



CATAPULT

TLIF4014

Develop and maintain a safe workplace

Unit/Assessment Mapping (Extract)

NOTE: This is a sample only. This cover page is not included in Catapult Smallprint's printed books.

This Unit/Assessment Mapping extract is taken from Catapult Smallprint's full hardcopy Trainer/Assessor Guide for the unit TLIF4014.

For more information, including using our enhanced online version of this unit in Catapult LMS, or to purchase the Learner or Trainer printed books, please see this unit on our website by clicking this link:

<https://catapultlearning.com.au/product/TLIF4014/>

Unit mapping and assessment checklist

KQ: Knowledge questions

PT : Performance tasks

✓ : Satisfactory

KQ

PT

✓

Elements and performance criteria

1 Plan and implement safety requirements

1.1	Health and safety risk assessments are made as part of production planning exercises	Q 1.1	T 1.a	<input type="checkbox"/>
1.2	Policy and procedures are developed to implement requirements for a safe workplace	Q 1.2	T 1.a	<input type="checkbox"/>
1.3	Work practices are planned with colleagues to ensure compliance with workplace and environmental legislation and standards	Q 1.3	T 1.a	<input type="checkbox"/>
1.4	Safe operating procedures are documented and communicated	Q 1.4	T 1.a	<input type="checkbox"/>
1.5	Work practices are implemented in accordance with requirements specified in legislation and standards for safe workplaces and environments	Q 1.5	T 1.a	<input type="checkbox"/>
1.6	Effective induction and supervision is provided to support colleagues in managing their organisational responsibilities	Q 1.6	T 1.b	<input type="checkbox"/>
1.7	Purchasing policy for providing goods and services is informed by WHS/OHS considerations	Q 1.7	T 1.b	<input type="checkbox"/>

2 Inform and train personnel on WHS/OHS legislation, codes and standards

2.1	Legislation, standards and organisational policies and practices relevant to creating and maintaining a safe workplace and environment are made available to individuals/teams	Q 2.1	T 2	<input type="checkbox"/>
2.2	Arrangements are made to provide information in a language, style and format that is understood by colleagues	Q 2.2	T 2	<input type="checkbox"/>
2.3	WHS/OHS training program is developed and implemented to identify and fulfil employee WHS/OHS training needs as part of the organisational general training program	Q 2.3	T 2	<input type="checkbox"/>
2.4	Individuals/teams are informed of their legal responsibility for maintaining a safe workplace and environment	Q 2.4.a, Q 2.4.b	T 2	<input type="checkbox"/>
2.5	Implications of an unsafe workplace and environment are made clear to all within the workplace	Q 2.5	T 2	<input type="checkbox"/>

KQ: Knowledge questions**PT : Performance tasks****KQ****PT****✓ : Satisfactory****3 Establish and maintain procedures for assessing and controlling safety risks**

3.1	Safety risks presented by identified hazards are correctly assessed in accordance with WHS/OHS legislation and codes of practice	Q 3.1.a, Q 3.1.b	T 3.a	<input type="checkbox"/>
3.2	Activities are monitored to ensure procedure is adopted effectively throughout area of managerial responsibility	Q 3.2	T 3.a	<input type="checkbox"/>
3.3	Risk assessment is addressed at the planning, design and evaluation stages of any change within area of managerial responsibility to ensure risk is not increased	Q 3.3	T 3.a	<input type="checkbox"/>
3.4	Measures to control assessed safety risks are developed and implemented in accordance with the hierarchy of controls, relevant WHS/OHS legislation, codes of practice and trends identified from the WHS/OHS records system	Q 3.4.a, Q 3.4.b, Q 3.4.c	T 3.b	<input type="checkbox"/>
3.5	Activities are monitored to ensure risk control procedure is adopted effectively throughout area of managerial responsibility	Q 3.5.a, Q 3.5.b	T 3.b	<input type="checkbox"/>
3.6	Risk control is addressed at the planning, design and evaluation stages of any change within area of managerial responsibility to ensure adequate risk control measures are included	Q 3.6	T 3.b	<input type="checkbox"/>

4 Monitor, adjust and report safety performance

4.1	Hazards are identified, assessed and prioritised for action	Q 4.1	T 4.a	<input type="checkbox"/>
4.2	Controls are selected to minimise risks to health and safety	Q 4.2	T 4.a	<input type="checkbox"/>
4.3	Waste recycling, reduction and disposal is carried out within legislative and organisational requirements	Q 4.3	T 4.a	<input type="checkbox"/>
4.4	Recommendations for improvements to meet legislation and associated standards are submitted to designated persons/groups	Q 4.4	T 4.b	<input type="checkbox"/>
4.5	Individuals/teams are informed of improvements and alterations to WHS/OHS procedures in the workplace	Q 4.5	T 4.b	<input type="checkbox"/>
4.6	Systems, records and reporting procedures are maintained according to legislative requirements	Q 4.6.a, Q 4.6.b	T 4.b	<input type="checkbox"/>

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5 Evaluate WHS/OHS system and related policies, procedures and programs

5.1	Effectiveness of WHS/OHS system and related policies, procedures and programs is assessed in accordance with workplace WHS/OHS aims	Q 5.1.a, Q 5.1.b	T 5	<input type="checkbox"/>
5.2	Improvements to WHS/OHS system are developed and implemented to ensure more effective achievement workplace WHS/OHS aims and organisational policies and objectives	Q 5.2	T 5	<input type="checkbox"/>
5.3	Inadequacies in existing risk control measures are identified in accordance with the hierarchy of controls, and resources enabling implementation of new control measures are sought and/or provided in accordance with appropriate procedures	Q 5.3.a, Q 5.3.b	T 5	<input type="checkbox"/>

6 Investigate and report non-conformance

6.1	Conformance with WHS/OHS legislation and codes of practice is assessed to ensure that as a minimum, legal WHS/OHS standards are maintained	Q 6.1	T 6	<input type="checkbox"/>
6.2	Non-conformance is investigated and dealt with in accordance with legislative requirements	Q 6.2	T 6	<input type="checkbox"/>
6.3	Colleagues are supported to acquire and apply competencies to meet legislative requirements and associated standards	Q 6.3	T 6	<input type="checkbox"/>
6.4	Changes to operations and practices are implemented to ensure non-conformance is not repeated	Q 6.4	T 6	<input type="checkbox"/>

7 Establish and maintain a WHS/OHS records system

7.1	WHS/OHS record requirements are confirmed to identify patterns of occupational injury and disease within area of managerial responsibility	Q 7.1.a, Q 7.1.b	T 7	<input type="checkbox"/>
7.2	WHS/OHS records system is set up to meet WHS/OHS record requirements	Q 7.2	T 7	<input type="checkbox"/>
7.3	Employees are trained in the use of the WHS/OHS records system	Q 7.3	T 7	<input type="checkbox"/>
7.4	Changes are made to the WHS/OHS records system to ensure effective achievement of workplace WHS/OHS aims	Q 7.4	T 7	<input type="checkbox"/>
7.5	WHS/OHS records are used as the basis for developing and submitting relevant workplace WHS/OHS reports to management	Q 7.5	T 7	<input type="checkbox"/>

KQ: Knowledge questions**PT : Performance tasks****KQ****PT****✓ : Satisfactory****Knowledge evidence**

Appropriate links to other management systems, for example contractors, maintenance and purchasing	Q 1.7	<input type="checkbox"/>
Arrangements for participation and consultation over WHS/OHS	Q 1.3	<input type="checkbox"/>
Considerations for choosing between different control measures	Q 3.4.a, Q 3.4.b, Q 3.4.c	<input type="checkbox"/>
Elements of an effective WHS/OHS management system	Q 5.1.a, Q 5.1.b	<input type="checkbox"/>
Hazards and associated safety risks that exist in the workplace	Q 3.1.a, Q 3.1.b	<input type="checkbox"/>
Hierarchy of controls	Q 4.2	<input type="checkbox"/>
How to identify when expert advice is needed	Q 3.6	<input type="checkbox"/>
Incident and accident investigation arrangements	Q 6.2	<input type="checkbox"/>
Principles of risk management	Q 3.1.a, Q 3.1.b, Q 5.2	<input type="checkbox"/>
Range of control measures available	Q 3.4.a, Q 3.4.b, Q 3.4.c	<input type="checkbox"/>
Relevant WHS/OHS and environmental protection policies and procedures	Q 4.3, Q 5.2	<input type="checkbox"/>
Relevant regulatory and code requirements	Q 1.5	<input type="checkbox"/>
Role of technical information and experts in designing risk control measures, monitoring systems and health surveillance procedures	Q 4.1	<input type="checkbox"/>
Significance of other management systems and procedures for WHS/OHS	Q 6.4	<input type="checkbox"/>
Systems of risk control, recognising the significance of WHS/OHS for effective workplace operation	Q 3.4.a, Q 3.4.b, Q 3.4.c	<input type="checkbox"/>
Training, coaching and mentoring approaches appropriate for use in WHS/OHS training programs	Q 7.3	<input type="checkbox"/>
Typical problems that can occur when managing WHS/OHS systems and related action that can be taken	Q 5.3.a, Q 5.3.b	<input type="checkbox"/>

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Workplace business policies and plans related to WHS/OHS issues	Q 5.2, Q 6.4, Q 7.1.a, Q 7.1.b	<input type="checkbox"/>
Workplace protocols and procedures for managing personal work priorities and professional development	Q 2.3	<input type="checkbox"/>

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Performance evidence

Analysing the working environment to identify hazards, assess risks, implement control measures, and design and implement appropriate WHS/OHS management systems	T 3.a	<input type="checkbox"/>
Applying fatigue management knowledge and techniques	T 3.a	<input type="checkbox"/>
Applying precautions and required action to minimise, control or eliminate identified hazards	T 3.a	<input type="checkbox"/>
Applying relevant legislation and workplace procedures	T 2, T 5	<input type="checkbox"/>
Communicating effectively with others when establishing a safe workplace	T 1.a, T 2, T 6	<input type="checkbox"/>
Completing relevant documentation when establishing a safe workplace	T 4.b, T 7	<input type="checkbox"/>
Designing and implementing appropriate WHS/OHS management systems	T 5	<input type="checkbox"/>
Interpreting and following operational instructions and prioritising work	T 5	<input type="checkbox"/>
Modifying activities depending on operational contingencies, risk situations and environments	T 3.b	<input type="checkbox"/>
Monitoring work activities in terms of planned schedule	T 1.a, T 4.b	<input type="checkbox"/>
Operating and adapting to differences in equipment in accordance with standard operating procedures	T 4.a	<input type="checkbox"/>
Operating electronic communications equipment to required protocols	T 4.b	<input type="checkbox"/>
Planning work activities, including predicting consequences and identifying improvements	T 1.a	<input type="checkbox"/>
Reading and interpreting relevant instructions, procedures, information, labels and signs	T 5	<input type="checkbox"/>
Reporting and/or rectifying identified problems that may arise, in accordance with regulatory requirements and workplace procedures	T 4.b	<input type="checkbox"/>
Selecting and appropriately applying technology, information systems and procedures to improve WHS/OHS conformance, information systems and reporting requirements	T 5	<input type="checkbox"/>
Selecting and using required personal protective equipment conforming to industry and WHS/OHS standards	T 6	<input type="checkbox"/>
Working collaboratively with others when developing and maintaining a safe workplace	T 6	<input type="checkbox"/>

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KQ

PT



✓ : Satisfactory

Working systematically with required attention to detail without injury to self or others, or damage to goods or equipment

T 1.a,
T 6



Trainer/ assessor user instructions

smallprint training and assessment materials are a commercially produced resource designed to support and underpin a Registered Training Organisation's (RTO's) delivery strategies.

smallprint resources

As a provider of commercially available resources to a range of client organisations, smallprint is aware of and considerate of their clients' need to be compliant with quality standards such as NVR, AQTF and State VET Regulations.

smallprint ensures that all its resources are current according to information provided by the official National Register of Information on Training Packages, training.gov.au (TGA).

smallprint assessment tools are mapped against:

- elements and performance criteria
- performance evidence
- knowledge evidence

The RTO must conduct their own validation and mapping to verify that the assessment tools and instruments used:

- enable the collection of evidence that complies with the principles of assessment and the rules of evidence
- can be used by different trainer/ assessors
- can be consistently applied in a range of assessment situations
- fit effectively with the RTO's TAS

If any gaps are identified the RTO must develop their own evidence gathering methods, assessment tools or activities to address these gaps.

If used correctly smallprint assessment tools should provide the basis for a comprehensive assessment in accordance with the rules of evidence and the principles of assessment.

smallprint does not promote that the use of their resources by RTOs will ensure compliance with all VET Regulations.

There are a number of requirements which impact on compliance with VET Regulations and it is the responsibility of the RTO to meet those requirements including the development of their own Training and Assessment Strategy (TAS) or Learning and Assessment Strategy (LAS).

smallprint resources consist of:

- a learning resource
- an assessment workbook

Learning resource

The smallprint learning resource provides content for learning and new skills development.

Each resource is divided into topics which relate directly to the learning elements and performance criteria for each unit.

At the end of each section the learner is provided with:

- a set of true or false questions
- a set of multi choice questions

These questions are self-marking and do not form part of the assessment for the unit. They provide an opportunity to test their understanding of their progress.

The resource is designed for self-paced learning but is also suitable for face to face or workshop delivery.

Trainer/ assessor requirements

The trainer/ assessor should provide supplementary information including interpretation of the contents of this resource.

They should initiate discussion about the subject matter and should encourage the learner to contribute their own experiences and interpretations of the material.

The learner should be encouraged by their trainer/ assessor to undertake additional research.

This might include:

- reading
- reflection
- drawing upon their knowledge in practice situations beyond what has been facilitated by the trainer

It is not necessary to work through the guides in the order in which they are written; however this is at the discretion of the trainer/ assessor.

The assessment workbook contains the following sections:

- about this unit
- what is competency based training
- how will my competency be assessed
- the tools that will be used to assess competency including:
 - assessment agreement
 - foundation skills checklist
 - skills recognition (RPL) checklist
 - knowledge questions
 - third party agreement
 - performance tasks
 - completion record

Trainer/ assessor requirements

The trainer/ assessor needs to ensure the learner understands:

- the structure of units of competency
 - this specific unit
 - how competency-based assessment works
 - assessment conditions applicable to this unit
 - resources required for assessment
 - rules of evidence
 - reasonable adjustment to ensure equity in assessment for people with disability or with special needs
 - complaints and appeals procedures
 - what constitutes competency
 - your role as a trainer/ assessor
-

Assessment agreement

Purpose

To ensure that the learner understands the assessment process.

Trainer/ assessor requirements

The trainer/ assessor needs to ensure the learner understands:

- how and when the assessment will occur
- the tools that will be used to collect evidence
- the assessment conditions that apply to this unit
- adjustments available if special needs apply
- their rights in relation to complaints and appeals
- all work must be their own
- plagiarism is not acceptable

The learner and the trainer/ assessor both need to sign this form.

Foundation skills checklist

Purpose

To determine foundation skills as defined for this unit of competency.

Trainer/ assessor requirements

Foundation skills are generally defined as:

- LLN Skills
 - reading
 - writing
 - oral communication
 - numeracy
- Employability skills
 - navigate the world of work
 - interact with others
 - get the work done

Different training packages identify foundation skill requirements in a variety of ways.

In some packages foundation skills are described as being explicit in the performance criteria of the unit of competency.

In others specific foundation skills are identified for individual units of competency.

In others all foundation skills are identified separately.

The trainer/ assessor need to identify the foundation skills levels of the learner to determine whether they have the skills to cope with the training, or whether additional support needs to be provided.

The trainer/ assessor should source and use foundation skills assessment methodologies that are suitable for their learning cohort.

On completion of the assessment the trainer/ assessor should record their final comment and mark as satisfactory/ not satisfactory as appropriate.

Skills recognition assessment

Purpose

To obtain evidence of existing skills and knowledge through:

- previous training courses
- workplace documents
- skills obtained through unpaid work
- references
- other

Trainer/ assessor requirements

The trainer/ assessor needs to determine how they wish to use this section.

Evidence of existing skills may be provided for parts of this unit. This may mean that some of the knowledge questions or performance tasks do not need to be completed.

Where this is done trainer/ assessors should clearly identify and inform the learner what is required.

RTOs may wish to use this section as a Recognition of Prior Learning (RPL) process.

However the trainer/ assessor need to ensure that the evidence provided meets the principles of assessment and rules of evidence.

On completion of the assessment the trainer/ assessor should record their final comment and mark as satisfactory/ not satisfactory as appropriate.

Knowledge questions

Purpose

To obtain evidence of the learner's essential knowledge as outlined in the:

- elements and performance criteria for this unit
- knowledge evidence for this unit

The questions address each performance criteria and are designed to elicit responses that provide evidence of the essential knowledge. The questions are also designed to include the specific knowledge requirements that relate to performance criteria.

Where essential knowledge requirements have not been referred to in performance criteria, additional questions are provided.

Trainer/ assessor requirements

The trainer/ assessor needs to determine which questions need to be answered to ensure a satisfactory outcome.

The trainer/ assessor should provide clear instructions to the learner as to:

- which questions should be answered
- the manner in which responses should be presented eg, hand written in the space provided, in a word processed document, verbally, on-line
- whether additional questions need to be answered

The questions are designed to be answered in written format. The trainer/ assessor may ask for verbal responses. Where verbal responses are provided the trainer/ assessor needs to clearly note this and ensure that responses are recorded verbatim.

When questions are answered the trainer/ assessor should provide feedback to the learner. Where responses are unsatisfactory the learner should be given the opportunity to provide additional information.

On completion of each answer the trainer/ assessor should record their final comment and mark as satisfactory/ not satisfactory as appropriate.

Third party evidence collection agreement

Purpose

To provide third parties with clear instructions about their role.

Trainer/ assessor requirements

The performance tasks has been designed to be observed by either a trainer/ assessor or a third party.

This allows for the fact that some tasks may not be directly observable by the trainer/ assessor due to:

- the complexity of the task
- the need for tasks to be repeated or observed over time
- the presence of an observer may compromise workplace safety
- work activities involving issues of confidentiality and privacy

Where a third party is used to observe the tasks the trainer/ assessor must ensure that the third party clearly understands their role and that they are in a position that allows them to regularly and consistently observe the learner's work performance.

They must be informed that:

- they are not required to conduct the assessment
- their feedback is sought as confirmation that the learner has demonstrated the skills covered in the unit to the standard required
- the assessment decision will be made by a qualified assessor

They must also be informed of:

- the tasks to be observed
- the type and the quantity of evidence to be collected and reported
- the number of performances to observe
- the questions to ask to confirm understanding of the tasks
- the time frames and performance standards applicable to the learner's work performance
- the environment in which the tasks should be performed
- how to record their observations

The third party evidence collection agreement should then be signed.

Performance tasks

Purpose

To obtain evidence of the learner's ability to:

- perform the tasks outlined in the elements and performance criteria
- perform the specific requirements outlined in the performance evidence

The tasks address:

- individual performance criterion
- where appropriate a group of performance criteria or an element of competency

The tasks are also designed to include the specific performance evidence requirements that relate to performance criteria. Where performance evidence requirements have not been included in performance criteria additional tasks are provided.

The tasks are designed to be observable and provide evidence that the learner has the necessary skills. Observations should occur over a period of time. Performance can be observed in an actual workplace or in a simulated environment.

Some units will require that certain tasks are performed a specific number of times.

Trainer/ assessor requirements

The trainer/ assessor needs to determine which of the tasks need to be performed to ensure a satisfactory outcome.

The trainer/ assessor should provide clear instructions to the learner as to:

- when the tasks are to be performed
- where the tasks are to be performed
- what they are required to do
- how many times the tasks are to be performed
- who will be observing them
- whether additional tasks need to be answered

Where tasks cannot be easily be observed they can be assessed using role plays and simulations. If performance of particular tasks cannot be observed you might enter into a discussion with the learner or ask them to explain a procedure. In some instances tasks might relate to the production of work products (portfolios/ documents/ outcomes). Although it might not be possible for the trainer/ assessor to observe the total process, the end product of work can provide evidence of performance.

When tasks have been completed the trainer/ assessor should provide feedback to the learner. Where performance is unsatisfactory the learner should be given the opportunity to attempt the task/s again.

Where the tasks have been observed by a third party the trainer/assessor should discuss with the third party what has been observed to ensure that all relevant criteria have been covered and that evidence provided meets the principles of assessment and rules of evidence. This should be recorded as part of the trainer/ assessor comments.

On completion of each task the trainer/ assessor should record their final comment and mark as satisfactory/ not satisfactory as appropriate.

Completion record

Purpose

To record the results of work completed in the assessment workbook.

Trainer/ assessor requirements

The trainer/ assessor needs to ensure that the:

- assessment conditions for this unit were met
- learner answered all questions required to the expected standard
- learner performed all the tasks required to the expected standard
- learner has been provided with comments and feedback regarding any additional assessment requirements

The completion record should be completed and signed by the learner and trainer/ assessor.
