

Specification of Competency Standards for Human Resource Management

Unit of Competency

Title	Obtain senior management's commitment to human resource (HR) compliance
Code	107056L5
Range	Establishing channels to communicate HR policies, procedures and practices with senior management and obtaining their commitment to regulatory compliance. This applies to the practice of regulatory compliance with the support of senior management.
Level	5
Credit	5
Competency	<p>Performance Requirements</p> <ol style="list-style-type: none"> 1. Knowledge in the Subject Area <ul style="list-style-type: none"> • Understand that the responsibility of regulatory compliance rests with each member of the organisation • Understand senior management' views and concerns about the organisation's HR policies, procedures and practices 2. Applications and Processes <ul style="list-style-type: none"> • Present HR policies, procedures and practices consistently with senior management and provide regular update on employment related ordinances and statutory regulations to them via effective communication channels • Articulate the organisation's needs in compliance in order to solicit senior management's support to uphold commitment to compliance 3. Professional Behaviour and Attitude <ul style="list-style-type: none"> • Benchmark best practices of regulatory compliance (e.g. conducting scheduled regulatory compliance audit) • Apply appropriate stakeholder management skills to solicit senior management's commitment to compliance of all relevant employment related legislation and regulatory requirements
Assessment Criteria	<p>The integrated outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> • Establishment of channels in order to communicate HR policies, procedures and practices consistently with senior management. • Execution of two-way communication with senior management to provide regular update on employment related ordinances and statutory regulations, and solicit their commitment to regulatory compliance.
Remark	