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**COMMITTEE STAGE AMENDMENTS**

**EMPLOYMENT (AMENDMENT) BILL 2006**

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**COMMITTEE STAGE**

Amendments to be moved by the Secretary for Economic  
Development and Labour

<u>Clause</u>	<u>Amendment Proposed</u>
3	<p>(a) By adding immediately before the proposed section 7(1) -</p> <p>“(1AA) For the purposes of subsections (1), (1A) and (1AAA), “wages” ( 工資 ) includes any sum paid by an employer in respect of -</p> <p>(a) a day of maternity leave, a rest day, a sickness day, a holiday or a day of annual leave taken by the employee;</p> <p>(b) a day of leave taken by the employee with the agreement of his employer;</p> <p>(c) a normal working day on which the employee is not provided with work.”.</p> <p>(b) By deleting the proposed section 7(1A)</p>

and substituting -

"(1A) In calculating the daily average or monthly average of the wages earned by an employee during the period of 12 months or the shorter period -

(a) any period therein for which the employee was not paid his wages or full wages by reason of -

(i) any maternity leave, rest day, sickness day, holiday or annual leave taken by the employee;

(ii) any leave taken by the employee with the agreement of his employer; or

(iii) his not being provided by his employer with work on any

normal working  
day; and

(b) any wages paid to him for  
the period referred to in  
paragraph (a),

are to be disregarded."

(c) By adding immediately after the proposed  
section 7(1A) -

"(1AAA) For the avoidance of doubt, if  
the amount of the wages paid to an  
employee in respect of a day specified in  
subsection (1AA) is only a fraction of  
the amount earned by the employee on a  
normal working day, the wages and the day  
are to be disregarded in accordance with  
subsection (1A)."

(d) In the proposed section 7(1B), by adding  
"a person who was employed at the same  
work by the same employer during the  
period of 12 months immediately before  
the date of notification, or, if there is  
no such person, by" after "by reference  
to the wages earned by".

(a) By adding immediately before the proposed

section 11A(2) -

"(1A) For the purposes of subsections (2), (3) and (3A), "wages" ( 工資 ) includes any sum paid by an employer in respect of -

- (a) a day of maternity leave, a rest day, a sickness day, a holiday or a day of annual leave taken by the employee;
- (b) a day of leave taken by the employee with the agreement of his employer;
- (c) a normal working day on which the employee is not provided with work."

(b) By deleting the proposed section 11A(3) and substituting -

"(3) In calculating the monthly average of the wages earned by an employee during the period of 12 months or the shorter period -

- (a) any period therein for which the employee was not paid his wages or full

wages by reason of -

(i) any maternity  
leave, rest day,  
sickness day,  
holiday or  
annual leave  
taken by the  
employee;

(ii) any leave taken  
by the employee  
with the  
agreement of his  
employer; or

(iii) his not being  
provided by his  
employer with  
work on any  
normal working  
day; and

(b) any wages paid to him for  
the period referred to in  
paragraph (a),

are to be disregarded."

(c) By adding immediately after the proposed  
section 11A(3) -

"(3A) For the avoidance of doubt, if the amount of the wages paid to an employee in respect of a day specified in subsection (1A) is only a fraction of the amount earned by the employee on a normal working day, the wages and the day are to be disregarded in accordance with subsection (3)."

(d) In the proposed section 11A(4), by adding "a person who was employed at the same work by the same employer during the period of 12 months immediately before the due day, or, if there is no such person, by" after "by reference to the wages earned by".

6

(a) By adding immediately before the proposed section 14(3) -

"(2A) For the purposes of subsections (3), (3A) and (3AA), "wages" ( 工資 ) includes any sum paid by an employer in respect of -

(a) a day of maternity leave,  
a rest day, a sickness  
day, a holiday or a day of

annual leave taken by the employee;

(b) a day of leave taken by the employee with the agreement of her employer;

(c) a normal working day on which the employee is not provided with work."

(b) In the proposed section 14(3)(b), by deleting "the shorter period." and substituting -

"the shorter period, but no maternity leave pay is payable in respect of a day on which the female employee would not have worked had she not been on maternity leave and for which no wages would normally be payable by the employer."

(c) By deleting the proposed section 14(3A) and substituting -

"(3A) In calculating the daily average of the wages earned by a female employee during the period of 12 months or the shorter period -

(a) any period therein for



which the employee was not paid her wages or full wages by reason of -

(i) any maternity leave, rest day, sickness day, holiday or annual leave taken by the employee;

(ii) any leave taken by the employee with the agreement of her employer; or

(iii) her not being provided by her employer with work on any normal working day; and

(b) any wages paid to her for the period referred to in paragraph (a),

are to be disregarded."

- (d) By adding immediately after the proposed section 14(3A) -

"(3AA) For the avoidance of doubt, if the amount of the wages paid to a female employee in respect of a day specified in subsection (2A) is only a fraction of the amount earned by the employee on a normal working day, the wages and the day are to be disregarded in accordance with subsection (3A)."

- (e) In the proposed section 14(3B), by deleting "female person" and substituting "person who was employed at the same work by the same employer during the period of 12 months immediately before the date of commencement of the employee's maternity leave, or, if there is no such person, by a person".

- (f) In the proposed section 14(7), by adding "by her employer" after "is paid".

7

- (a) By adding before clause 7(1) -

"(1A) Section 15 is amended by adding -

"(1D) For the purposes of

subsections (2)(b), (2A) and (2AA),  
"wages" (工資) includes any sum  
paid by an employer in respect of -

- (a) a day of maternity leave,  
a rest day, a sickness  
day, a holiday or a day of  
annual leave taken by the  
employee;
- (b) a day of leave taken by  
the employee with the  
agreement of her employer;
- (c) a normal working day on  
which the employee is not  
provided with work."."

(b) By deleting the proposed section 15(2A)  
and substituting -

"(2A) In calculating the monthly  
average of the wages earned by a female  
employee during the period of 12 months  
or the shorter period -

- (a) any period therein for  
which the employee was not  
paid her wages or full  
wages by reason of -

- (i) any maternity

leave, rest day,  
sickness day,  
holiday or  
annual leave  
taken by the  
employee;

(ii) any leave taken  
by the employee  
with the  
agreement of her  
employer; or

(iii) her not being  
provided by her  
employer with  
work on any  
normal working  
day; and

(b) any wages paid to her for  
the period referred to in  
paragraph (a),

are to be disregarded."

(c) By adding immediately after the proposed  
section 15(2A) -

"(2AA) For the avoidance of doubt, if  
the amount of the wages paid to a female

employee in respect of a day specified in subsection (1D) is only a fraction of the amount earned by the employee on a normal working day, the wages and the day are to be disregarded in accordance with subsection (2A)."

- (d) In the proposed section 15(2B), by deleting "female person" and substituting "person who was employed at the same work by the same employer during the period of 12 months immediately before the date of termination of the employee's contract of employment, or, if there is no such person, by a person".

8 In the proposed section 15AA(8), by adding "or monthly average (as appropriate)" after "daily average".

- 9 (a) By adding before clause 9(1) -  
" (1A) Section 33 is amended by  
adding -

" (4BAAAA) For the purposes of subsections (4BA) (b), (4BAAA) and (4BAAAA), "wages" ( 工資 ) includes

any sum paid by an employer in  
respect of -

- (a) a day of maternity leave,  
a rest day, a sickness  
day, a holiday or a day of  
annual leave taken by the  
employee;
- (b) a day of leave taken by  
the employee with the  
agreement of his employer;
- (c) a normal working day on  
which the employee is not  
provided with work."."

(b) By deleting the proposed section  
33(4BAAA) and substituting -

"(4BAAA) In calculating the daily  
average of the wages earned by an  
employee during the period of 12 months  
or the shorter period -

- (a) any period therein for  
which the employee was not  
paid his wages or full  
wages by reason of -
  - (i) any maternity  
leave, rest day,

sickness day,  
holiday or  
annual leave  
taken by the  
employee;

(ii) any leave taken  
by the employee  
with the  
agreement of his  
employer; or

(iii) his not being  
provided by his  
employer with  
work on any  
normal working  
day; and

(b) any wages paid to him for  
the period referred to in  
paragraph (a),

are to be disregarded."

(c) By adding immediately after the proposed  
section 33(4BAAA) -

"(4BAAAA) For the avoidance of doubt,  
if the amount of the wages paid to an  
employee in respect of a day specified in

subsection (4BAAAA) is only a fraction of the amount earned by the employee on a normal working day, the wages and the day are to be disregarded in accordance with subsection (4BAAA).".

(d) In the proposed section 33(4BAAB), by adding "a person who was employed at the same work by the same employer during the period of 12 months immediately before the date of termination of the employee's contract of employment, or, if there is no such person, by" after "by reference to the wages earned by".

10

(a) By adding immediately before the proposed section 35(1) -

"(1A) For the purposes of subsections (1), (2) and (2AA), "wages" ( 工資 ) includes any sum paid by an employer in respect of -

(a) a day of maternity leave, a rest day, a sickness day, a holiday or a day of annual leave taken by the employee;



(b) a day of leave taken by the employee with the agreement of his employer;

(c) a normal working day on which the employee is not provided with work."

(b) In the proposed section 35(1)(b), by deleting "the shorter period." and substituting -

"the shorter period,

but no sickness allowance is payable in respect of a day on which the employee would not have worked had he not been sick and for which no wages would normally be payable by the employer."

(c) By deleting the proposed section 35(2) and substituting -

"(2) In calculating the daily average of the wages earned by an employee during the period of 12 months or the shorter period -

(a) any period therein for which the employee was not paid his wages or full wages by reason of -

(i) any maternity  
leave, rest day,  
sickness day,  
holiday or  
annual leave  
taken by the  
employee;

(ii) any leave taken  
by the employee  
with the  
agreement of his  
employer; or

(iii) his not being  
provided by his  
employer with  
work on any  
normal working  
day; and

(b) any wages paid to him for  
the period referred to in  
paragraph (a),

are to be disregarded."

(d) By adding immediately after the proposed  
section 35(2) -

"(2AA) For the avoidance of doubt, if

the amount of the wages paid to an employee in respect of a day specified in subsection (1A) is only a fraction of the amount earned by the employee on a normal working day, the wages and the day are to be disregarded in accordance with subsection (2).".

- (e) In the proposed section 35(2A), by adding "a person who was employed at the same work by the same employer during the period of 12 months immediately before the employee's sickness day or first sickness day (as appropriate), or, if there is no such person, by" after "by reference to the wages earned by".
- (f) In the proposed section 35(4), by adding "by his employer" after "is paid".

12

- (a) By adding immediately before the proposed section 41(1) -
  - "(1A) For the purposes of subsections (1), (2) and (2A), "wages" ( 工資 ) includes any sum paid by an employer in respect of -

- (a) a day of maternity leave,

a rest day, a sickness day, a holiday or a day of annual leave taken by the employee;

(b) a day of leave taken by the employee with the agreement of his employer;

(c) a normal working day on which the employee is not provided with work."

(b) By deleting the proposed section 41(2) and substituting -

"(2) In calculating the daily average of the wages earned by an employee during the period of 12 months or the shorter period -

(a) any period therein for which the employee was not paid his wages or full wages by reason of -

(i) any maternity leave, rest day, sickness day, holiday or annual leave

taken by the  
employee;

(ii) any leave taken  
by the employee  
with the  
agreement of his  
employer; or

(iii) his not being  
provided by his  
employer with  
work on any  
normal working  
day; and

(b) any wages paid to him for  
the period referred to in  
paragraph (a),

are to be disregarded."

(c) By adding immediately after the proposed  
section 41(2) -

"(2A) For the avoidance of doubt, if  
the amount of the wages paid to an  
employee in respect of a day specified in  
subsection (1A) is only a fraction of the  
amount earned by the employee on a normal  
working day, the wages and the day are to

be disregarded in accordance with subsection (2).”.

- (d) In the proposed section 41(3), by adding “a person who was employed at the same work by the same employer during the period of 12 months immediately before the employee’s holiday or first day of the holidays (as appropriate), or, if there is no such person, by” after “by reference to the wages earned by”.
- (e) In the proposed section 41(4), by adding “by his employer” after “is paid”.

14

- (a) By adding immediately before the proposed section 41C(1) -

“(1A) For the purposes of subsections (1), (2) and (2A), “wages” ( 工資 ) includes any sum paid by an employer in respect of -

- (a) a day of maternity leave, a rest day, a sickness day, a holiday or a day of annual leave taken by the employee;
- (b) a day of leave taken by

the employee with the  
agreement of his employer;

(c) a normal working day on  
which the employee is not  
provided with work."

(b) By deleting the proposed section 41C(2)  
and substituting -

"(2) In calculating the daily  
average of the wages earned by an  
employee during the period of 12 months  
or the shorter period -

(a) any period therein for  
which the employee was not  
paid his wages or full  
wages by reason of -

(i) any maternity  
leave, rest day,  
sickness day,  
holiday or  
annual leave  
taken by the  
employee;

(ii) any leave taken  
by the employee  
with the

agreement of his  
employer; or

(iii) his not being  
provided by his  
employer with  
work on any  
normal working  
day; and

(b) any wages paid to him for  
the period referred to in  
paragraph (a),

are to be disregarded."

(c) By adding immediately after the proposed  
section 41C(2) -

"(2A) For the avoidance of doubt, if  
the amount of the wages paid to an  
employee in respect of a day specified in  
subsection (1A) is only a fraction of the  
amount earned by the employee on a normal  
working day, the wages and the day are to  
be disregarded in accordance with  
subsection (2)."

(d) In the proposed section 41C(3), by adding  
"a person who was employed at the same  
work by the same employer during the



period of 12 months immediately before the employee's day of annual leave, the first day of his annual leave or the date of termination of his contract of employment (as appropriate), or, if there is no such person, by" after "by reference to the wages earned by".

- (e) In the proposed section 41C(4), by adding "by his employer" after "is paid".

New

By adding -

**"15A. Requirement to keep wage and employment records**

Section 49A(1) is amended by repealing "6 months" and substituting "12 months".

16

- (a) By renumbering the proposed section 75 as section 76.

- (b) In the proposed section 76(2)(c), by adding "or (4C)" after "section 33(4BA)".

- (c) In the proposed section 76(2), by adding -

"(ca) any sum payable to the employee under section 40A(2);".