



Australian Government

AHCBUS512 Develop and implement family business structures and relationships

Release: 2

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Modification History

Release	Comments
Release 2	This version released with AHC Agriculture, Horticulture, Conservation and Land Management Training Package Version 6.0.
Release 1	This version released with AHC Agriculture, Horticulture, Conservation and Land Management Training Package Version 4.0.

Application

This unit of competency describes the skills and knowledge required to develop and implement business structures and relationships for a family based primary production business.

This unit applies to individuals who participate in the establishment of a family based primary production business and communicate the roles and responsibilities of family members within that business. They take responsibility for their own work and provide and communicate solutions to a range of predictable and sometimes unpredictable problems.

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.

No licensing, legislative or certification requirements apply to this unit at the time of publication.

Pre-requisite Unit

Nil

Unit Sector

Business (BUS)

Elements and Performance Criteria

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<i>Elements describe the essential outcomes.</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>

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1. Identify and establish an appropriate rural family business structure	1.1 Establish the goals for the business and the goals of the individual family stakeholders 1.2 Identify options for the business structure which best fit the business and family stakeholder goals 1.3 Assess legal and taxation implications of each option 1.4 Assess the advantages and disadvantages of each option for this business 1.5 Establish an appropriate business organisational structure in consultation with members of the business unit 1.6 Establish administrative procedures to ensure full compliance within the chosen structure. 1.7 Prepare a succession plan for the business
2. Identify and establish the roles and responsibilities within the business unit	2.1 Identify and discuss roles and responsibilities family stakeholders 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 conflict and stress management strategies	3.1 Identify potential causes of conflict and stress within a rural family business environment. 3.2 Develop appropriate interpersonal skills to facilitate and promote positive relations within the business 3.3 Identify and access relevant rural support networks and organisations 3.4 Develop conflict and stress management strategies in consultation with family and other employees 3.5 Implement strategies to minimise conflict and stress within the family and the workplace 3.6 Review conflict and stress management strategies regularly
4. Implement business structure and review performance	4.1 Review goals for the business and the goals of the individual family stakeholders. 4.2 Review succession plan

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	4.3 Adjust business structures and relationships on the basis of the reviews

Foundation Skills

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.

Skill	Description
Oral communication	Interact effectively and negotiate with family members and stakeholders, including in times of conflict

Unit Mapping Information

Code and title current version	Code and title previous version	Comments	Equivalence status
AHCBUS512 Develop and implement family business structures and relationships Release 2	AHCBUS512 Develop and implement family business structures and relationships Release 1	Minor update Duplicated performance criteria removed at PC4.2	Equivalent

Links

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