

Company and its director fined \$50,000 for contravening Employment Ordinance

Elegant Engineering (Asia) Company Limited and its director were prosecuted by the Labour Department (LD) for failing to pay wages and defaulting on the sums awarded by the Labour Tribunal (LT) with respect to one employee, contrary to the Employment Ordinance (EO). The company and its director pleaded guilty today (November 18) at West Kowloon Magistrates' Courts and were each fined \$25,000, making a total of \$50,000. The company and its director were also ordered by the court to pay the employee an outstanding sum of about \$290,000 jointly and severally.

The company failed to pay its employee wages within seven days after the date of termination of employment, and the awarded sum of about \$290,000 within 14 days after the date set by the LT award as required by the EO. The director concerned was convicted for his consent, connivance or neglect in the above offences committed by the company.

"The ruling helps disseminate a strong message to all employers, directors and responsible officers of companies that they have to pay wages to employees within the time limit stipulated in the EO and to pay the awarded sums according to the LT or Minor Employment Claims Adjudication Board," an LD spokesman 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.