

Modification history

Release	Comments
Release 1	This version released with Agriculture, Horticulture and Conservation and Land Management Training Package Version 9.0.

AHCOCM5X05	Map relationship of business organisation to culture and Country
Application	<p>This unit of competency describes the skills and knowledge required to map the relationship of a business organisation to culture and Country from Aboriginal and/or Torres Strait Islander perspectives. The unit requires an understanding of Aboriginal and/or Torres Strait Islander cultural protocols, cultural customs and cultural practices that the Aboriginal and/or Torres Strait Islander worker is likely to encounter in a business organisation</p> <p>This unit applies to Aboriginal and/or Torres Strait Islander worldviews and beliefs as they impact and affect Aboriginal and/or Torres Strait Islander organisations on Country. The unit applies to working either autonomously or under the supervision and cultural authority of Traditional Owners or Elders for specific Country.</p> <p>No licensing, legislative or certification requirements apply to this unit at the time of publication</p>
Prerequisite Unit	Nil
Unit Sector	On Country Management (OCM)

Elements	Performance Criteria
<i>Elements describe the essential outcomes.</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
1. Establish reasons for entering or establishing business	1.1 Describe the reasons and goals for entering or establishing business 1.2 Map the relationship between culture and the reasons for entering or establishing business 1.3 Explain the business activity as it relates to the structure of local Aboriginal and/or Torres Strait Islander Community or family grouping 1.4 Explain the business activity as it relates to Country
2. Interpret the legal parameters of the business organisation	2.1 Define the organisational structure 2.2 Identify the legal basis and appropriate documentation for the structure 2.3 Review the documentation 2.4 Analyse the powers and authorities of the business 2.5 Describe the legal limitations and requirements
3. Investigate the roles of key positions in the organisation and Community	3.1 Identify and list titles of key positions in the organisation and Community 3.2 Summarise the duties of these positions 3.3 Outline the source of power or responsibility for these positions 3.4 Describe the limitations of the duties and decisions that may be made by these positions 3.5 Analyse the role of these positions in terms of the structure of the Aboriginal and/or Torres Strait Islander Community or family grouping 3.6 Analyse the role of these positions in the relationship to Country
4. Evaluate the decision making process as it relates to the organisation and Community	4.1 Describe the decision making process required to be followed in the organisation and Community 4.2 Identify the responsibilities of each position in this decision-making process 4.3 Describe decisions that have been made using this process 4.4 Evaluate the effectiveness of the decision making process 4.5 Explain the dynamics of the processes in making these decisions 4.6 Make recommendations as to how this process can be improved

Foundation Skills	
<i>This section describes those language, literacy, numeracy and employment skills that are essential for performance in this unit of competency but are not explicit in the performance criteria.</i>	
Skill	Description
Reading	<ul style="list-style-type: none"> Interpret, analyse and extract information from a range of sources including legal documents, policies and procedures
Oral Communication	<ul style="list-style-type: none"> Use culturally appropriate verbal and non-verbal communication

Unit Mapping Information			
Code and title current version	Code and title previous version	Comments	Equivalence status
AHCOCM5X05 Map relationship of business organisation to culture and Country	AHCILM505 Map relationship of business enterprise to culture and Country	Minor changes to Application Minor changes to Elements and Performance Criteria Added Foundation Skills Revised Performance Evidence to express assessment in terms of frequency Revised Knowledge Evidence Revised Assessment Conditions to include Assessor requirements	Equivalent

Links
Companion Volumes, including Implementation Guides, are available at VETNet: https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=c6399549-9c62-4a5e-bf1a-524b2322cf72 .

TITLE	Assessment requirements for AHCOCM5X05 Map relationship of business organisation to culture and Country
Performance Evidence	
<p>An individual demonstrating competency must satisfy all of the elements and performance criteria in this unit.</p> <p>There must be evidence that the individual has mapped the relationship of the business to culture and Country at least once and has:</p> <ul style="list-style-type: none"> • described the goals and activities of the organisation • defined the legal parameters of the business organisation • analysed the positions and power relationships for decision making within a local Aboriginal and/or Torres Strait Islander Community • related local Aboriginal and/or Torres Strait Islander Community and business roles to the concept of Country • made recommendations to support the concept and implementation of local Aboriginal and/or Torres Strait Islander management principles. 	
Knowledge Evidence	
<p>An individual must be able to demonstrate the knowledge required to perform the tasks outlined in the elements and performance criteria of this unit. This includes knowledge of:</p> <ul style="list-style-type: none"> • national, state and local legislation that relates to business operations • legal aspects of business structures • constitutions and other corporate documentation • organisational structures theories • decision-making processes • local Aboriginal and/or Torres Strait Islander Community structure and protocols that impact on business operations and decision making. 	
Assessment Conditions	
<p>Assessment of the skills in this unit of competency must take place under the following conditions:</p> <ul style="list-style-type: none"> • physical conditions: <ul style="list-style-type: none"> • skills must be demonstrated on Country and/or within an Aboriginal and/or Torres Strait Islander Community or an environment that accurately represents workplace conditions • specifications: <ul style="list-style-type: none"> • access to specific legislation/codes of practice • relationships: <ul style="list-style-type: none"> • local Community Elders and/or Custodians. <p>Assessors of this unit must satisfy the requirements for assessors in applicable vocational education and training legislation, frameworks and/or standards. In addition, the following specific assessor requirements apply to this unit:</p> <ul style="list-style-type: none"> • Assessment must be undertaken by a workplace assessor who has expertise in this unit of competency and who is: <ul style="list-style-type: none"> • an Aboriginal and/or Torres Strait Islander Elder and/or Custodian <p>or:</p> <ul style="list-style-type: none"> • accompanied by, and/or in communication with, an Aboriginal and/or Torres Strait Islander person who is a recognised member of the community with experience and knowledge of local cultural protocols. 	
Links	Companion Volumes, including Implementation Guides, are available at VETNet: https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=c6399549-9c62-4a5e-bf1a-524b2322cf72 .