

# Company and its director fined for contravening the Employment Ordinance

Harvest Time Engineering Limited and its director were prosecuted by the Labour Department (LD) for failing to pay wages, annual leave pay and the sums awarded by the Labour Tribunal (LT) to two employees in accordance with the Employment Ordinance (EO). The company and its director pleaded guilty at Kowloon City Magistrates' Courts today (August 12) and were fined \$55,000 and \$40,000 respectively for a total of \$95,000. In addition, the company and the director were ordered to pay an outstanding sum of about \$140,000 to the employees concerned.

The company failed to pay two employee's wages and annual leave pay within seven days after the expiry of the wage period and the date of termination of employment, and the full awarded sum within 14 days after the LT Award as required by the EO. The full awarded sum covering the above wages and annual leave pay amounted to about \$150,000. The director concerned was prosecuted and convicted for his consent, connivance or neglect in the above offences committed by the company.

"The ruling helps disseminate a strong message to all employers, directors and responsible officers of companies that they have to pay wages and annual leave pay to employees within the time limit stipulated in the EO, and to pay the awarded sums according to the LT or Minor Employment Claims Adjudication Board," an LD spokesman said.

"The LD will not tolerate these offences and will spare no effort in enforcing the law and safeguarding employees' statutory rights," the spokesman added.