

立法會
Legislative Council

LC Paper No. CB(2)1987/17-18
(These minutes have been seen
by the Administration)

Ref : CB2/PL/MP

Panel on Manpower

Minutes of meeting
held on Tuesday, 19 June 2018, at 4:30 pm
in Conference Room 3 of the Legislative Council Complex

- Members present** : Hon KWOK Wai-keung, JP (Chairman)
Dr Hon Fernando CHEUNG Chiu-hung (Deputy Chairman)
Hon LEUNG Yiu-chung
Hon WONG Kwok-kin, SBS, JP
Hon Frankie YICK Chi-ming, SBS, JP
Hon YIU Si-wing, BBS
Dr Hon KWOK Ka-ki
Hon POON Siu-ping, BBS, MH
Dr Hon CHIANG Lai-wan, JP
Hon Andrew WAN Siu-kin
Hon CHU Hoi-dick
Hon Jimmy NG Wing-ka, JP
Hon SHIU Ka-fai
Hon SHIU Ka-chun
Dr Hon Pierre CHAN
Hon LUK Chung-hung
Hon Jeremy TAM Man-ho
Hon Vincent CHENG Wing-shun, MH
- Members absent** : Hon Michael TIEN Puk-sun, BBS, JP
Hon HO Kai-ming
- Public Officers attending** : Item III
Mr Jeff LEUNG Wing-yan, JP
Deputy Commissioner for Labour
(Occupational Safety and Health)

Dr CHAN Hon-keung
Acting Occupational Health Consultant (1)
Labour Department

Dr WAN Yuen-kong
Occupational Health Consultant (2)
Labour Department

Mr Simon LI Chi-chung
Assistant Commissioner for Labour
(Employees' Rights & Benefits)

Item IV

Dr LAW Chi-kwong, GBS, JP
Secretary for Labour and Welfare

Mr Carlson CHAN Ka-shun, JP
Commissioner for Labour

Ms Queenie WONG Ting-chi
Assistant Commissioner for Labour (Policy Support)

Mr Raymond LEUNG Kwok-kee
Chief Labour Officer (Working Hours Policy)
Labour Department

**Attendance
by invitation**

: Item III

The Hong Kong Federation of Trade Unions - Occupational
Safety and Health Association

Mr IP Wai-ming
Vice Chairman

Hong Kong Catholic Commission for Labour Affairs

Miss Dorothy LEE
Secretary General

Catholic Diocese of Hong Kong Diocesan Pastoral Centre
for Workers - New Territories

Mr Alvin YAU
Program Officer

Hong Kong Workers' Health Centre

Dr LO Tsun-yan
Board member

Liberal Party

Mr Roger HO
Member

Individual

Mr Why

Hong Kong Confederation of Trade Unions

Ms WU Sui-shan
Campaign Officer

Injured Employees And Family Members Mutual Help
Association

Mr Mark KWOK
Treasurer

Tin Shui Wai Workers Injury Workers' Mutual Help Group

Miss Frankie LAU
Organizer

Neighborhood and Worker's Service Centre

Mr Leo NGAN
Labour Affairs Organizer

Government Frontline Employee General Union

Ms WONG Choi-yin
Committee Member

Hong Kong Occupational Therapy Association

Mr Patrick SO
Senior Occupational Therapist

Association for the Rights of Industrial Accident Victims

Miss TANG Sze-man
Organizer

Hong Kong Physiotherapy Association

Mr Alexander WOO Chuen-hau
Chairman of Occupational Safety and Health Specialty Group

Clerk in attendance : Miss Betty MA
Chief Council Secretary (2) 1

Staff in attendance : Ms Rita LAI
Senior Council Secretary (2) 1

Ms Kiwi NG
Legislative Assistant (2) 1

Miss Lulu YEUNG
Clerical Assistant (2) 1

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I. Information paper issued since the last meeting
(LC Paper No. CB(2)1476/17-18(01))

Members noted that a letter dated 21 May 2018 from Dr Fernando CHEUNG suggesting the Panel to discuss issues relating to working hours and remuneration of bus captains had been issued since the last meeting. The Chairman advised that it would be more appropriate for the Panel on Transport to follow up the relevant issues of concern.

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II. Date of next meeting and items for discussion
(LC Paper Nos. CB(2)1571/17-18(01) and (02))

Regular meeting in July 2018

2. Members agreed that the following items proposed by the Administration be discussed at the next regular meeting on 17 July 2018:

- (a) Hong Kong's occupational safety performance in 2017; and
- (b) Measures for protecting employment rights of imported workers under the Supplementary Labour Scheme.

3. Mr SHIU Ka-chun enquired whether it would be feasible to advance the timing for discussion of item (b). The Chairman said that upon receipt of a joint letter dated 16 June 2018 from Dr Fernando CHEUNG, Mr Andrew WAN and Mr SHIU suggesting the Panel to discuss importation of labour under the Supplementary Labour Scheme, he had liaised with the Administration on the matter. Discussion of the subject at the regular meeting in July 2018 would be the soonest possible.

(Post-meeting note :

- (a) the abovementioned joint letter was issued to members vide LC Paper No. CB(2)1641/17-18(01) on 21 June 2018; and
- (b) at the request of the Administration and with the concurrence of the Chairman, a new item "Raising penalties of occupational safety and health legislation" had been added to the agenda of the July meeting.)

III. Rehabilitation services for injured employees
(LC Paper Nos. CB(2)1571/17-18(03) and (04))

4. At the invitation of the Chairman, Deputy Commissioner for Labour (Occupational Safety and Health) ("DC for L (OSH)") briefed members on the present situation of rehabilitation services for injured employees in Hong Kong as detailed in the Administration's paper. DC for L (OSH) added that the Labour Department ("LD") welcomed the opportunity to gauge stakeholders' views on how to improve the rehabilitation services for injured employees.

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5. Members noted an information note entitled "Rehabilitation services for injured employees" prepared by the Legislative Council ("LegCo") Secretariat.

Presentation of views by deputations/individual

6. At the invitation of the Chairman, a total of 14 deputations/individual presented their views on rehabilitation services for injured employees. A summary of views of these deputations/individual is in the **Appendix**.

Discussion

Establishment of independent mechanism for provision of rehabilitation services

7. The Deputy Chairman, Mr LEUNG Yiu-chung, Dr KWOK Ka-ki and Mr POON Siu-ping expressed grave disappointment and regrets at the deficiency in the provision of rehabilitation services for injured employees at work under the public healthcare sector. Notwithstanding the repeated call from various concern groups over the years, the Administration had yet to draw up a concrete plan for improving the rehabilitation services for occupational injury cases. Mr POON was of the view that in addition to making statutory compensation under the Employees' Compensation Ordinance (Cap. 282) ("ECO") to injured employees at work, the Administration should formulate specific policy to provide rehabilitation services for these employees. Given the long waiting time for receiving rehabilitation treatment at public hospitals and clinics, which normally exceeded three months, these members were concerned that many employees injured at work had missed the golden period for recovery. Dr KWOK held the view that it was incumbent upon the Administration to establish an independent mechanism for implementing an occupational rehabilitation programme and introduce legislation on the framework for occupational rehabilitation, so as to enable injured employees to receive timely medical and rehabilitation services for speedy recovery and early return to work. Reference could be made to the levy scheme administered by the Pneumoconiosis Compensation Fund Board in respect of the financial arrangement for the new mechanism. Dr KWOK, the Deputy Chairman and Mr POON asked whether the Administration had any plan in this regard. Dr KWOK further sought clarification about the role played by the

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Occupational Safety and Health Council ("OSHC") in providing rehabilitation services for injured employees at work.

8. Mr LEUNG Yiu-chung pointed out that in some work injury cases, the injured employees would be arranged to seek medical treatment from designated medical practitioners. Concern was raised about the independency of the medical advice given by the medical practitioners concerned.

9. The Deputy Chairman added that injured employees would be approached by intermediaries and other personnel, such as recovery agents peddling claims recovery service, insurance companies, loss adjusters, after work-related accidents. On the other hand, employers might have reservations about the likelihood and relevance of the cases being work injuries. To address the mistrust between employers and employees under such circumstances, the Deputy Chairman held the view that the Administration should intervene and establish an independent and reliable platform for provision of timely rehabilitation services for injured employees at work.

10. Responding to members' concerns and views, DC for L (OSH) advised that the Administration recognized the importance of rehabilitation services for the recovery and early return to work of injured employees. Acknowledging that there was room for improvement to the existing rehabilitation services for injured employees, it would critically review various options for improvement. While it was unable to provide a concrete timetable for the review, the Administration would consider seriously the views so expressed on the subject which provided useful reference for the study on how the rehabilitation services for injured employees could be improved, including the role played by OSHC, timing of service provision, acceptability of service providers and coordination of efforts among different parties involved. The Administration pledged to pay close attention to different modes of referral and rehabilitation for occupational injury cases when conducting a review of the existing rehabilitation services and would maintain close liaison with relevant stakeholders, including the Hospital Authority, the insurance industry and relevant government departments.

11. Given that there were over 35 000 occupational injury cases in each of the past few years, Dr KWOK Ka-ki asked about the related economic loss. DC for L (OSH) agreed to provide the information, if available, after the meeting.

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12. The Deputy Chairman took the view that the Administration should revert to the Panel within a reasonable time about the timeframe for establishing an independent mechanism for implementing an occupational rehabilitation programme.

13. The Chairman said that as the existing provisions under ECO mainly focused on making compensation for incapacity of work, which was considered insufficient, the Administration should seriously consider introducing legislative amendments to enhance support for rehabilitation and return to work services in the review. He called on the Administration to revert to the Panel upon completion of the review.

Effectiveness of the Voluntary Rehabilitation Programme

14. Noting that the injured employees in 3 505 cases accepted the offers of the participating insurers to join the Voluntary Rehabilitation Programme ("VRP") in 2016, Mr POON Siu-ping considered the figure was on the low side as compared with some 35 000 occupational injury cases in each of the past few years. He cast doubt about the effectiveness of the Programme in serving as an additional channel for injured employees to receive rehabilitation services in the private sector.

15. While affirming the effectiveness of VRP, DC for L (OSH) acknowledged that there was room for improvement of the overall rehabilitation services in terms of recovery progress of the injured employees and coordination among different parties involved. As regards the 3 505 cases joining VRP in 2016, DC for L (OSH) supplemented that some 80% of the cases involved a loss of working days for 40 days or more. They represented more than 20% of the some 11 000 cases reported under ECO in 2016 with the same working days loss upon settlement and those pending settlement. Nonetheless, the Administration agreed that there was room for improvement in the participation rate, and would take this into account in reviewing the overall provision of rehabilitation services.

Other concerns

16. Mr LEUNG Yiu-chung and the Deputy Chairman expressed concern that there were many work injury compensation claims in which employers did not acknowledge the injuries of the employees were work related. Consequently, injured employees were not entitled to work

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injury sick leave payments under ECO and they received no income to support their living during the time-consuming legal proceedings which might last for several years. In Mr LEUNG's view, the Administration should consider setting up a central employees' compensation fund to address the situation.

17. The Chairman cited that in some work injury cases, the injured employees were not aware of the procedures for reporting work injuries and their employees' rights and benefits. He called on the Administration to step up its publicity and educational efforts so as to enhance employees' awareness of the relevant procedures after work injuries as well as their entitlements.

Motion proposed by member

18. The Chairman said that Dr KWOK Ka-ki had indicated his intention to propose a motion under the agenda item.

Motion moved by Dr KWOK Ka-ki

19. Dr KWOK Ka-ki moved the following motion, which was seconded by Dr Fernando CHEUNG:

"本事務委員會要求政府盡快研究成立機制以推行職業傷病復康計劃，並開展研究就職業傷病復康框架立法。"

(Translation)

"That this Panel requests the Government to study as soon as possible the establishment of a mechanism to implement an occupational rehabilitation programme and to commence a study on enacting legislation on the framework for occupational rehabilitation."

20. The Chairman then put Dr KWOK Ka-ki's motion to vote. Eight members present voted for the motion, and no member voted against it or abstained from voting. The Chairman declared that the motion was carried.

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21. The Administration was requested to provide a written response to the motion.

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IV. Working hours policy: Way forward

(LC Paper Nos. CB(2)1571/17-18(06) and (07))

22. Secretary for Labour and Welfare ("SLW") briefed members on the way forward of the working hours policy, as set out in the Administration's paper.

23. Members noted an updated background brief entitled "Standard working hours" prepared by the LegCo Secretariat.

Long working hours situation and regulation of working hours

24. The Deputy Chairman expressed grave dissatisfaction that notwithstanding the severe long working hours situation in various trades and industries, the Government had adopted various tactics to delay regulating working hours ever since its decision to embark on a policy study on standard working hours ("SWH") years ago. The Deputy Chairman was concerned that according to a UBS Group survey conducted in 2015, Hong Kong ranked the top among 71 cities in terms of average weekly working hours i.e. over 50 working hours and that currently, over 380 000 employees worked for more than 60 hours or above each week. Drawing reference to the findings of another UBS Group survey, Mr LUK Chung-hung was also gravely concerned that Hong Kong almost topped all countries/places in terms of total working hours per year i.e. 2 606 hours but was ranked almost the lowest in respect of work-life balance. The Chairman pointed out that the long working hours situation and uncompensated overtime work arrangements were common in various trades and industries, including some professions such as lawyers and accountants.

25. Mr SHIU Ka-chun was of the view that the Administration had a preconceived stance that regulation of working hours would have an adverse impact on the gross domestic product ("GDP"). Mr SHIU, however, drew members' attention to the fact that the survey findings of Expert Market in the United Kingdom in 2016 revealed that economies with the highest GDP had the shortest average working hours.

26. Expressing the view that Hong Kong had sustained its economic prosperity and success at the expense of long working hours of employees, which had adverse impact on their health and family life/relationship, the Deputy Chairman enquired whether the Administration had conducted any impact assessment on the related social cost. The Chairman called on the Administration to conduct

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similar assessment on the related healthcare expenses arising from long working hours. He also suggested that the Family Council should conduct an assessment on the impact of long working hours on employees' family life.

27. In response to members' views and concerns, SLW said that the Government had been actively encouraging employers to adopt employee-oriented good people management measures and to implement family-friendly employment practices ("FFEPs"), including those relating to working hours arrangements, with a view to helping employees balance their work and family life. SLW further advised that FFEPs and the working hours policy were interrelated. The Administration was willing to liaise with the Family Council on the suggestion of studying the impact of long working hours on family life.

28. Mr LEUNG Yiu-chung criticized that the Administration had inclined to the interest of the business sector over legislating for SWH. He cited that the establishment of the Labour Day was to commemorate the eight-hour workday movement, and urged the Administration to actively consider formulating an eight-hour working day policy and to convince the employers' acceptance of such working hours arrangements.

29. SLW advised that the Government had all along attached great importance to and strived to improve labour rights and benefits. Acknowledging that there were ways to improve the working hours policy, the Administration would continue to explore supportive measures in addition to the recommendations of the Standard Working Hours Committee ("SWHC") to improve employees' work-life balance.

Sector-specific working hours guidelines

30. Noting that the Government had decided to draw up sector-specific working hours guidelines ("the guidelines") and not to proceed with legislating for "contractual working hours", Dr KWOK Ka-ki and the Deputy Chairman expressed dissatisfaction at the delaying tactic adopted by the current-term Government in taking forward the former Chief Executive ("CE")'s pledge of legislating for SWH. Dr KWOK asked whether the current-term Government had determined not to pursue legislating for SWH. Dr KWOK, Mr LUK Chung-hung and Mr SHIU Ka-chun expressed concern that the guidelines would cover 11 sectors only and cast doubt about the effectiveness of the non-binding guidelines in addressing the labour sector's concerns over long working hours and

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uncompensated overtime work. Dr KWOK also queried how the employees in the 11 sectors could benefit from the implementation of the guidelines as well as the employees engaged in other sectors would be protected from long working hours.

31. Mr LUK Chung-hung was worried that the formulation of the guidelines for the 11 sectors would formalize the long working hours situation and render it unnecessary to legislate for SWH. As a matter of fact, the labour sector had strongly called for a working hours standard of 44 hours per week and overtime pay rate of 1:1.5.

32. SLW advised that SWHC was formed in April 2013 to follow up on the Government's policy study on SWH. SWHC had since its establishment completed a number of important tasks, including conducting two rounds of extensive public consultation on working hours policy directions and submitting its report to the Government in January 2017. The last-term Government endorsed in June 2017 SWHC's report and its recommendations as a general framework for guiding the future formulation of the working hours policy. However, the two legislative proposals on "contractual working hours" and "mandatory overtime compensation" were not supported by members of the Panel and employee members of the Labour Advisory Board ("LAB"). In the absence of broad-based support, the Government had decided not to pursue for the time being the two legislative proposals but to focus efforts on formulating the 11 sector-specific working hours guidelines. As recommended by SWHC, the Government would, through LD's existing nine industry-based tripartite committees and setting up new ones for two sectors with relatively long working hours, engage the stakeholders in the 11 sectors to discuss the formulation of the guidelines with suggested working hours standards, overtime compensation methods and good working hours management measures for employers' reference and adoption so as to improve employees' working hours arrangements. SLW appealed to the employer and employee representatives of the tripartite committees not to have preconceived stance over the issue and to seriously engage themselves in the deliberation on the formulation of the guidelines.

33. Mr LUK Chung-hung, however, drew members' attention to the fact that the six employee representatives of LAB on SWHC had ceased to participate in work of SWHC from November 2015. Mr LUK said that the labour sector would not accept the Administration's latest proposal or support the related legislative proposal. He reiterated his

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concern that the long working hours situation would be formalized if the existing working hours were to be stipulated in employment contracts under the "contractual working hours" approach. As it would not be feasible for the business sector and the labour sector to arrive at a consensus over legislating for SWH, it was of critical importance for the Administration to have a clear stance on the working hours policy.

34. Mr POON Siu-ping said that the labour sector's call for legislating for SWH was unequivocally clear. Expressing concern about the imbalanced representation of employers and employees in the existing industry-based tripartite committees, Mr POON enquired how the Administration could take forward the matter if no consensus could be arrived at the formulation of the guidelines. Mr POON further asked whether the Administration would consider reviewing the composition of the tripartite committees.

35. SLW acknowledged that it would not be an easy task to forge consensus on the formulation of the guidelines among the employer and employee representatives in the tripartite committees. However, the Administration would not pre-empt their work. Commissioner for Labour ("C for L") added that LD had currently set up nine industry-based tripartite committees and would set up two new ones for the cleaning services and elderly homes sectors which had been identified with relatively long working hours. The tripartite committees, comprising representatives from employers, employees as well as the Government, had been promoting tripartite dialogue and collaboration at the industry level and serving as effective platforms for in-depth discussion on measures/policies to address industry-specific issues on labour relations. Apart from the deliberation among members of the tripartite committees, stakeholders of the sectors concerned might also be invited to give views on the formulation of the guidelines where appropriate. C for L further advised that seven tripartite committees had already commenced preliminary discussion on the formulation of the guidelines for the respective sectors. It was noted that the tripartite committees had been in place for long which had been running smoothly in forging consensus on important employment issues through careful deliberation and balancing different considerations.

36. While welcoming that LD would set up a new tripartite committee for the elderly homes sector to formulate the specific guidelines for the sector, Mr SHIU Ka-chun was concerned that the long working hours situation in the welfare sector could not be fully addressed. For

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instance, working overtime for clerical duties was usually not taken into account in the calculation of overtime work hours in certain non-governmental organizations. Mr SHIU expressed further concern that no guidelines would be drawn up to address the long working hours phenomenon in the transport and accounting industries. Pointing out that a number of Asian countries and places, such as Japan and Taiwan, had drawn up the definition of "death from overexertion" for handling cases of sudden deaths of employees suspected to be caused by overexertion at work, Mr SHIU expressed disappointment that the Administration did not take the opportunity to address the matter during the formulation of the guidelines.

37. SLW responded that working hours guidelines would be formulated for selected occupations of the 11 designated sectors, most of which were grassroots job types with relatively long working hours and the employees concerned did not have much bargaining power in negotiating with their employers in respect of the employment terms and working conditions. The guidelines would provide useful reference for employers to follow and improve the working hours arrangements. As regards sudden death cases of employees resulting from overexertion at work, LD had kick-started a study on the subject and, as reported to the Panel before, would consider the way forward when the study results were available. As for the working hours of bus captains, it was understood that there was already a mechanism by the Transport Department for formulating the relevant guidelines.

38. As the mainstay of Hong Kong's economy was the service industry, Mr YIU Si-wing called on the Administration to adopt a prudent approach for taking forward the working hours policy. Citing the tourism industry as an example, Mr YIU said that the industry comprised different job types and required much flexibility in the working hours arrangements, it was therefore difficult to introduce SWH across-the-board for the industry. Having regard to the flexible working hours and diversified job types in the tourism industry, Mr YIU asked about the details of the guidelines for the hotel and tourism sector. He called on the Administration to fully consult the industry stakeholders when drawing up the guidelines.

39. SLW advised that a tripartite committee had been established for the hotel and tourism sector and the guidelines would cover the major job types. It was hoped that the good working hours management measures to be worked out by the tripartite committee would provide useful

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reference for both the employers and employees in the sector. C for L added that in drawing up the guidelines for the tourism industry, the tripartite committee would discuss the calculation method of working hours in respect of standby duties by making reference to the experience in the statutory minimum wage ("SMW") regime.

Review of the working hours policy

40. Dr KWOK Ka-ki expressed concern about the timeframe for the Government to conduct a review of the effectiveness of the 11 sector-specific working hours guidelines and further explore feasible ways for improving the working hours policy.

41. Mr LUK Chung-hung enquired whether the Administration would model on the experience of launching the Wage Protection Movement ("WPM") in 2006 prior to establishing a statutory SMW regime. In gist, if the guidelines were found to be ineffective in addressing the working hours issues, the Administration would proceed with legislating for SWH.

42. Sharing a similar concern, Mr LEUNG Yiu-chung recalled that the former CE stated in his Policy Address delivered in October 2007 that if WPM had failed to yield satisfactory results in an overall review, the Administration would introduce the bill on SMW for security guards and cleansing workers as early as possible in the 2008-2009 legislative session. Mr LEUNG expressed strong dissatisfaction that the current-term Government had not pledged, in a similar manner, to resort to legislative means if the guidelines were proven to be ineffective in addressing the working hours issues.

43. The Chairman doubted whether the guidelines to be formulated by the tripartite committees was a delaying tactic and enquired under what circumstances would the Administration consider legislating for SWH.

44. Responding to members' views and concerns, SLW advised that the tripartite committees provided useful platforms for representatives of employers and employees of individual sectors and the Government to work together in drawing up the guidelines. Since the tripartite committees had just started to formulate the guidelines, the Administration would not pre-empt their work. The Administration would monitor the effectiveness of the implementation of the guidelines. The Administration would also commission a consultancy firm to conduct a new round of household survey on working hours situation in

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the first half of 2019 so as to gauge the working hours situation for future assessments of the effectiveness of the guidelines before the latter's full implementation by mid-2020. SLW assured members that the Administration would assess the effectiveness of the 11 sector-specific working hours guidelines and further explore feasible ways for improving the working hours policy three years after the release of all the guidelines. This would allow sufficient time for relevant sectors to make necessary adjustments to their working hours arrangements, and for the community to further deliberate on the working hours policy with regard to the effectiveness of the guidelines and other supportive measures.

45. There being no other business, the meeting ended at 7:00 pm.

Council Business Division 2
Legislative Council Secretariat
6 September 2018

Panel on Manpower

Meeting on Tuesday, 19 June 2018, at 4:30 pm
Meeting to receive views on "Rehabilitation services for injured employees"

Summary of views and concerns expressed by deputations/individual

No.	Name of deputation/individual	Submission / Major views and concerns
1.	The Hong Kong Federation of Trade Unions - Occupational Safety and Health Association	<ul style="list-style-type: none"> ● LC Paper No. CB(2)1630/17-18(01)
2.	Hong Kong Catholic Commission for Labour Affairs	<ul style="list-style-type: none"> ● LC Paper No. CB(2)1619/17-18(01)
3.	Catholic Diocese of Hong Kong Diocesan Pastoral Centre for Workers - New Territories	<ul style="list-style-type: none"> ● The maximum medical expenses reimbursable under the Employees' Compensation Ordinance (Cap. 282) ("ECO"), which had made reference to fee level of public healthcare services, was inadequate for meeting medical expenses charged by the private healthcare sector. Consideration should be given to raising the amount to the market level so as to facilitate injured employees to seek appropriate medical treatment in the private healthcare sector and expedite the recovery process, thereby returning to work as soon as practicable. ● Injured employees had reservations to join the Voluntary Rehabilitation Programme ("VRP"), having regard to the fact that very often participants would be required by insurance companies concerned to sign reconciliation agreements so as to settle the work injury compensation claims. ● The Administration should consider establishing designated division under the Hospital Authority ("HA") for provision of rehabilitation services for injured employees.
4.	Hong Kong Workers' Health Centre	<ul style="list-style-type: none"> ● LC Paper No. CB(2)1619/17-18(02)
5.	Liberal Party	<ul style="list-style-type: none"> ● The Liberal Party attached importance to safeguarding employees' statutory benefits. The Administration should ensure that injured employees could receive statutory compensation and appropriate medical treatment which could facilitate their speedy recovery and early return to work. The Administration should also strengthen its enforcement work to ensure employers' compliance with the statutory requirements so as to protect employees' occupational health and safety ("OSH") at work. In addition, employment support services should be provided to injured employees as appropriate after they had recovered and returned to work.

No.	Name of deputation/individual	Submission / Major views and concerns
		<ul style="list-style-type: none"> ● It was considered appropriate that hospitals and clinics under the management of HA provided integrated treatment and rehabilitation services for employees who sustained work injuries or suffered from occupational diseases prescribed under ECO. ● It was appreciative that VRP served as an additional channel for injured employees to receive free rehabilitation services in the private sector through the insurers' arrangements to facilitate their speedy recovery and early return to work under safe circumstances. It was a win-win solution for employers, employees and the insurance companies.
6.	Mr Why	<ul style="list-style-type: none"> ● Concern was raised that some occupational health doctors of the occupational health clinics had shortened the duration of sick leave granted to employees who sustained work injuries or suffered from occupational diseases prescribed under ECO. ● Concern was raised about the worsening working conditions of outsourced workers under the government's outsourcing system, including increasing workload and long working hours without appropriate rest breaks, which was detrimental to the workers' occupational health. The Labour Department should strengthen its enforcement work to safeguard these employees' OSH.
7.	Hong Kong Confederation of Trade Unions	<ul style="list-style-type: none"> ● LC Paper No. CB(2)1607/17-18(01)
8.	Injured Employees And Family Members Mutual Help Association	<ul style="list-style-type: none"> ● LC Paper No. CB(2)1583/17-18(01)
9.	Tin Shui Wai Workers Injury Workers' Mutual Help Group	<ul style="list-style-type: none"> ● LC Paper No. CB(2)1583/17-18(02)
10.	Neighborhood and Worker's Service Centre	<ul style="list-style-type: none"> ● LC Paper No. CB(2)1583/17-18(03)
11.	Government Frontline Employee General Union	<ul style="list-style-type: none"> ● The existing provisions under ECO only focused on making compensation for employees who sustained work injury at work and did not cater for the provision of rehabilitation services. ● The Administration should improve the rehabilitation services to address the needs of injured employees who faced great financial and emotional pressure and were in need of various support services. Consideration should be given to introducing legislative amendments to ECO so as to provide comprehensive rehabilitation services and to coordinate the

No.	Name of deputation/individual	Submission / Major views and concerns
		<p>work of different parties, such as medical practitioners and physiotherapists, in the recovery process of the injured employees.</p> <ul style="list-style-type: none">● There were much difficulties in the execution of the medical advice that injured employees would be suitable for "light duties only" when they returned to work.
12.	Hong Kong Occupational Therapy Association	<ul style="list-style-type: none">● LC Paper No. CB(2)1571/17-18(05)● LC Paper No. CB(2)1619/17-18(02)
13.	Association for the Rights of Industrial Accident Victims	<ul style="list-style-type: none">● LC Paper No. CB(2)1607/17-18(02)
14.	Hong Kong Physiotherapy Association	<ul style="list-style-type: none">● The existing provisions under ECO focused on making compensation for employees who sustained work injury at work and did not cater for the provision of rehabilitation services.● It was imperative that timely rehabilitation services could be provided to injured employees so that they would not miss the golden recovery period (i.e. the first three months after injury according to the latest literature review) and could expeditiously recover and return to work.● Given the long waiting time for receiving treatment at HA hospitals and clinics, it was considered more appropriate that an independent system could be established to provide rehabilitation services for injured employees.