<table>
<thead>
<tr>
<th>TSC Category</th>
<th>Human Resource Planning</th>
</tr>
</thead>
<tbody>
<tr>
<td>TSC</td>
<td>Organisational Design</td>
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<tr>
<td>TSC Description</td>
<td>Develop and facilitate the implementation of organisational design to ensure its effectiveness and alignment with stakeholders' priorities</td>
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<table>
<thead>
<tr>
<th>TSC Proficiency Description</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Level 5</th>
<th>Level 6</th>
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<tbody>
<tr>
<td>TSC BIN</td>
<td>HRS-BIN-4096-1.1</td>
<td>HRS-BIN-5096-1.1</td>
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<tr>
<td>Knowledge</td>
<td>Drive the implementation of organisational design</td>
<td>Design organisational structures, systems and processes</td>
<td>Align organisational design with business needs and priorities</td>
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### Knowledge
- Organisational structures and processes
- Ethical and legal considerations related to organisational design
- Components of organisational design
- Procedures to implement organisational design
- Organisational policies and procedures impacting evaluation of organisational design processes
- Best practices and trends in organisational design implementation
- Impact of organisational design on stakeholders and labour policies
- Professional or industry codes of practice and standards related to organisational design
- Principles of organisational design
- Models of organisational design
- Dimensions of organisational design
- Implications of organisational design
- Methods of evaluating organisational design
- Emerging trends related to organisational design
- Relation between organisational design and other aspects of organisational strategy

### Abilities
- Analyse current structures, systems and processes
- Identify issues in the current structures, systems and processes
- Formulate plans to implement organisational design
- Explain changes to work processes and structures to employees
- Lead implementation of organisational design
- Develop mechanisms to gather measurement
- Review effectiveness of current organisational structures, systems and processes to identify gaps
- Consult stakeholders to identify requirements of organisational design
- Drive changes to organisational structures, systems and processes
- Determine resources required to support organisational design
- Recommend
- Determine the key principles for organisational design
- Evaluate the applicability of emerging trends in organisational design to the organisation’s context
- Synthesise stakeholder feedback to derive features of the target organisational design
- Evaluate the implications of organisational design
- Construct models for organisational design
- Related organisational design
<table>
<thead>
<tr>
<th>Data and feedback</th>
<th>Enhancements to organisational design to improve effectiveness</th>
<th>Meet business requirements</th>
</tr>
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<tbody>
<tr>
<td>• Implement refinements and enhancements to organisational design</td>
<td>• Secure buy-in from senior stakeholders to finalise organisational design models</td>
<td>• Develop narratives to communicate organisational design changes to employees</td>
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<td>• Drive refinements to organisational design to increase effectiveness</td>
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