

Specification of Competency Standards for Human Resource Management

Unit of Competency

Title	Possess updated knowledge of employment related ordinances
Code	107054L3
Range	Possessing knowledge of the latest development of employment related ordinances and statutory regulations in respective operating markets and jurisdictions. This applies to compliance of legislative requirements covering a comprehensive range of employment protection and benefits for all employees (e.g. maternity protection, leave pay, termination payments).
Level	3
Credit	6
Competency	<p>Performance Requirements</p> <p>1. Knowledge in the Subject Area</p> <ul style="list-style-type: none"> • Understand the requirements and keep track of the development or latest update of employment related ordinances and statutory regulations in respective operating markets and jurisdictions • Understand the latest development of employment related ordinances and statutory regulations in respective operating markets and jurisdictions • Understand the judiciary system and common compliance issues (e.g. mis-classification of employees, social media policies) in respective operating markets and jurisdictions <p>2. Applications and Processes</p> <ul style="list-style-type: none"> • Search for channels in respective operating markets and jurisdictions to get access to updated information about changes in employment related ordinances and statutory regulations • Report the possible impact of changes in employment related ordinances and statutory regulations on the organisation's operations and development <p>3. Professional Behaviour and Attitude</p> <ul style="list-style-type: none"> • Proactively search for internal and external learning opportunities to acquire knowledge of employment related ordinances and regulatory compliance
Assessment Criteria	<p>The integrated outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> • Identification of channels in respective operating markets and jurisdictions with relevant information sources (e.g. business leaders, external consultants specialised in human resource (HR) compliance, HR professional bodies, government departments and regulatory bodies) in order to possess updated knowledge of employment related ordinances and statutory regulations. • Provision of assistance in identifying the impact of changes in employment related ordinances and statutory regulations on the organisation.
Remark	