

Specification of Competency Standards of the Beauty and Hairdressing Industry

**Unit of Competency**

**Functional Area: Operational Management**

Title	Apply Laws for Salon Operation in the Mainland
Code	105425L4
Range	This unit of competency (UoC) is applicable to employees responsible for the operation in the mainland. It involves judgement and analysis. Practitioners should be able to manage the operation of salons in the mainland legally according to formalities and legislation of salon operation there, so as to facilitate the organization's business opportunities and potentiality for development.
Level	4
Credit	6 (for reference only)
Competency	<p>Performance Requirements</p> <ol style="list-style-type: none"> <li>1. Possess knowledge of salon operation in the mainland <ul style="list-style-type: none"> <li>• Understand the current condition of hairdressing service market in the mainland</li> <li>• Know about business registration ordinances of the mainland</li> <li>• Know about government departments for the regulation of salons in the mainland</li> <li>• Understand formalities and legal requirements for setting up and operating salons in the mainland</li> <li>• Understand formalities and labour regulations related to staff recruitment in the mainland</li> <li>• Understand basic accounting system and taxation regulations of the mainland</li> <li>• Master the differences between the mainland and Hong Kong in the laws for regarding salon operation</li> </ul> </li> <li>2. Apply laws for salon operation in the mainland <ul style="list-style-type: none"> <li>• Apply the laws for salon operation in the mainland to manage the operation legally and effectively, including: <ul style="list-style-type: none"> <li>• Business registration and relevant government departments</li> <li>• Staff recruitment procedures and terms of employment, e.g.: salary, working hours, etc.</li> <li>• Qualification requirements for hairstylists to working in the mainland</li> <li>• Taxation regulations, including: commercial establishments, employees, etc.</li> <li>• Laws for daily operation of salons, e.g.: sewage discharge, fire safety, etc.</li> <li>• Requirements on the sales of hairdressing products/services</li> <li>• Points to note for Hong Kong people working in the mainland, e.g.: accommodation, working hours, etc.</li> </ul> </li> <li>• Set the allocation of resources and conduct risk assessment according to the system structure in the mainland</li> <li>• Reflect to and seek help from the government departments in the mainland when problems occur</li> </ul> </li> <li>3. Exhibit professionalism <ul style="list-style-type: none"> <li>• Adhere to laws for salon operation in the mainland to prevent irregularities</li> </ul> </li> </ol>
Assessment Criteria	<p>The integrated outcome requirements of this UoC are the abilities to:</p> <ul style="list-style-type: none"> <li>• Master the legal requirements on salon operation in the mainland; and</li> <li>• Operate and manage salons in the mainland legally and effectively according to laws for salon operation there.</li> </ul>
Remark	