

接種疫苗要求及豁免安排如下:

The vaccination requirements and exemption arrangement are provided as follows:

| 「疫苗通行證」適用與否的情況 Situations vis-à-vis the "Vaccine Pass" | 接種疫苗要求 Vaccination requirements | 獲豁免出示接種疫苗證明的僱員 Employees exempted from producing proof of vaccination |
|---|--|--|
| <p>按法例*實施「疫苗通行證」的處所 Premises where the "Vaccine Pass" is implemented in accordance with legislation*</p> <p>工作地點為「疫苗通行證」的指明處所 例子：餐飲業務處所、健身中心、美容院等 Place of work is within the specified premises under the "Vaccine Pass" e.g. staff working in catering business premises, fitness centres, beauty parlours, etc.</p> | <p>僱員依照「疫苗通行證」的疫苗接種要求並出示證明 Employees should follow vaccination requirements of the "Vaccine Pass" and produce proof of vaccination</p> | <p>☑ 主要為持有效「新冠疫苗接種醫學豁免證明書」的僱員 Mainly for employees holding a valid COVID-19 Vaccination Medical Exemption Certificate (Exemption Certificate)</p> |
| <p>其他「疫苗通行證」適用處所 Other premises where the "Vaccine Pass" are applicable</p> <p>屬政府規定或建議從事特定種類工作需接種疫苗的僱員 例子：安老院及公營醫院僱員等 Employees who perform a particular kind of work where the Government imposes a requirement or makes a recommendation to receive vaccination e.g. staff working in elderly care homes and public hospitals, etc.</p> | <p>僱員須按政府相關規定或建議接種新冠疫苗並出示證明 Employees should follow relevant vaccination requirements or recommendations made by the Government and produce proof of vaccination</p> | |
| <p>「疫苗通行證」不適用處所 Premises where the "Vaccine Pass" are not applicable</p> <p>例子：商業大廈內一般寫字樓僱員 e.g. general office staff in commercial buildings</p> | <p>僱員須出示接種最少一劑新冠疫苗的證明 Employees produce proof with at least one dose of the vaccine</p> | <p>☑ 持有效「新冠疫苗接種醫學豁免證明書」的僱員 Employees holding a valid Exemption Certificate</p> <p>☑ 正在懷孕或餵哺母乳的僱員 Employees who are pregnant or breastfeeding</p> <p>☑ 正值被確診首六個月期間的僱員 Employees who are within 6 months from the date being diagnosed as having contracted COVID-19</p> |

*按《預防及控制疾病(疫苗通行證)規例》(第599L章)發出的「疫苗通行證指示」。

* Vaccine Pass Direction issued in accordance with the Prevention and Control of Disease (Vaccine Pass) Regulation (Cap.599L).

注意：本資料單張旨在以淺白的文字簡述是次《僱傭條例》的主要修訂。有關對《僱傭條例》的一切詮釋，皆以法例原文為依歸。
Note: This information sheet sets out in simple terms major amendments to EO. The EO remains the sole authority for the provisions of the law explained.



查詢熱線 Enquiry Hotline: **2717 1771**
(此熱線由「1823」接聽 The hotline is handled by "1823")



勞工處網站 Labour Department website:
www.labour.gov.hk


防疫措施下的 疾病津貼 及 僱傭保障

《2022年僱傭(修訂)條例》於2022年6月17日生效

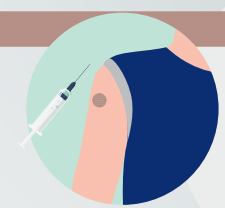


**Sickness Allowance and
Employment Protection
under Anti-Epidemic Measures**

The Employment (Amendment) Ordinance 2022
comes into operation on 17 June 2022



《2022年僱傭(修訂)條例》 於2022年6月17日生效。主要修訂包括： The Employment (Amendment) Ordinance 2022 comes into operation on 17 June 2022. Major amendments include:



- 《僱傭條例》下的病假日包括僱員因遵守《預防及控制疾病條例》(第599章)的指定規定以致活動範圍受限制(例如受隔離令、檢疫令或《限制與檢測宣告》(即圍封檢測)限制,但不包括向抵港人士實施的限制)而缺勤。

A sickness day under the Employment Ordinance (EO) includes a day on which an employee is absent from work by reason of his/her compliance with a specific requirement that imposes a restriction on movement under the Prevention and Control of Disease Ordinance (Cap. 599) (e.g. the restriction imposed by an isolation order, a quarantine order or a "restriction-testing declaration", while the restriction imposed on persons arriving at Hong Kong is not included).

- ◆ 所須證明:政府發出的書面或電子形式文件,以及電子數據,顯示僱員姓名或足以識辨僱員身分的資料、受上述限制的種類及有關限制的開始及結束日期。

Proof required: Hard copy or electronic form of document, and electronic data issued by the Government, showing the name of employee, or information that could identify the identity of employee; the type of restriction imposed afore-mentioned; and the commencement and expiry dates of such restriction.

- ◆ 僱主須向合資格僱員*提供疾病津貼。
(*按連續性合約受僱、放取的病假不少於連續4天、已累積足夠的有薪病假及僱員能夠出示上述所須證明。)

Employers are required to grant sickness allowance to eligible employees.*
(*Employed under a continuous contract, sick leave taken is not less than 4 consecutive days, accumulated sufficient number of paid sickness days and the sick leave is supported by the above required proof.)



- 僱員因遵守上述限制而缺勤並因此被解僱,屬《僱傭條例》下的不合理的解僱。

Dismissal of an employee by reason of the employee's absence from work due to his/her compliance with the above-mentioned restriction is considered as unreasonable dismissal under EO.

- 假如僱主向僱員發出接種新冠疫苗書面要求,不屬獲豁免的僱員在該要求發出當日起計的56日內,未能出示接種新冠疫苗的證明,因此被解僱,並不屬於《僱傭條例》下的不合理的解僱。相關條文會於疫情受控及疫苗接種不再構成公共健康重大考慮時予以廢除。

When an employer makes a COVID-19 vaccination request in writing, an employee, who is not being exempted from the request, is dismissed because of his/her failure to produce the proof of having received COVID-19 vaccine within 56 days from the date of the making of the request, the dismissal is not considered as unreasonable dismissal under EO. Relevant provisions will be repealed when the pandemic is under control and vaccination is no longer a matter of grave public health concern.

詳情請見勞工處網頁
www.labour.gov.hk/tc/news/EAO2022.htm



For details, please refer to Labour Department's website
www.labour.gov.hk/eng/news/EAO2022.htm

