

Employers to Brace for Change



Speakers:

Catherine Leung, Partner, Lewis Silkin

Gladys Ching, Senior Associate, Lewis Silkin

Employers to Brace for Change: What employers need to know about the abolishment of the MPF offsetting mechanism and the vaccine pass-related amendments to the Employment Ordinance

This year is starting out busy for employers in Hong Kong as the government introduced two new bills in March

2022 which touch on issues that are very close to heart for Hong Kong employers.

After years of debate, there is finally visibility on how the government proposes to sunset the Mandatory Provident Fund ("MPF") offsetting mechanism with the Employment and Retirement Schemes Legislation (Offsetting Arrangement) (Amendment) Bill 2022 ("MPF Bill") now tabled to the Legislative Council for review. The government announced the proposal to abolish the MPF offsetting mechanism in as early as 2018 but the question of how to balance the interests of employers and employees has been a subject of long debate so it was not until recently that the government announced that it has finally completed the drafting of the MPF Bill.

In contrast, the government was quick to publish the Employment (Amendment) Bill 2022 ("EO Bill") which seeks to amend the Employment Ordinance with a view to minimizing conflicts between employers and employees over anti-endemic measures and to complement the newly introduced vaccine pass rules as Hong Kong fights the outbreak of the fifth wave of COVID-19. The EO Bill will come into force on a date to be determined after it is enacted by the Legislative Council and it is expected that this will take place soon.

In this webinar, Catherine Leung, Partner and Gladys Ching, Senior Associate of Lewis Silkin will be taking us

through the key changes proposed by the MPF Bill and EO Bill that employers need to know.

About the speakers



Catherine is an employment lawyer with a client base spanning a wide range of industry sectors including financial services, luxury retail and tech firms. She works closely with legal, HR and senior executives to provide practical and strategic advice on a full range of employment law issues including redundancies, bonus entitlement disputes, team moves, data privacy, and complex discrimination and sexual harassment cases.

Catherine also advises clients in relation to investigations brought by the Labour Department and the Equal Opportunities Commission. A lot of her work has an international element to it, and she works closely with firms across Asia Pacific on regional employment law projects and navigates clients through complex cross border issues.



Gladys supports clients on the full spectrum of the employment lifecycle including recruitment processes, negotiating employment contracts, immigration matters, workplace policies, employee relations, data privacy, team moves and exits, and post-termination restrictive covenants. She also has extensive experience in leading

international employment law projects, partnering closely with firms across the Ius Laboris alliance, to provide strategic advice to her clients on complex cross border issues.

Gladys' diverse and international background allows her to provide clients with strategic solutions that fit cultural norms. She has recently been seconded to one of the largest US based tech firms working as their Asia Pacific employment counsel, and is also uniquely positioned to understand the needs of her clients from their lens.

Details on how to join will be sent via email by 5pm the day before the webinar.

Pricing

- Member: HK\$140
- Non-Member: HK\$250

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