



BSB50615 Diploma of Human Resources Management

Outline	<p>This qualification reflects the role of individuals working in a variety of roles within the human resources sector who have a sound theoretical knowledge base in human resources management and demonstrate a range of managerial skills to ensure that human resources functions are effectively conducted in an organisation or business area. Typically they would have responsibility for the work of other staff.</p> <p>NDA aims to deliver this qualification to learners who are employed in roles such as: human resources adviser; human resources and change manager; human resources consultant; human resources manager; senior human resources officer.</p>			
Currency	Current. Supersedes and is equivalent to BSB50613 Diploma of Human Resources Management.			
Locations	NDA has professionally equipped training centres in Hobart, Launceston and Devonport. NDA provide a consistent service state-wide. Address and contact details for the training centres can be found on the NDA website – http://www.nda.com.au/aboutnda/officelocations.asp .			
Entry requirements	There are no entry requirements for this qualification.			
Individual units	Where NDA delivers a unit of competency or a skill set, the amount of training delivered is proportionate to the Australian Qualification Framework (AQF) requirements for the full qualification.			
Packaging rules	<p>Total number of units = 9 (6 core units plus 3 elective units).</p> <p>At least 2 units must be from the elective units listed below.</p> <p>If not listed below, 1 unit may be from any endorsed Training Package or accredited course at Certificate IV level or above.</p> <p>Elective units must be relevant to the work environment and the qualification, maintain the integrity of the AQF alignment and contribute to a valid, industry-supported vocational outcome.</p> <p>Elective units chosen must be relevant to the work outcome and industry context for human resources.</p>			
Core Units	Code	Title	Training courses	Hours
	BSBHRM501	Manage human resources services		60
	BSBHRM506	Manage recruitment, selection and induction processes		60
	BSBHRM512	Develop and manage performance-management processes		60
	BSBHRM513	Manage workforce planning		60
	BSBWRK510	Manage employee relations		80
	BSBWHS401	Implement and monitor WHS policies, procedures and programs to meet legislative requirements	Workplace Health & Safety	50
Elective Units	BSBDIV501	Manage diversity in the workplace		60
	BSBFIM501	Manage budgets and financial plans		70
	BSBFIM502	Manage payroll	MYOB Payroll	30
	BSBHRM502	Manage human resources management information systems		60
	BSBHRM505	Manage remuneration and employee benefits		60
	BSBHRM507	Manage separation or termination		50
	BSBHRM509	Manage rehabilitation or return to work programs		50
	BSBHRM510	Manage mediation processes		60
	BSBINM501	Manage an information or knowledge management system		50
	BSBITU402	Develop and use complex spreadsheets	Excel Advanced	50

	BSBLED501	Develop a workplace learning environment		60
	BSBLED502	Manage programs that promote personal effectiveness		60
	BSBMGT502	Manage people performance		70
	BSBMGT516	Facilitate continuous improvement		60
	BSBPMG522	Undertake project work	Managing Successful Projects	60
	BSBR501	Manage risk		60
	BSBSUS501	Develop workplace policy and procedures for sustainability		50
	BSBWHS501	Ensure a safe workplace	Workplace Health & Safety	60
Duration	The duration of this qualification is typically 12 - 24 months. This duration could either be reduced or extended depending on the existing skill, knowledge and workplace experience of the learner. The amount of training will be determined by the assessor during the induction visit and an individual training plan developed that takes the above into account, as well as language, literacy and numeracy capabilities. Formal learning activities provided by NDA are listed in modes of delivery (see below).			
Course fee	<p>Enrolment fee: \$600 (non-refundable).</p> <p>Course fee: \$3,400 (inclusive of all resources, training and assessment services including attendance at relevant NDA training courses).</p> <p>Total course fee: \$4,000</p> <p>Replacement certificate fee (if required): \$30 (plus GST).</p> <p>Fees are not levied for credit transfer applications or transition for superseded qualifications.</p> <p>'Fee for Service' learners (i.e. those without funding) are billed for 50% of the fee one month after enrolment (less the \$600 enrolment fee), 25% when half the units are completed or half the time has elapsed (whichever comes sooner) and 25% on completion. These amounts are non-refundable.</p> <p>Optional assessments (individual unit): \$110 per unit invoiced one month after enrolment.</p> <p>All fees are to be paid before a statement of attainment / certificate is issued.</p> <p>NDA's fees and refunds policy - http://www.nda.com.au/traineeships/overview.asp</p>			
Modes of delivery / volume of learning	<p>An NDA assessor develops a training plan in consultation with the learner and their supervisor (if applicable). The plan is tailored to achieve the learner's need and specific workplace outcomes that align with the qualification.</p> <p>Learners are reviewed for existing skills, prior knowledge and workplace experience. Where skill gaps are identified, additional support is available through training courses at NDA. Training consists of face-to-face, trainer-led classes that include small group and individual activities.</p> <p>The training plan outlines the modes of delivery and the units to be assessed at regular assessment visits agreed with the learner, their supervisor (if applicable) and the NDA assessor.</p> <p>Modes of delivery provided by NDA include:</p> <ul style="list-style-type: none"> Face to face, trainer-led classroom sessions combined with self-paced learning. Depending on electives chosen this may comprise up to 40 hours of classroom tuition plus 5 – 10 hours per week of self-paced study. Self-paced learning without attending classroom sessions: 6 - 12 hours per week (this can include time spent at the workplace on relevant tasks). Online study: 6 - 12 hours per week. 			
Assessment evidence techniques	<p>NDA assessment tools meet the principles of assessment and rules of evidence outlined in the Australian Skills Quality Authority (ASQA) standards.</p> <p>The assessment tools allow the learner to choose the evidence that they provide to the assessor.</p> <p>NDA assessment tools that provide evidence include:</p> <p>Activities</p> <p>Learners are provided with workbook resource material for each of the 9 units of competency in this qualification. The final section of each unit is an activity. If you choose to complete this form of assessment, all activities should be completed and returned to your assessor.</p> <p>Questions and answers</p> <p>If you choose to complete this form of assessment all questions and answers should be</p>			

	<p>completed and returned to your assessor.</p> <p>Project or workplace evidence</p> <p>The projects are designed for the unit of competency. These are generic projects and may not correlate to the learner's industry. Alternatively, appropriate workplace evidence can be provided for assessment. Workplace evidence must be relevant to the unit of competency requirements.</p> <p>Supervisor/assessor/third party report</p> <p>This report allows the learner's supervisor to comment on the skills they have observed the learner demonstrate. These observable skills should align to the requirements of the unit of competency. If the learner doesn't have a supervisor then the assessor or a third party can perform this task.</p> <p>RPL portfolio</p> <p>Learners can submit a portfolio of recognition of prior learning (RPL) evidence to the assessor for assessment relevant to the unit of competency. NDA's RPL policy - http://www.nda.com.au/traineeships/overview.asp.</p> <p>NDA training course</p> <p>NDA offers training courses that align to some units of competency. These are listed in the training course column of the core and elective units in the above table. Assessment activities completed during these training courses can lead to competency in the aligned unit. During the induction learners will discuss with their assessor which training courses they will attend, ensuring the courses are relevant to their work.</p> <p>NDA assessment tools are mapped against the elements and performance criteria to confirm that the learner can show competency in each unit for the qualification. Critical aspects for assessment are included in the mapping process to ensure that all the essential skills are demonstrated.</p> <p>NDA encourages learners to submit evidence gathered prior to each assessment visit to their assessor. This allows the NDA assessor to identify any gaps in evidence and supply additional evidence, if required.</p>
Materials and equipment	Learners will require access to a laptop or personal computer and an internet connection to be able to access vocational learning materials.
Statement / Certificates	NDA is responsible for the quality of the training and assessment in compliance with ASQA standards and for the issuance of the AQF certification documentation. A Statement of Attainment is issued when a unit of competency (i.e. individual unit) is successfully completed. A Certificate of Completion is issued when a qualification is successfully completed. NDA's scope of registration allows the issuance of AQF certification documentation.
Support	NDA provides a variety of delivery modes and assessment evidence techniques to support the learner to meet the requirements of the qualification.
Learner rights	<p>Where language, literacy and numeracy gaps or physical barriers are identified NDA will use strategies to address gaps and support the learner throughout the qualification.</p> <p>In the unlikely event NDA stops operating as an RTO, learners will be transferred to another RTO with the qualification on scope of registry. For funded learners the apprenticeship centre will be contacted to organise transfer documentation.</p> <p>In the event NDA is not able to provide the agreed services or the arrangement is terminated early, NDA will refund the appropriate amount of fees paid upon agreement of training and assessment provided. This agreement is negotiated between the learner and an NDA Director.</p> <p>NDA will notify learners of any changes to the agreed services as soon as possible or within 14 days.</p>
Documentation	NDA's complaint and appeals policy is located on the NDA website - http://www.nda.com.au/traineeships/overview.asp . This explains the steps to be followed should a learner or employer wish to make a complaint or appeal an assessment.
Industry relevance	NDA's training and assessment strategies are relevant to the needs of industry and informed by industry engagement. We implement a range of strategies to achieve this and use the outcomes to update training and assessment materials, select suitable resources and monitor practices.
Trainer / assessor competence	NDA employs trainers and assessors who either possess the relevant vocational competencies at least to the level of the training and assessment to be delivered, or who have equivalent commercial experience.
Other documents	Other documents that form a part of the NDA Training & Assessment Strategy (TAS) include: <ul style="list-style-type: none"> • Induction materials

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