

## Modification history

Release	Comments
Release 1	This version released with AHC Agriculture, Horticulture, Conservation and Land Management Training Package Version 4.0.

<b>AHCBUS509XX</b>	<b>Develop and implement business structures and relationships</b>
<b>Application</b>	<p>This unit of competency describes the skills and knowledge required to develop and implement business structures and relationships.</p> <p>This unit applies to those who participate in the establishment of a primary production business and communicate the roles and responsibilities of family members within such a business.</p> <p>This unit applies to individuals who take responsibility for their own work and provide and communicate solutions to a range of predictable and sometimes unpredictable problems.</p> <p>All work must be carried out to comply with organisational requirements, work health and safety legislation and codes, sustainability practices and in consultation with the management team.</p> <p>No occupational licensing, legislative or certification requirements are known to apply to this unit at the time of publication.</p>
<b>Prerequisite Unit</b>	Nil
<b>Unit Sector</b>	Business (BUS)

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. Identify and establish an appropriate rural business structure	1.1 Identify options for the business structure 1.2 Assess legal and taxation implications of each option 1.3 Assess the advantages and disadvantages of each option for this business 1.4 Establish an appropriate business organisational structure in consultation with members of the business unit 1.5 Establish administrative procedures to ensure full compliance within the chosen structure
2. Identify and establish the roles and responsibilities within the business unit	2.1 Identify and discuss roles and responsibilities within the business 2.2 Allocate individual roles and responsibilities to members of the business unit 2.3 Assess roles and responsibilities of family members in accordance with succession and estate planning requirements 2.4 Prepare, update and store wills
3. Develop and implement stress management strategies	3.1 Identify potential causes of stress within a rural business environment 3.2 Develop stress management strategies in consultation with family and other employees 3.3 Implement strategies to minimise stress within the family and the workplace 3.4 Review stress management strategies regularly
4. Access rural networks and support groups	4.1 Identify relevant rural networks and support groups 4.2 Develop appropriate interpersonal skills to facilitate and promote positive relations within the business 4.3 Develop and maintain relationships to promote and support the rural business 4.4 Identify and access networking opportunities

<b>Foundation Skills</b>	
<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>	
<b>Skill</b>	<b>Description</b>
Oral communication	<ul style="list-style-type: none"> <li>Interact effectively and negotiate with family members and stakeholders, including in times of conflict</li> </ul>

<b>Unit Mapping Information</b>			
<b>Code and title current version</b>	<b>Code and title previous version</b>	<b>Comments</b>	<b>Equivalence status</b>
AHCBUS509XX Develop and implement business structures and relationships	AHCBUS509 Develop and implement business structures and relationships	Foundation skills added. Assessment requirements updated.	Equivalent unit

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

<b>TITLE</b>	<b>Assessment requirements for AHCBUS509XX Develop and implement business structures and relationships</b>
<b>Performance Evidence</b>	
<p>An individual demonstrating competency must satisfy all of the elements and performance criteria in this unit. There must be evidence that the individual has developed and implemented business structures and relationships for at least one rural, family business.</p>	
<b>Knowledge Evidence</b>	
<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"> <li>• legislation and regulations relevant to business</li> <li>• organisational policies, plans and procedures</li> <li>• principles of effective communication, negotiation and conflict resolution</li> <li>• principles and techniques that utilise feedback to achieve positive outcomes</li> <li>• rural networks and support groups</li> <li>• stressors in the rural business environment</li> <li>• stress management strategies.</li> </ul>	
<b>Assessment Conditions</b>	
<p>Assessment of skills must take place under the following conditions:</p> <ul style="list-style-type: none"> <li>• physical conditions: <ul style="list-style-type: none"> <li>• skills must be demonstrated in an environment that accurately represents workplace conditions</li> </ul> </li> <li>• resources, equipment and materials: <ul style="list-style-type: none"> <li>• access to a rural, family business.</li> </ul> </li> </ul> <p>Assessors of this unit must satisfy the requirements for assessors in applicable vocational education and training legislation, frameworks and/or standards.</p>	
<b>Links</b>	<p>Companion Volumes, including Implementation Guides, are available at VETNet:  <a href="https://vetnet.education.gov.au/Pages/TrainingDocs.aspx?q=c6399549-9c62-4a5e-bf1a-524b2322cf72">https://vetnet.education.gov.au/Pages/TrainingDocs.aspx?q=c6399549-9c62-4a5e-bf1a-524b2322cf72</a></p>