

## **Bills Committee on the Employment (Amendment) Bill 2014**

### **The Government's response to issues raised by the Bills Committee at its meeting held on 9 June 2014**

This paper responds to the issues raised by the Bills Committee on the Employment (Amendment) Bill 2014 (“the Bill”) at its meeting held on 9 June 2014.

#### **Amending all other relevant provisions relating to the calculation of “daily average of the wages” under the Employment Ordinance (“EO”) (Cap. 57)**

2. The term “average daily wages” is used in the proposed new section 15H of EO in relation to the calculation of paternity leave pay while “daily average of the wages” is currently used in some other parts of the Ordinance in respect of other statutory entitlements. Some members asked the Government to consider amending all other EO provisions to align with the term “average daily wages” proposed in the Bill. While the term “average daily wages” is used in the Bill for the sake of its clarity and simplicity, there is no possibility for any misconception that the calculation of the “daily average of the wages” earned by an employee in respect of other relevant statutory entitlements under EO would follow a different methodology just because it does not adopt the expression “average daily wages”. The Government has no intention to cover the said amendments in the Bill.

#### **Reviewing the description of the long title of the Bill**

3. Some members requested the Government to review the description of the long title of the Bill. Since the long title, as presently drafted, has accurately reflected the content of the Bill, we see no need to revise its description.