



Australian Government

AHCOCM505 Map relationship of business organisation to culture and Country

Release: 1

AHCOCM505 Map relationship of business organisation to culture and Country

Modification History

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

Application

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.

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.

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

Pre-requisite Unit

Nil

Unit Sector

On Country Management (OCM)

Elements and Performance Criteria

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 and communicate the reasons and goals for entering or establishing business 1.2 Map the relationship between culture and the reasons for entering

Elements	Performance Criteria
<i>Elements describe the essential outcomes.</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
	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 to management 1.4 Explain the business activity as it relates to Country to management
2. Interpret the legal parameters of the business organisation	2.1 Define and document 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 and report to management 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 and document 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 and report to management 4.5 Explain the dynamics of the processes in making these decisions to management 4.6 Make recommendations as to how this process can be improved

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
Reading	Interpret, analyse and extract information from a range of sources, including legal documents, policies and procedures
Oral communication	Use culturally appropriate verbal and non-verbal communication

Unit Mapping Information

Code and title current version	Code and title previous version	Comments	Equivalence status
AHCOCM505 Map relationship of business organisation to culture and Country	AHCILM505 Map relationship of business enterprise to culture and Country	Title updated Application updated Elements and Performance Criteria revised for clarity Foundation Skills added Performance Evidence, Knowledge Evidence and Assessment Conditions updated	Not equivalent

Links

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

Assessment Requirements for AHCOCM505 Map relationship of business organisation to culture and Country

Modification History

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

Performance Evidence

An individual demonstrating competency must satisfy all of the elements and performance criteria in this unit.

There must be evidence that the individual has mapped the relationship of the business to culture and Country for an organisation at least once and has:

- 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

An individual demonstrating competency must satisfy all of the elements and performance criteria in this unit.

There must be evidence that the individual has mapped the relationship of the business to culture and Country for an organisation at least once and has:

- 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.

Assessment Conditions

Assessment of the skills in this unit of competency must take place under the following conditions:

- physical conditions:
 - 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:
 - specific legislation/codes of practice relevant to mapping the relationship of a business to culture and Country.

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:

- Assessment must be undertaken by a workplace assessor who has expertise in this unit of competency and who is:

an Aboriginal and/or Torres Strait Islander Elder and/or Custodian or:

- 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>