul> </li> <li>• culturally appropriate work practices</li> <li>• research techniques</li> <li>• policy and procedure development</li> <li>• history and impacts of colonisation and government policies on Aboriginal and/or Torres Strait Islander people</li> <li>• Aboriginal and/or Torres Strait Islander cultural protocols as they apply to the workplace.</li> </ul>	
<b>Assessment Conditions</b>	
<p>Assessment of the skills in this unit of competency must take place under the following conditions:</p> <ul style="list-style-type: none"> <li>• physical conditions: <ul style="list-style-type: none"> <li>• skills must be demonstrated on Country and/or within an Aboriginal and/or Torres Strait Islander Community or an environment that accurately represents workplace conditions</li> </ul> </li> <li>• specifications: <ul style="list-style-type: none"> <li>• access to specific legislation/codes of practice</li> </ul> </li> <li>• relationships: <ul style="list-style-type: none"> <li>• local Community Elders and/or Custodians.</li> </ul> </li> </ul> <p>Assessors of this unit must satisfy the requirements for assessors in applicable vocational education and training legislation, frameworks and/or standards. In addition, the following specific assessor requirements apply to this unit:</p> <ul style="list-style-type: none"> <li>• Assessment must be undertaken by a workplace assessor who has expertise in this unit of competency and who is: <ul style="list-style-type: none"> <li>• an Aboriginal and/or Torres Strait Islander Elder and/or Custodian</li> </ul> </li> </ul> <p>or:</p> <ul style="list-style-type: none"> <li>• accompanied by, and/or in communication with, an Aboriginal and/or Torres Strait Islander person who is a recognised member of the community with experience and knowledge of local cultural protocols.</li> </ul>	
<b>Links</b>	Companion Volumes, including Implementation Guides, are available at VETNet: <a href="https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=c6399549-9c62-4a5e-bf1a-524b2322cf72">https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=c6399549-9c62-4a5e-bf1a-524b2322cf72</a> .