

职场必备法律知识

Essential legal knowledge for the workplace



**What cases can be brought to
the Labour Court - 3**

哪些案件可以提交到劳工法庭 - 3

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What cases can be brought to the Labour Court - 3



- Under subsection 12(1) of the Employment Act 1955:
 - Either party to a contract of service may at any time give to the other party notice of his intention to terminate such contract of service.
- As a result, when an employee resigns, he is expected to provide notice per the terms of his employment contract, failing which he is required to pay the employer an amount equal to the wages that would have been earned had the employee remained on the job throughout the notice period.
- A complaint can be filed with the Labor Department if an employer does not receive payment of this indemnity. The Department may order the employer to pay the money they owe to the employee.



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哪些案件可以提交到劳工法庭 - 3



- 根据1955年劳工法令第12(1)条文：
 - 雇佣合约的任何一方都可以在任何时候向另一方发出通知，表示他打算终止该服务合同。
- 因此，当雇员辞职时，他应该根据其雇佣合约的条款给予通知，否则他需要向雇主支付相当于雇员在整个通知期内留在工作岗位上的工资，也就是替代通知的工资 [Wages in Lieu of Notice]。
- 如果雇主没有收到这笔赔偿金，可以向劳工部提出投诉。劳动局可以命令雇员向雇主支付他们所欠的钱。

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