



香港人力資源管理學會

Hong Kong Institute of Human Resource Management

operated by Hong Kong Institute of Human Resource Management Limited

27 September 2016

Chairperson

Dr Leong Che-hung

The Standard Working Hours Committee

Room A, 1/F, Seaview Commercial Building

21-24 Connaught Road West

Sheung Wan, Hong Kong

Dear Dr Leong,

**Hong Kong Institute of Human Resource Management's Position on
Standard Working Hours Legislation**

I am writing on behalf of the Hong Kong Institute of Human Resource Management (HKIHRM) to thank the Standard Working Hours Committee for inviting our representatives to participate in the public consultation forum on 20 July 2016.

Ms Alice Wong, Vice President of the Institute's Executive Council, and I appreciated the opportunity to express the preliminary views of our members on standard working hours legislation while listening to the views and concerns of other professional bodies and organisations on this issue that will have far-reaching impact on Hong Kong's employment laws and practices.

Following the forum, rounds of thorough consultations and discussions with relevant committees within the Institute were conducted, and some key viewpoints representing the Institute's stance on standard working hours legislation have been drawn up and advocated. I would like to formally communicate them to you as follows:

1. HKIHRM supports the implementation of the 'big frame', which requires employers to specify terms of working hours and overtime pay when entering employment contracts with employees;

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2. HKIHRM advocates that Hong Kong employers formulate appropriate contractual terms based on the individual company's operation, including compensating overtime work, in order to attract and retain talent;
3. The 'big frame' approach should also allow flexibility for different industries/sectors to address their own manpower needs; and
4. The 'small frame' implementation is far more complex and requires further research and study across various industries. The Institute intends to engage HR practitioners from different sectors to solicit input and views.

We understand that the Standard Working Hours Committee is in the process of consolidating views from different stakeholders to make recommendations to the government. The HR profession, which works at the forefront in handling employment-related measures, can certainly provide the Committee with very practical and useful insights. We hope that employee relations and business sustainability will be considered equally for any recommendation to be proposed.

Yours sincerely,

David Li

President

Hong Kong Institute of Human Resource Management

cc Mr Matthew Cheung Kin-chung, GBS, JP, Secretary for Labour and Welfare
Ms Julita Leung, Chairperson, Employment-Related Hong Kong Legislation and
Issues Committee, HKIHRM

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