

2021年劳工(修正)法案  
Employment (Amendment) Bill 2021 

**第22条的修订 –  
对雇员预支薪水的限制**

**Amendment of Section 22- Limitation on  
Advances to Employees**



**What's New?**  
Issue No. 33/2022 | 24 March 2022



 Employment (Amendment) Bill 2021  
Amendment of Section 22

## Amendment of Section 22 – Limitation on Advances to Employees



- An employer may make an advance of wages not exceeding one month's wages for any purpose.
- Early payment of normal wages for festival occasions is not considered as an advance.
- Advance of wages may exceed more than one month's wages for the purposes indicated from subsections 22(1)(a) to (e) of the EA 1955, for the purpose to:
  - purchase shares of the employer's business, to purchase a computer,
  - to pay for medical expenses or educational expenses for himself or his immediate family members, etc.

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## 第22条的修订 -- 对雇员预支薪水的限制



- 雇主可以为任何目的预支不超过一个月的工资给员工。
- 为节日而提前支付的正常工资，则不被视为预支。
- 雇主可以预支超过一个月的工资，倘若其目的是在《1955年劳工法令》第22(1)(a)至(e)条文所授予的，例如：
  - 购买雇主企业的股份；
  - 购买电脑；
  - 支付自己或其直系亲属的医疗费用或教育费用，等等。



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## Amendment of Section 22 – Limitation on Advances to Employees



- For the purposes of this section, —immediate family members|| means the employees’ parents, **spouse**, children, siblings, or any other person under the employee’s guardianship
  - The amendment extends the definition of “immediate family members” to **spouse**
- 就本条文而言，“直系亲属”是指雇员的父母、**配偶**、子女、兄弟姐妹或任何其他受雇员监护的人。
  - 修订后，将“直系亲属”的定义扩大到**配偶**



Employment (Amendment) Bill 2021

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