

# US Dollar Liquidity Facility tender notice

The following is issued on behalf of the Hong Kong Monetary Authority:

US Dollar Liquidity Facility tender notice:

Tender date	: May 27 (Wednesday)
Tender submission time	: 9am to noon
Settlement date	: May 28 (Thursday)
Repayment date	: June 4 (Thursday)
Tenor	: Seven Days
Amount on offer	: US\$10,000 Million

Note: Licensed Banks interested in participating in the tender for the first time are encouraged to provide US dollar settlement instructions by email (settlementsection@hkma.gov.hk) to the HKMA's Settlement Team in advance, preferably two days prior to the tender. Required information includes name of corresponding bank, name of final beneficiary (must be the Licensed Bank participating in the tender), and account or CHIPS number of a US dollar bank account to be settled in the US. Such information needs to be provided once only, unless there is further change.

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## Work arrangements after rainstorm warnings

The Labour Department (LD) today (May 25) reminded employers to make practical and reasonable work arrangements for staff after rainstorms. Employers should also make flexible arrangements for staff to resume work after a rainstorm warning is cancelled, with due consideration to road, traffic and other conditions. This will help maintain good labour-management relations, and ensure the safety of employees and the smooth operation of organisations.

"For staff who have practical difficulties in resuming work on time upon cancellation of a rainstorm warning, employers should give due consideration to the situations of individual employees and handle each case flexibly. As rainstorms are natural occurrences that cannot be avoided, for employees who are not able to report for duty or resume duty on time due to adverse weather conditions, employers should not withhold their wages, good attendance bonus

or allowances without reasons. Employers should enquire into the reasons and give due consideration to the exceptional circumstances in each case, and should not penalise or dismiss the employee concerned rashly," an LD spokesman said.

The spokesman also reminded employers to observe the statutory liabilities and requirements under the Employment Ordinance, the Occupational Safety and Health Ordinance, the Factories and Industrial Undertakings Ordinance, the Employees' Compensation Ordinance and the Minimum Wage Ordinance.

Employers should not deduct the annual leave, statutory holidays or rest days employees are entitled to under the Employment Ordinance so as to compensate for the loss of working hours resulting from employees' failure to report for duty upon the issuance of a Black Rainstorm Warning. An employer who without reasonable excuse fails to comply with relevant provisions under the Employment Ordinance is liable to prosecution.

Employers should also note that they have an obligation to provide and maintain a safe working environment for their employees under the Occupational Safety and Health Ordinance.

The LD has revised 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. The booklet can be obtained from branch offices of the Labour Relations Division or downloaded from the department's webpage ([www.labour.gov.hk/eng/public/wcp/Rainstorm.pdf](http://www.labour.gov.hk/eng/public/wcp/Rainstorm.pdf)).

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## **HAD's Emergency Co-ordination Centre stood down**

Attention duty announcers, radio and TV stations:

Please broadcast the following as soon as possible and repeat it at suitable intervals:

As the Red Rainstorm Warning Signal has been cancelled, the Home Affairs Department's Emergency Co-ordination Centre and the emergency hotline 2572 8427 have ceased to operate.

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# Make prior work arrangements for rainstorms

The Labour Department (LD) today (May 25) reminded employers to make prior work arrangements for staff during and after rainstorms. These arrangements not only can ensure the safety of employees and smooth operation of establishments, but also are conducive to maintaining good labour-management relations.

"Employers should make prior work arrangements for staff and contingency measures during and after rainstorms. In drawing up and implementing the work arrangements, employers should give prime consideration to employees' safety and the feasibility for employees to travel to and from their workplaces. Employers should also give consideration as much as possible to the 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," an LD spokesman said.

"To avoid misunderstanding, disputes and confusion, employers should draw up the work arrangements in consultation with employees and make appropriate updates or amendments based on the experience of each occasion and the needs of both employers and employees as well as the actual situations."

The work arrangements should cover the following matters:

- \* Arrangements in respect of reporting for duty;
- \* Arrangements in respect of release from work;
- \* Arrangements in respect of resumption of work (e.g. the number of hours within which employees should resume duty after the warning concerned is cancelled, when safety and traffic conditions allow);
- \* Arrangements regarding working hours, wages and allowances (e.g. calculation of wages and allowances in respect of reporting for duty and absence); and
- \* Special arrangements in respect of essential staff in times of adverse weather.

"Employers should conduct timely and realistic assessment of whether there is any need for requiring essential staff to report for duty when a rainstorm warning is in force. In assessing the need for essential staff, employers should take into account the safety of employees, including the feasibility for employees to travel to and from their workplaces in adverse weather. Employers should also consider the business nature, operational needs and urgency of service, with due regard to the manpower requirements, staffing establishment and individual needs of employees. Employers should require only absolutely essential staff to report for duty in adverse weather conditions and the number of essential staff should be kept to a minimum as

far as possible.

"If a Red or Black Rainstorm Warning is issued during working hours, employees working indoors should continue to work as usual unless it is dangerous to do so. Supervisors of employees working outdoors in exposed areas should suspend outdoor duties as soon as practicable. They should arrange for their employees to take shelter temporarily and resume duty when weather conditions permit. When the Black Rainstorm Warning is issued, those employees should not resume duty until the warning is cancelled and weather conditions permit. If the Black Rainstorm Warning is still in force by the end of working hours, employees should stay in a safe place until the heavy rain has passed. An area in the workplace should be made available by employers as temporary shelter for employees.

"Employers should provide transport services for employees who are required to travel to and from workplaces when the Black Rainstorm Warning is in force, or grant them an extra travelling allowance.

"For staff who have practical difficulties in resuming work on time upon cancellation of a rainstorm warning, employers should give due consideration to the circumstances of individual employees and handle each case flexibly.

"As rainstorms are natural occurrences that cannot be avoided, for employees who are not able to report for duty or resume work on time due to adverse weather conditions, employers should not withhold their wages, good attendance bonus or allowances without reasons. Employers should enquire into the reasons, give due consideration to the exceptional circumstances in each case and should not penalise or dismiss the employee concerned rashly," he said.

The spokesman also reminded employers to observe the statutory liabilities and requirements under the Employment Ordinance, the Occupational Safety and Health Ordinance, the Factories and Industrial Undertakings Ordinance, the Employees' Compensation Ordinance and the Minimum Wage Ordinance.

Employers should not deduct the annual leave, statutory holidays or rest days employees are entitled to under the Employment Ordinance so as to compensate for the loss of working hours resulting from employees' failure to report for duty upon the announcement of a Black Rainstorm Warning. An employer who without reasonable excuse fails to comply with relevant provisions under the Employment Ordinance is liable to prosecution.

Employers should also note that they have an obligation to provide and maintain a safe working environment for their employees under the Occupational Safety and Health Ordinance.

"If employees are required to work in times of rainstorms, employers should ensure that the risks at work are reduced as far as reasonably practicable," the spokesman said.

Under the Employees' Compensation Ordinance, employers are liable to pay compensation for deaths or injury incurred when employees are travelling by a direct route from their residence to their workplace, or from their workplace back to their residence after work, four hours before or after working hours on a day when Typhoon Signal No. 8 or above or a Red or Black Rainstorm Warning is in force.

The LD has revised 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. The booklet can be obtained from branch offices of the Labour Relations Division or downloaded from the department's webpage ([www.labour.gov.hk/eng/public/wcp/Rainstorm.pdf](http://www.labour.gov.hk/eng/public/wcp/Rainstorm.pdf)).

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## **Recycling Fund disburses over \$90 million anti-epidemic and rental support subsidies to recyclers**

The One-off Recycling Industry Anti-epidemic Scheme (ORIAS) and the One-off Rental Support Scheme (ORSS) under the Recycling Fund (RF) are open for applications and continue to disburse subsidies to help the recycling industry cope with the current operational difficulties.

As of today (May 25), the RF has approved over 410 applications for the ORIAS, which involve subsidies of about \$50 million. Over 170 applications for the ORSS involving subsidies of about \$42 million have also been approved.

The RF has allocated \$100 million to launch the ORIAS with the aim of providing timely financial support to help with recyclers' operational costs for six months. The funding limit for each recycler is \$20,000 per month from January 1 to June 30, 2020, for a total maximum subsidy of \$120,000.

The ORSS, with a total funding of \$250 million, originally ran from October 2019 to March this year to provide rental concessions of 50 per cent to the trade. The rental concession period was subsequently extended for another six months to September this year, with the rental subsidies increased from 50 per cent to 75 per cent, setting the maximum total rental subsidy for the 12-month period at \$375,000.

The application deadline for the ORIAS is June 30, 2020, while that of the ORSS is September 30, 2020. For more information about the two schemes, please visit the RF website ([www.recyclingfund.hk](http://www.recyclingfund.hk)) or contact the Secretariat at 2788 5658 or by email [enquiry@recyclingfund.hk](mailto:enquiry@recyclingfund.hk).