



Images courtesy of Rio Tinto

VoC ASSESSMENT PRINCIPLES

The following principles underpin the approach to assessment under the VoC Framework:

VoC is required as a **High Risk Worker License is not sufficient to provide assurance** that a person can work at the level indicated.

VoC should **focus on a candidate's practical skills**. In all, 80% of the allotted time is set aside for the practical assessment.

VoC of a candidate's knowledge is assessed based on a theory test. A candidate **must correctly answer all mandatory questions and 75% of non-mandatory questions**.

VoC is not intended as a full re-assessment, but **focuses on the core knowledge and skills (not minimum)** that are essential to working effectively and safety in a high risk role.

To pass a VoC a **candidate is required to meet the full requirements of the practical assessment**.

VoC should also validate a candidate's knowledge **through the practical assessment**.

VoC should be conducted in conditions that **reflect normal working requirements and conditions**. The VoC can be undertaken prior to coming to site, or onsite.

VoC applies the resources necessary to **ensure it is undertaken appropriately and safely**.

VoC recognises candidates with high level technical skills **may face literacy challenges with reasonable adjustments required** to take into account needs.

VoC is undertaken at an individual level. However, as aspects of the practical exercise may require more than one person, each candidate should be assessed taking a lead role.



VoC is flexible ensuring the industry skills of the candidate are determined regardless of where, or how those skills have been acquired.

VoC decision is fair, valid and justifiable based on evidence that a candidate has demonstrated the skills and knowledge in normal working conditions.

VoC result and any areas for improvement are communicated to the candidate.

VoC Assessor is assured that the **evidence demonstrates the assessment outcome**.

VoC Assessor has the **appropriate qualifications, skills and knowledge** (as set out in the Assessor Requirements) to undertake the VoC.

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