Modification history

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

AHCOCM4X05	Develop work practices to accommodate cultural identity
Application	This unit of competency describes the skills and knowledge required to develop work practices to accommodate cultural identity. All work is done according to organisational procedures and local Aboriginal and/or Torres Strait Islander Community cultural protocols. Cultural beliefs and practices vary across locations and Communities and in some situations non-Indigenous learners may not be able to access the cultural knowledge or materials required to achieve competency in this unit due to restrictions that are applied to non-Indigenous people gaining access to cultural knowledge, material or sites. Please refer to Assessment Conditions for guidance. No licensing, legislative or certification requirements apply to this unit at the time of publication
Prerequisite Unit	Nil
Unit Sector	On Country Management (OCM)

Elements	Performance Criteria
Elements describe the essential outcomes.	*Performance criteria describe the performance needed to demonstrate achievement of the element.*
1. Investigate government policies and practices relating to Aboriginal and/or Torres Strait Islanders	1.1 Document the government policies and practices which affect Aboriginal and/or Torres Strait Islander people 1.2 Outline how policies and practices may affect local Aboriginal and/or Torres Strait Islander Community or families 1.3 Investigate how policies and practices may affect Aboriginal and/or Torres Strait Islander people in the workplace.
2. Identify changes that have occurred in Aboriginal and/or Torres Strait Islander societies	2.1 Investigate and document changes that have occurred to Aboriginal and/or Torres Strait Islander societies as a result of government policies and practices 2.2 Describe the impacts of changes on the local Aboriginal and/or Torres Strait Islander Community or family
3. Outline effects of current work related issues on Aboriginal and/or Torres Strait Islander societies	3.1 Define key work related issues that impact on Aboriginal and/or Torres Strait Islander societies today 3.2 Describe and record the people involved in key issues 3.3 Summarise and record Community views on issues 3.4 Identify methods of addressing the keys issues 3.5 Predict the future outcomes or resolutions for these issues
4. Determine the impacts of competing factors on self-esteem and identity	4.1 Describe events and occurrences in everyday life that give rise to feelings of both positive and negative self-esteem for Aboriginal and/or Torres Strait Islander personnel 4.2 Identify elements which affect self-esteem 4.3 Describe and record how these elements impact on self-esteem 4.4 Develop positive strategies for dealing with impacts on self-esteem and identity

Elements	Performance Criteria
Elements describe the essential outcomes.	*Performance criteria describe the performance needed to demonstrate achievement of the element.*
5. Design work practices to accommodate cultural identity	5.1 Define and implement work practices which enhance individual's morale 5.2 Incorporate elements which affect self-esteem in work environments into the work practices 5.3 Consult staff in the preparation and design of these work practices according to Community and organisational protocols and guidelines 5.4 Develop positive strategies for dealing with work practices that impact on self-esteem and identity

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.	
Skill	**Description**
Reading	• Interpret, analyse and extract information from a range of sources including legal documents, policies and procedures
Oral Communication	• Use culturally appropriate verbal and non-verbal communication

Unit Mapping Information			
Code and title current version	**Code and title previous version**	**Comments**	**Equivalence status**
AHCOCM4X05 Develop work practices to accommodate cultural identity	AHCILM405 Develop work practices to accommodate cultural identity	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

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 AHCOCM4X05 Develop work practices to accommodate cultural identity

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 developed work practices to accommodate cultural identity on at least one occasion and has:
- communicated with Aboriginal and/or Torres Strait Islander people to determine current work related issues for Communities and individuals
- determined the impacts of competing factors on self-esteem and identity
- designed work practices to accommodate cultural identity
- established culturally safe workspaces
- incorporated elements to review the culturally safe workplace and organisation
- responded to workplace issues where work practices are poorly aligned to cultural identity.

Knowledge Evidence

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:
- Aboriginal and/or Torres Strait Islander Communities with whom the organisation works, and their cultural protocols
- local cultural protocols and heritage
- connection between local Community and the working environment
- Aboriginal and/or Torres Strait Islander history in local Communities
- legislation and policies impacting on Aboriginal and/or Torres Strait Islander Communities and organisations
- strategies to support development of workers' self determination and identity.

Assessment Conditions

Assessment of the skills in this unit of competency must take place under the following conditions:
- physical conditions:
  - 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
- specifications:
  - access to specific legislation/codes of practice
- relationships:
  - local Community Elders and/or Custodians.

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:
- Assessment must be undertaken by a workplace assessor who has expertise in this unit of competency and who is:
  - an Aboriginal and/or Torres Strait Islander Elder and/or Custodian

or:
  - 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.

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