

致函立法會人力事務委員會傳真號碼: 25090775

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抬頭: 立法會人力事務委員會主席李卓人暨全體委員

- Original purpose of SEC :
Fair (not worse than market average) terms for Govt jobs workers
- Cap 57 does not specify rest day has to be paid
even Statutory Labour Holiday for employees <3 months is non-paid
- New SEC pays 31 days wages in all 12 months
Way above any current market practice
Severe deviation from original purpose of SEC
- 31days x 12hrs x \$28 = \$10,416
→ 39% increase from C&SD 2010.4th Qtr monthly wage of \$7,501
the original intention of the Provisional Minimal Wage Commission ?
Severely affects the competitiveness of the Hong Kong economy
Unbearable burden for the Middle Class who pays management fees
- Ripple effect. In addition to supervisory level, even starting pay level of
other work nature, say clerical, also affected. Surely aggravate Inflation.
- Labour Dept's talk on 21 Apr 2011
Works 4 days per month earns 10 days wage (slide 12)
Not only unfair, plainly ridiculous 政府慷納稅人之慨!

The Security Industry SMW Concern Group 保安業最低工資關注組 demand:

- The Govt to retract the new SEC. With MWO, SEC has served its
historical mission and is no longer needed.
- Legislative changes to allow accrual by segments of LSP for pre- &
post-SMW periods 長服金分段計算

For enquiries, pls write to The Security Industry SMW Concern Group Spokesman
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標準僱傭合約 因應《最低工資條例》 的相關修訂



勞工處
2011年4月21日

最高每月正常工作日 加有薪休息日日數的釐訂

■ 計算方法：

- ▷ (每星期正常工作日日數 + 1日有薪休息日) × 4(星期) + 餘下星期的最高正常工作日日數 / 有薪休息日日數
- ▷ 餘下星期的最高正常工作日日數 / 有薪休息日日數相等於每星期正常工作日日數 + 1日有薪休息日或3天，以較低者為準。

每星期 工作日數	計算方法	最高每月正常工作日 加有薪休息日日數
6	$[6(\text{天}) + 1(\text{天})] \times 4 + 3\text{天}$	31
5.5	$[5.5(\text{天}) + 1(\text{天})] \times 4 + 3\text{天}$	29
5	$[5(\text{天}) + 1(\text{天})] \times 4 + 3\text{天}$	27
4	$[4(\text{天}) + 1(\text{天})] \times 4 + 3\text{天}$	23
3	$[3(\text{天}) + 1(\text{天})] \times 4 + 3\text{天}$	19
2	$[2(\text{天}) + 1(\text{天})] \times 4 + 3\text{天}$	15
1	$[1(\text{天}) + 1(\text{天})] \times 4 + 2\text{天}$	10