

**POWER ENGINEERING COMPETENCY FRAMEWORK FOR POWER ENGINEERING PROFESSIONALS IN PUBLIC SERVICE
TECHNICAL SKILLS AND COMPETENCIES (TSC) REFERENCE DOCUMENT**

TSC Category	Project and Contract Management					
TSC Title	Organisational Resource Management					
TSC Description	Implement resource management plans including defining the resource requirements, functional roles, accountabilities and responsibilities					
TSC Proficiency Description	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
				<Insert TSC Code>	<Insert TSC Code>	<Insert TSC Code>
				Facilitate organisational resource planning and monitor resource utilisation	Formulate resource management contingency strategies to support organisational capacity and capability needs	Strategise resource management to optimise organisational capacity and capability and meet business objectives
Knowledge				<ul style="list-style-type: none"> • Human resource management fundamentals • Organisational planning techniques • Methods of resource planning • Organisational roles and responsibilities • Resource planning and utilisation • Methods of effective time management 	<ul style="list-style-type: none"> • Human resource management principles and practices • Methods of developing resource plans • Organisational structure, roles and responsibilities • Methods and techniques for capacity planning • Accountabilities versus responsibilities • Methods of monitoring and identifying organisational behaviours 	<ul style="list-style-type: none"> • Strategic human resource management • Manpower planning theories, practices and methods • Principles of talent management and succession planning • Organisational psychology methods • Types of motivation theories • Types of organisational culture management • Principles of organisational change and technology • Sector human resource trends

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<p>Abilities</p>				<ul style="list-style-type: none"> • Analyse operational and functional business requirements • Support in identifying business resource and skill requirements • Develop project resource schedules and load plans • Supervise the recruitment and allocation of organisational resources • Monitor outcomes of the operational resource planning implementation 	<ul style="list-style-type: none"> • Develop resource management contingency strategies and development plans • Review resource schedules, load plans and identify resource requirements • Analyse current versus future capacity and capability needs • Stay abreast of business organograms showing functional roles and their interconnectivity 	<ul style="list-style-type: none"> • Lead strategic resource management planning activities, minimising costs and maximising capacity and capability • Review current vs future resource requirements and develop strategic resource plans • Review external labour market forces and environment and develop plans to mitigate their impact on the organisation
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