

Specification of Competency Standards of the Watch & Clock Industry

Unit of Competency

Functional Area: Operational Management

Title	Handle Complicated Labour Disputes
Code	104900L5
Range	This unit of competency (UoC) is applicable in timepiece companies. It covers the abilities to understand Hong Kong's labour regulations and relevant rules and regulations, court system and its jurisdiction, and legal procedures related to labour disputes of the industry; and quote relevant ordinances correctly to handle complicated labour disputes.
Level	5
Credit	9 (for reference only)
Competency	<p>Performance Requirements</p> <ol style="list-style-type: none"> 1. Knowledge of Hong Kong's court system and legal procedures <ul style="list-style-type: none"> • Understand Hong Kong's court system, jurisdiction and types and authority of processing cases of labour disputes <ul style="list-style-type: none"> • Magistracy • Labour Tribunal • Minor Employment Claims Adjudication Board • Understand the claiming procedures and limitations for as well as legal rights that can be exercised by employers and employees in labour disputes of different natures • Understand the procedures for handling claim cases by different statutory bodies and time limit for making such claims 2. Handle complicated labour disputes <ul style="list-style-type: none"> • Master the procedures for handling money dispute cases between employers and employees by different statutory bodies: <ul style="list-style-type: none"> • Labour Tribunal <ul style="list-style-type: none"> • Claim amount and limit of the number of claimants • Conciliation meeting • Working on to reach a conciliation arrangement • Hearing • Review judgement • Handling of appeal • Minor Employment Claims Adjudication Board <ul style="list-style-type: none"> • Claim amount and limit of the number of claimants • Legal procedures • Hearing • Review judgement • Handling of appeal • Master legal procedures related to claims for work injury compensation, such as: <ul style="list-style-type: none"> • Procedures for issuing the Certificate of Review of Assessment by the Employees' Compensation Assessment Board • Compensation and legal procedures for cases of death caused by work injuries or accidents • Master the legal procedures by Equal opportunities Commission for handling sex, pregnancy and disability discrimination • Master the appeal mechanism and legal procedures for labour dispute cases 3. Exhibit professionalism <ul style="list-style-type: none"> • Comply with ordinances related to employment relationship and take the mutual interest of employer and employee into account when handling each case of labour dispute
Assessment Criteria	<p>The integrated outcome requirements of this UoC are the abilities to:</p> <ul style="list-style-type: none"> • Master Hong Kong's labour regulations and relevant rules and regulations, court system and legal procedures related to labour disputes; and • Comply with and correctly quote relevant ordinances to handle complicated labour disputes according to the legal procedures of different statutory bodies.
Remark	