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<tr>
<td></td>
<td>Core</td>
<td>Outsourcing and Insourcing</td>
<td>Employee Relations and Communications</td>
<td>Employee Health and Well-being</td>
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<td>Transformational</td>
<td>5</td>
<td>Develop operational response to national manpower initiatives and strategic priorities</td>
<td>Develop employee relations strategies and policies</td>
<td>Develop and support a total remuneration strategy</td>
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<td>Create human resource strategies aligned with business needs</td>
<td>Promote harmonious tripartite relations</td>
<td>Develop and communicate employer brand position</td>
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<td>Control organisational risks</td>
<td>Develop a strategy for outsourcing and insourcing</td>
<td>Apply financial knowledge within a human resource environment</td>
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<td>Enhance organisational effectiveness</td>
<td>Manage internal and external service providers</td>
<td>Resolve grievances and disputes</td>
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<td>Align human resource services with business needs</td>
<td>Develop employee communications plan</td>
<td>Develop employee health and well-being programmes</td>
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<td>Develop workplace and business relationships</td>
<td>Develop disciplinary procedures</td>
<td>Ensure a healthy and safe workplace</td>
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<td>Manage budgets and finances</td>
<td>Conduct interviews and make hiring decisions</td>
<td>Implement manpower planning strategy</td>
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<td>Measure human resource functional effectiveness</td>
<td>Undertake negotiations</td>
<td>Develop a range of learning interventions</td>
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<td>Human Resource Management</td>
<td>Manage payroll</td>
<td>Measure organisational climate</td>
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<td>Implement strategies to employ, retain and re-employ older employees</td>
<td>Support individual learning and development</td>
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<td>Define strategies for outsourcing and insourcing</td>
<td>Conduct training needs analysis</td>
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<td>Human Resource Development</td>
<td>Facilitate group processes</td>
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<td>Organisational Development</td>
<td>Provide career advice</td>
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<td>Learning and Development</td>
<td>Implement devolved human resource services</td>
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<td>Career Management</td>
<td>Manage meetings effectively</td>
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<td>Talent Management</td>
<td>Communicate organisation values and ethics</td>
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<td>Manage personal work priorities and professional development</td>
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<td>Undertake negotiations</td>
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<td>Implement strategic initiatives</td>
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<td>Support organisation events</td>
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<td>Implement and evaluate risk, crisis management and contingency plans</td>
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<td>Provide quality human resource service</td>
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<td>Provide leadership in your area of responsibility</td>
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<td>Implement employee engagement programmes</td>
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<td>Develop human resource policy framework</td>
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<td>Facilitate group processes</td>
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<td>Operational</td>
<td>Participate in a work team</td>
<td>Process payroll</td>
<td>Implement recruitment and selection methods</td>
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<td>Provide human resource information</td>
<td>Operate human resource information systems</td>
<td>Conduct interviews and make hiring decisions</td>
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<td>Process human resource information</td>
<td>Maintain a performance review process</td>
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<td>Support organisation events</td>
<td>Administer a recruitment and selection process</td>
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<td>Provide training administration services</td>
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**Notes:**

- Levels 1 to 5 represent different professional stages.
- Each level includes competencies related to human resource management, development, and organizational functions.
- General Electives include additional skills and strategies for career management and talent development.