

Specification of Competency Standards
for the Retail Industry
Unit of Competency

Functional Area - Human Resources Management

Title	Apply the labor legislation relating to e-business corporate
Code	107269L3
Description	Review the posts in the finance department and analyze the functions of the staff. Reduce the overlapping of functions and saving costs.
Level	3
Credit	3 (For Reference Only)
Competency	<p>Performance Requirements</p> <p>1. Understand and apply the the labor legislation relating to e-business corporate</p> <ul style="list-style-type: none"> • Understand the relevant content and knowledge of labor legislation • Understand the Employment Ordinance (Chapter 57 of the Laws of Hong Kong) • Understand Factories and Industrial Undertakings Ordinance (Chapter 59 of the Laws of Hong Kong) • Understand Employee Compensation Ordinance (Chapter 282 of the Laws of Hong Kong) • Understand the Occupational Safety and Health Ordinance (Chapter 509 of the Laws of Hong Kong) • Understand the Minimum Wage Ordinance (Chapter 608 of the Laws of Hong Kong) • Recognize the common problems with labor legislation <p>2. Exhibit professionalism</p> <ul style="list-style-type: none"> • Strictly comply with the relevant legislation in the daily operation of e-business.
Assessment Criteria	<p>The integrated outcome requirement of this UoC is the ability to:</p> <ul style="list-style-type: none"> • Understand the contents of the e-business labor legislation and to comply with the relevant regulations in daily operation to protect the interests of both employers and employees, and to avoid disputes
Remark	