

Make prior work arrangements for typhoons and rainstorms

The Labour Department (LD) today (July 30) reminded employers to make prior work arrangements for staff during and after typhoons and rainstorms. These arrangements not only can ensure the safety of employees and the smooth operation of establishments, but also are conducive to maintaining good labour-management relations.

"Employers should make prior work arrangements for staff and contingency measures during and after typhoons and rainstorms. In drawing up and implementing the work arrangements, employers should give prime consideration to employees' safety and the feasibility for employees to travel to and from their workplaces. Employers should also give consideration as much as possible to the situations faced by individual employees, such as their place of residence and the road and traffic conditions in the vicinity, and adopt a sympathetic and flexible approach with due regard to their actual difficulties," an LD spokesman said.

"To avoid misunderstanding, disputes and confusion, employers should draw up the work arrangements in consultation with employees and make appropriate updates or amendments based on the experience of each occasion and the needs of both employers and employees, as well as the actual situations."

The work arrangements should cover the following matters:

- * Arrangements in respect of reporting for duty;
- * Arrangements in respect of release from work;
- * Arrangements in respect of resumption of work (e.g. the number of hours within which employees should resume duty after the warning concerned is cancelled, and when safety and traffic conditions allow);
- * Arrangements regarding working hours, wages and allowances (e.g. calculation of wages and allowances in respect of reporting for duty and absence); and
- * Special arrangements in respect of essential staff in times of adverse weather.

"Employers should conduct a timely and realistic assessment of whether there is any need for requiring essential staff to report for duty when a typhoon or rainstorm warning is in force. In assessing the need for essential staff, employers should take into account the safety of employees, including the feasibility for employees to travel to and from their workplaces in adverse weather. Employers should also consider the business nature, operational needs and urgency of service, with due regard to the manpower requirements, staffing establishment and individual needs of employees. Employers should require only absolutely essential staff to report for duty in adverse weather or when 'extreme conditions' are in force and the number

of essential staff should be kept to the minimum as far as possible. When weather conditions continue to worsen and public transport services are to be suspended shortly, employers should release their staff as soon as practicable.

"When a Pre-No. 8 Special Announcement is issued during working hours, employers should release employees from work in stages as soon as practicable. To ensure the safety of employees and to enable them to arrive home before suspension of public transport services, employees who have mobility problems (for example, pregnant employees or those with disability), employees who rely on transport services which are prone to being affected by adverse weather conditions (for example, ferry services) for commuting to and from work, and those who work in or are living in remote areas (for example, outlying islands) should be given priority to leave. Other employees should be released later in stages according to their travelling distance or the time required for returning home.

"Under special situations, if it is necessary for employees to report for duty under adverse weather conditions, employers should discuss with them in advance the work arrangements and contingency measures. If public transport services are suspended or limited when Typhoon Warning Signal No. 8 (T8) or above is in force, employers should provide safe transport services for employees travelling to and from workplaces, or grant them an extra travelling allowance.

"As typhoons and rainstorms are natural occurrences that cannot be avoided, for employees who are not able to report for duty or resume work on time due to adverse weather conditions, employers should not withhold their wages, good attendance bonus or allowances without reasons. Employers should enquire into the reasons and give due consideration to the exceptional circumstances in each case and should not penalise or dismiss the employee concerned rashly," he said.

The spokesman also reminded employers to observe the statutory liabilities and requirements under the Employment Ordinance, the Occupational Safety and Health Ordinance, the Factories and Industrial Undertakings Ordinance, the Employees' Compensation Ordinance and the Minimum Wage Ordinance.

Employers should also note that they have an obligation to provide and maintain a safe working environment for their employees under the Occupational Safety and Health Ordinance.

"If employees are required to work in times of typhoons and rainstorms, employers should ensure that the risks at work are reduced as far as reasonably practicable," the spokesman said.

Under the Employees' Compensation Ordinance, employers are liable to pay compensation for death or injury incurred when employees are travelling by a direct route from their residence to their workplace, or from their workplace back to their residence after work, four hours before or after working hours

on a day when T8 or above or a Red or Black Rainstorm Warning is in force.

The LD has revised the "Code of Practice in Times of Typhoons and Rainstorms", which outlines the major principles, the framework, the reference guidelines and information on relevant legislation for reference. The booklet can be obtained from branch offices of the Labour Relations Division or downloaded from the department's webpage (www.labour.gov.hk/eng/public/wcp/Rainstorm.pdf).

Police charged 45 persons following illegal assembly in Western District

An illegal assembly was held in Western District on Hong Kong Island on July 28, during which the protestors blocking roads along Connaught Road West and Des Voeux Road West near Western Street. They set up roadblocks by umbrellas, wooden planks, bamboo sticks and railings; pried up pavement bricks, demolished roadside fences, damaged street signs and lampposts as well as attacked Police officers at scene with lethal weapons such as bricks and sharpened iron rods.

Although Police have repeatedly warned the protestors who charged the police cordon lines to leave immediately and that they were participating in an illegal assembly, the protestors refused to leave and continue to perform various peace-breaching acts and attacked Police officers. After repeated warnings were ignored, Police took dispersal action at about 7 pm to restore social order.

During the operation, Police arrested 49 persons comprising 32 men and 17 women, aged between 16 and 41. The case has been followed by Crime Headquarters of Hong Kong Island.

After investigation and seeking legal advice, Police charged 44 persons for rioting. Among them, a 33-year-old man was also charged with assaulting police officer. Separately, a 24-year-old man was charged with possession of offensive weapons. All of them will appear in the Eastern Magistrates' Court tomorrow (July 31).

The remaining two men were released on bail pending further investigation, while another two persons were temporarily released.

Police stressed that active investigation is underway and will not rule out the possibility of further arrest.

North District Hospital announces a Sentinel Event

The following is issued on behalf of the Hospital Authority:

The spokesperson for North District Hospital (NDH) today (July 30) announced a sentinel event:

A 64-year-old male patient was found lying on floor in an isolation ward at 9.33am this morning. Both hands of the patient were found tied with electric wires with power supply connected. Resuscitation was carried out but the patient was certified dead at 10.15am.

The patient was admitted on July 28. During hospitalisation, the patient had expressed having emotional problems to healthcare staff. Enhanced observation was promptly arranged. During regular patrol at 9.30am, no abnormalities were noted by staff.

The Hospital is very concerned about the incident and has reported to the Hospital Authority Head Office via the Advance Incident Reporting System. A panel will be set up to look into the incident. NDH has met with relatives to explain the incident and extend condolences. NDH will continue to contact relatives and render necessary support. The case was reported to the police and the coroner for follow-up.

STH meets Deputy Administrator of CAAC (with photos)

The Secretary for Transport and Housing, Mr Frank Chan Fan, met with the Deputy Administrator of the Civil Aviation Administration of China (CAAC), Mr Lyu Erxue, at the Central Government Offices today (July 30) to exchange views on issues including the aviation development of the Guangdong-Hong Kong-Macao Greater Bay Area (GBA).

Mr Chan said that the Outline Development Plan for the GBA promulgated the development of a world-class airport cluster in the GBA, consolidating and enhancing Hong Kong's status as an international aviation hub, as well as promoting positive interaction amongst the cities in the GBA.

He pointed out that there were three aviation authorities in the GBA,

and the civil aviation personnel could learn from each other their various exemplary experiences. With their concerted efforts, the standard of civil aviation industry in the GBA would be further enhanced to a world-class level. The GBA is densely populated and economically vibrant. The airports in the GBA are closely located with heavy traffic flow, and its aviation industry is growing rapidly. Hong Kong is committed to advancing the construction and implementation of the Three-Runway System at the Hong Kong International Airport. Mr Chan believed that, through close co-operation and exchange of views among stakeholders, the airports in the GBA would grow and benefit together.

Mr Lyu said there had been rapid developments in air transport in the Mainland, Hong Kong and Macao in recent years. The three parties maintain close contact and collaboration, which contributed to building a solid foundation for the safe and smooth operation of civil aviation in the GBA. The Outline Development Plan for the GBA announced this year brought new opportunities and challenges for civil aviation. The Mainland, Hong Kong and Macao will further consolidate and deepen co-operation and develop approaches that are both practical and effective so as to enhance efficiency and create an airport economic area with international influence.

Witnessed by Mr Chan and Mr Lyu, the Director-General of the Air Traffic Management Bureau of the CAAC, Mr Che Jinjun; the Director-General of the Civil Aviation Department of Hong Kong, Mr Simon Li; and the President of the Civil Aviation Authority of Macao, Mr Chan Weng-hong, signed the Agreement on Guangdong-Hong Kong-Macao Greater Bay Area Airspace Collaborative Development. Through friendly dialogues and collaboration, in accordance with the Basic Law and respective law and regulations of parties concerned, the three parties agreed to promote technical exchange among aviation industry in the GBA; collaborate in personnel training and training accreditation; as well as continue with the introduction of new technologies, air traffic management data platforms and personnel interaction at different levels. Mr Chan thanked the support of CAAC on the civil aviation development in Hong Kong, and was pleased to note that the Pearl River Delta Region Air Traffic Management Planning and Implementation Tripartite Working Group will continue to take forward air traffic management enhancement measures to progressively achieve the ultimate target runway capacity of 102 air traffic movements per hour under the Three-Runway System at Hong Kong International Airport and support the sustainable development of other airports in the region.

The three parties will sign the Co-operative Arrangement on Enhancing Aviation Security on August 1 in Macao to promote sharing of information and technical exchange so as to enhance aviation security.



[CE hosts lunch for chamber representatives to gauge views \(with photos\)](#)

The Chief Executive, Mrs Carrie Lam, hosted a lunch for representatives of international and local chambers of commerce at Government House at noon today (July 30) to exchange views with them on Hong Kong's challenges and opportunities with a view to formulating policy measures that would better meet the needs of the community in the upcoming Policy Address.

Mrs Lam said that due to the China-US trade friction and uncertainties in the external environment, Hong Kong's economic momentum has weakened in recent months, with only a modest growth of 0.6 per cent in the first quarter of this year and no room for optimism for the second quarter and the entire year. She said that the Government of the Hong Kong Special Administrative Region (HKSAR) has been closely monitoring the global and local economic situations and maintaining close contact with the business sector, including numerous local small and medium enterprises, to understand their needs. She added that the HKSAR Government will introduce measures in a timely manner to help companies cope with the economic downside risks.

Mrs Lam also said that the disputes in society in recent months are not conducive to Hong Kong's continued development and that she would spare no efforts to deal with them. Emphasising that the rule of law is the cornerstone of the city's success and violence is not a solution to any problem, she expressed the hope that various sectors would jointly uphold the rule of law in Hong Kong. She pointed out that everyone should continue to have confidence in the city and she firmly believes that with the concerted efforts of various sectors, Hong Kong would find opportunities amid

difficulties.

Over the years, the Chief Executive would be invited by chambers of commerce to attend the Joint Business Community Luncheon after delivering the Policy Address to introduce the new initiatives and answer questions. To express her gratitude to the business sector for their long-standing support, and to listen to their views on the forthcoming Policy Address, she hosted a lunch for the chamber representatives for the first time at Government House this year. More than 40 leaders or senior representatives of major chambers of commerce attended.

