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**INDUSTRY STANDARD OF THE
PEOPLE'S REPUBLIC OF CHINA**

SB/T 10512.4-2008

**Technical competence requirement for basic posts in retail
industry. Raw food assistant
(English Translation)**

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7 Points in total	
10 Points total	

Foreword

Appendix A and Appendix B of this standard are informative annexes.

This standard is proposed and managed by the Ministry of Commerce of the People's Republic of China.

This standard is mainly drafted by. Shenzhen Retail Business Association, Wal-Mart (China) Investment Co., Ltd., Xinyijia Supermarket Co., Ltd.

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Introduction

With the rapid expansion of retail chain enterprises, the shortage of talents in the retail industry has become an important factor restricting the rapid development of enterprises. Long term Since the liquidity of the grassroots employees in retail enterprises is large, the company lacks standardized training and assessment mechanisms for grassroots employees, which leads to the skills of grassroots employees.

Can be mixed, making the cost of recruitment, evaluation, and assessment work rising, it is difficult to adapt to the needs of industry development.

This standard relies on some of the top 100 national chain stores and other retail enterprises with rapid development and high level of operation in China's modern retail industry.

Collect, summarize, organize, and refine the skills and corresponding business knowledge that should be mastered in the retail stores, and integrate the main business units such as

department stores and supermarkets.

The characteristics of the job functions of fresh workers, with due reference to the requirements of some foreign-funded enterprises in retail stores for grassroots employees, summarizing the advanced practices of many enterprises and considering the national laws and regulations on the retail industry, and put forward the skills and corresponding business knowledge that should be mastered in the retail store freshmen.

Knowledge, and in the appendix, made specific and operational suggestions for the training and assessment of the personnel in the post, and cultivated the retail enterprises in a step-by-step manner.

Talents support their strategic expansion and lay a good foundation.

The basic job skills of the retail industry require fresh workers

1 Scope

This standard specifies the knowledge and skills that should be possessed by fresh workers in retail stores.

This standard applies to the identification and vocational training of fresh-skilled employees in retail stores.

2 Terms and definitions

The following terms and definitions apply to this standard.

Personnel engaged in the inspection, processing, sales, storage, and breeding of fresh commodities in retail stores.

There are two grades in this profession, which are ordinary freshmen and meat/aquatic freshmen.

The technical and operational capabilities of employees in the retail store's grassroots positions.

Learn for 1 hour as a standard class hour.

3 Basic requirements

Freshmen should have a higher education level than junior high school.

4.1 Ordinary fresh workers

Should comply with the provisions of Table 1.

Table 1 General freshman skills and corresponding business knowledge requirements

project

jobs

content

Skill requirement

Assessment weight

100 points

Corresponding business knowledge requirements personal health be able to wear and work before and after leaving the job according to regulations Cleaning and disinfecting work.

ready

Appliance

a) can arrange the required supplies as required;

b) It is possible to check or turn on the fly killer and germicidal lamp according to the regulations and ensure can be used normally.

warehouse

sort out

a) According to the principle of first in, first out, according to the time of food entry and Unique attribute classification of food;

b) Regular inspection of goods, timely removal of deterioration and expiration food;

c) can accurately fill in the arrival and delivery period inventory labels;

d) Ensure that the goods are stored off the wall.

10 Points total

grasp.

Freshman requirements for employment.

grasp.

Common knowledge of the use of various cleaning and anti-virus appliances.

grasp.

Food entry and exit requirements;

Knowledge related to warehouse management;

Knowledge about food preservation;

Supermarket Food Safety Practices.