

## Work arrangements for and after rainstorm warnings (2)

The Labour Department (LD) today (April 20) reminded employers to make practical and reasonable work arrangements for staff in times of rainstorms. Employers should also make flexible arrangements for staff to resume work after a rainstorm warning is cancelled, with due consideration to road, traffic and other conditions. This will help maintain good labour-management relations, and ensure the safety of employees and the smooth operation of the organisations.

"When a Black Rainstorm Warning is issued during working hours, employees working indoors should continue their work unless it is dangerous to do so. Supervisors may exercise their discretion to adjust the time for reporting for duty and releasing staff based on their personal circumstances. Supervisors of employees working outdoors in exposed areas should arrange for the employees to stop work and take shelter immediately," an LD spokesman said.

"For staff who have practical difficulties in resuming work on time upon cancellation of a rainstorm warning, employers should give due consideration to the circumstances of individual employees and handle each case flexibly. As rainstorms are natural occurrences that cannot be avoided, employers should not deduct wages or allowances of employees who are absent from or late for work because of inclement weather. Neither should employers dismiss an employee summarily based on these grounds," 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 Employees' Compensation Ordinance and the Minimum Wage Ordinance.

Employers should not deduct the annual leave, statutory holidays or rest days employees are entitled to under the Employment Ordinance so as to compensate for the loss of working hours resulting from employees' failure to report for duty upon the announcement of a Black Rainstorm Warning. An employer who without reasonable excuse fails to comply with relevant provisions under the Employment Ordinance is liable to prosecution.

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

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 Typhoon Signal No. 8 or above or a Red or Black Rainstorm

Warning is in force.

To provide practical guidelines and samples of work arrangements for the reference of employers and employees, the LD has issued the booklet "Code of Practice in times of Typhoons and Rainstorms". 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](http://www.labour.gov.hk/eng/public/wcp/Rainstorm.pdf)).

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## **Red flag hoisted at Hap Mun Bay Beach**

Attention TV/radio announcers:

Please broadcast the following as soon as possible:

Here is an item of interest to swimmers.

The Leisure and Cultural Services Department announced today (April 20) that due to big waves, red flag has been hoisted at Hap Mun Bay Beach in Sai Kung District. Beach-goers are advised not to swim at the beach.

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## **Fatal traffic accident in Western District**

Police are investigating a fatal traffic accident in Western District this morning (April 20) in which a 66-year-old woman died.

At about 6.35am, a medium goods vehicle (MGV) driven by a 54-year-old man was travelling along Connaught Road West eastbound. When approaching Water Street, it reportedly knocked down the 66-year-old woman who was crossing the road.

Sustaining serious head injuries, the woman was rushed to Queen Mary Hospital in unconscious state and was certified dead at 7.32am.

The MGV driver was arrested for dangerous driving causing death. He has been released on bail pending further enquiries and is required to report back to Police in late May.

Investigation by the Special Investigation Team of Traffic, Hong Kong Island is underway.

Anyone who witnessed the accident or has any information to offer is urged to contact the investigating officers on 3660 6800.

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## **After school care programme centres and elderly day services centres operating on Sundays and public holidays remain open**

Attention duty announcers, radio and TV stations:

Please broadcast the following special announcement immediately, and repeat it at frequent intervals:

"The Social Welfare Department announces that while the Red Rainstorm Warning has been issued, centres providing after school care programmes and elderly services centres which normally operate on Sundays and public holidays remain open. However, if necessary, members of the public can contact the centres to make arrangements for the safe return home of their children and family members."

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## **Red flag hoisted at Silverstrand Beach**

Attention TV/radio announcers:

Please broadcast the following as soon as possible:

Here is an item of interest to swimmers.

The Leisure and Cultural Services Department announced today (April 20) that due to inclement weather, red flag has been hoisted at Silverstrand Beach in Sai Kung District. Beach-goers are advised not to swim at the beach.