

LD urges employers and employees to make and flexibly implement work arrangements for typhoons and rainstorms

As Tropical Cyclone Warning Signal No. 8 is now in force, the Labour Department (LD) today (October 12) reminded employers to make work arrangements for staff during and after tropical cyclone and rainstorm warnings, including arrangements on reporting for duty, release from work, resumption of work and work from home (if applicable). In implementing the work arrangements and contingency measures, employers should give consideration as much as possible to the different 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 and needs. For example, employers may permit employees who have difficulties in returning to workplaces to work from home or allow more time for them to report for duty and resume work. Employers should also observe the statutory liabilities and requirements under relevant legislation.

The LD has published 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 in drawing up the work arrangements under adverse weather conditions for employers and employees. The booklet can be downloaded from the department's webpage (www.labour.gov.hk/eng/public/wcp/Rainstorm.pdf).