Employment (Amendment) Ordinance 2018

《2018 年僱傭 (修訂) 條例》
Employment (Amendment) Ordinance 2018

Contents

Part 1
Preliminary

1. Short title .......................................................................................... A545
2. Enactments amended ......................................................................... A547

Part 2
Amendments to Employment Ordinance

3. Section 50 amended (interpretation and application of Part)................ A549
4. Section 51 amended (prohibitions in respect of the operation of employment agencies) .............................................. A551
5. Section 53 amended (refusal to issue, or revocation of, licences) ......................................................................................... A551
6. Section 57 amended (prohibited acts in respect of employment agencies) ............................................................................. A555
7. Section 60 amended (offences)............................................................ A559
8. Section 62A added ................................................................................ A559
62A. Codes of practice for employment agencies .............................. A559
<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>9. Regulation 7 amended (company as licensee)</td>
<td>A563</td>
</tr>
<tr>
<td>10. Regulation 10 amended (maximum fees and commission)</td>
<td>A563</td>
</tr>
</tbody>
</table>
Part 1

Preliminary

1. Short title

This Ordinance may be cited as the Employment (Amendment) Ordinance 2018.

An Ordinance to amend Part XII of the Employment Ordinance and the Employment Agency Regulations to increase the penalties for certain offences relating to employment agencies; to make certain existing offences applicable to persons associated with the holder of a licence to operate an employment agency and certain other persons; to amend the grounds for refusing to issue or renew, or for revoking, such a licence; to empower the Commissioner for Labour to issue codes of practice for employment agencies; and to provide for incidental and connected matters.

Enacted by the Legislative Council.

[9 February 2018]
2. Enactments amended

(1) The Employment Ordinance (Cap. 57) is amended as set out in Part 2.

(2) The Employment Agency Regulations (Cap. 57 sub. leg. A) are amended as set out in Part 3.
Part 2

Amendments to Employment Ordinance

3. Section 50 amended (interpretation and application of Part)
   (1) Section 50(1), English text, definition of licence—
       Repeal
       “accordingly.”
       Substitute
       “accordingly;”.
   (2) Section 50(1)—
       Add in alphabetical order
       “associate (相關人士), in relation to a person, means—
       (a) if the person is a company—
           (i) a related person of the person; or
           (ii) an individual employed by the person;
       (b) if the person is a partner in a partnership—
           (i) another partner in the partnership; or
           (ii) an individual employed by the person or by the partnership; or
       (c) in any other case—an individual employed by the person;

related person (有關連人士) means—
   (a) in relation to a company—a director, manager, secretary or other similar officer of the company; or
   (b) in relation to a partner in a partnership—
       (i) another partner in the partnership; or

4. **Section 51 amended (prohibitions in respect of the operation of employment agencies)**

Section 51—

**Repeal subsection (1)**

**Substitute**

“(1) A person must not operate, manage or assist in the management of an employment agency unless the person—

(a) is the holder of a licence or certificate of exemption issued in respect of the employment agency; or

(b) is an associate of the holder.”.

5. **Section 53 amended (refusal to issue, or revocation of, licences)**

(1) **Section 53(1)(b)**—

**Repeal**

“purposes; or”

**Substitute**

“purposes;”.

(2) **Section 53(1)(c)**—

**Repeal**

“person operating, or intending to operate, the employment agency”
Substitute
“licensee or the person intending to be the licensee”.

(3) Section 53(1)(c)(ii), Chinese text—
Repeal
everything after “曾因”
Substitute
“以下罪行而被定罪：對兒童、青年或婦女犯了侵害人身罪，或於涉及身為三合會會員、欺詐、不誠實行為或勒索的罪行：”。”

(4) Section 53(1)(c)(iv)—
Repeal
“62; or”
Substitute
“62;.”

(5) After section 53(1)(c)(iv)—
Add
“(iva) has not complied with a code of practice issued under section 62A(1); or”.

(6) Section 53(1)(c)(v)—
Repeal
“agency.”
Substitute
“agency;”.
After section 53(1)(c)—
Add
“(d) (if the licensee or the person intending to be the licensee is a company or a partner in a partnership) that a related person of the licensee or person—
(i) has, within the preceding 5 years, been convicted of an offence against the person of a child, young person or woman or of an offence involving membership of a triad society, fraud, dishonesty or extortion;
(ii) has contravened any provision of this Part or any regulation made under section 62; or
(iii) has not complied with a code of practice issued under section 62A(1); or
(e) that an individual employed by the licensee or by the person intending to be the licensee—
(i) has contravened any provision of this Part or any regulation made under section 62; or
(ii) has not complied with a code of practice issued under section 62A(1).”.

6. Section 57 amended (prohibited acts in respect of employment agencies)
(1) Section 57—
Renumber the section as section 57(1).
(2) Section 57(1)—
Repeal
“A licensee shall”
Substitute
“A licensee, or an associate of a licensee, in respect of an employment agency, or a person purporting to act as such a licensee or associate, must”.

(3) Section 57(1)(b)—
Repeal
“his employment agency, the prescribed commission which he is permitted to charge and receive”
Substitute
“the employment agency, the prescribed commission”.

(4) Section 57(1)(c)(i)—
Repeal
“licensee’s”.
(5) Section 57(1)(c)(ii)—
Repeal
“licensee”
Substitute
“employment agency”.

(6) After section 57(1)—
Add
“(2) In this section—

 prescribed commission (訂明佣金), in relation to an employment agency, means the commission that the employment agency is permitted to charge and receive as prescribed by a regulation made under section 62.”.
7. **Section 60 amended (offences)**

Section 60—

Repeal subsections (6) and (7)

Substitute

“(6) A person who contravenes section 51(1) commits an offence and is liable on conviction to a fine of $350,000 and to imprisonment for 3 years.

(7) A person who contravenes section 57(1)(a) commits an offence and is liable on conviction to a fine of $350,000 and to imprisonment for 3 years.

(8) Despite section 26 of the Magistrates Ordinance (Cap. 227), a complaint may be made or an information laid in respect of an offence under subsection (6) or (7) within 12 months after the date of the commission of the offence.

(9) A person who contravenes section 57(1)(b) or (c) commits an offence and is liable on conviction to a fine at level 5.”.

8. **Section 62A added**

Part XII, after section 62—

Add

“62A. Codes of practice for employment agencies

(1) The Commissioner may issue codes of practice setting out principles, procedures, guidelines and standards for the operation, management or control of employment agencies.
(2) The Commissioner is to make a copy of every code of practice available for inspection by the public free of charge during business hours at offices of the Government directed by the Commissioner.”.

(2) 處長須將各《實務守則》的一份文本，存放於處長指示的政府辦事處，在辦公時間內供公眾人士免費查閱。”。
Part 3

Amendments to Employment Agency Regulations

9. Regulation 7 amended (company as licensee)

Regulation 7(1)—

Repeal
everything after “name of”

Substitute
“an individual who is—
(a) an associate (as defined by section 50(1) of the Ordinance) of the company; and
(b) appointed by the company to operate, manage or assist in the management of the employment agency in respect of which the licence is issued.”.

10. Regulation 10 amended (maximum fees and commission)

Regulation 10(2)—

Repeal
“a licensee”

Substitute
“an employment agency”.

第 3 部

修訂《職業介紹所規例》

9. 修訂第 7 條（持牌人為公司）

第 7(1) 條——

廢除
在 “須” 之後的所有字句

代以

“將符合以下說明的個人的姓名以書面通知處長——
(a) 該人士為該公司的相關人士 (本條例第 50(1) 條所界定者 )；及
(b) 該人士獲該公司委任經辦、管理或協助管理獲發該牌照的職業介紹所。”。

10. 修訂第 10 條（費用及佣金最高限額）

第 10(2) 條——

廢除
“持牌人”

代以
“職業介紹所”。