

Employment (Amendment) Bill 2018

Committee Stage

Amendments to be moved by Dr Hon Helena WONG Pik-wan

<u>Clause</u>	<u>Amendment Proposed</u>
3(1)	<p>In the proposed section 15E(2)(b), by deleting subparagraph (ii) and substituting—</p> <p>“(ii) for a child born on or after the commencement date of section 3(1) of the Employment (Amendment) Ordinance 2018 (of 2018) but before the expiry of the period of 1 year from that commencement date—5 days; or</p> <p>(iii) for a child born on or after the expiry of the period of 1 year from that commencement date—7 days,”.</p>
New	<p>By adding after clause 3—</p> <p>“4. Section 15I amended (rate of paternity leave pay)</p> <p>Section 15I—</p> <p>Repeal subsection (2)</p> <p>Substitute</p> <p>“(2) If—</p> <p>(a) a child is born on or after 27 February 2015 but before the expiry of the period of 1 year from the commencement date of section 3(1) of the Employment (Amendment) Ordinance 2018 (of 2018), the daily rate of paternity leave pay is four-fifths of the employee’s average daily wages during—</p> <p>(i) the period of 12 months immediately before the specified date; or</p>

- (ii) if the employee has been employed by the employer for a period shorter than 12 months immediately before the specified date, the shorter period; and
- (b) a child is born on or after the expiry of the period of 1 year from the commencement date of section 3(1) of the Employment (Amendment) Ordinance 2018 (of 2018), the daily rate of paternity leave pay is the employee's average daily wages during—
 - (i) the period of 12 months immediately before the specified date; or
 - (ii) if the employee has been employed by the employer for a period shorter than 12 months immediately before the specified date, the shorter period.”.”.