

Employer fined \$68,600 for contravening Employment Ordinance

An employer was prosecuted by the Labour Department (LD) for violating requirements under the Employment Ordinance (EO). The employer pleaded guilty at the Eastern Magistrates' Courts today (December 30) and was fined a total sum of \$68,600. The employer was also ordered to pay the employee concerned an outstanding sum of about \$205,000.

The employer wilfully and without reasonable excuse contravened the requirements of the EO, failing to pay an employee's wages and payment in lieu of notice within seven days after the expiry of the wage periods and termination of employment, as well as holiday pay and annual leave pay within the statutory time limit, totalling over \$171,000. The employer also failed to pay the awarded sum of about \$205,000 in total to the employee within 14 days after the date set by the Labour Tribunal (LT).

"The ruling will disseminate a strong message to all employers that they have to pay wages to employees within the statutory time limit stipulated in the EO, as well as the sums awarded by the LT or the Minor Employment Claims Adjudication Board," a spokesman for the LD 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.