

**Amendments to the Employment Ordinance
on Maternity Protection (2020)**

Narrator:	Amendments to the Employment Ordinance on Maternity Protection (2020)
Lecturer:	Welcome to the Labour Law Training Course. The Employment Ordinance has been amended so that the statutory maternity leave is increased to 14 weeks. Do you know how much the cap is of the additional 4 weeks' statutory maternity leave pay?
Mandy:	It's 80,000 dollars, which is also the maximum amount employers can apply to the government for reimbursement.
Lecturer:	Right! Do you know that a pregnant employee can produce a certificate of attendance on the day of medical examination as a documentary proof for entitlement of sickness allowance?
Female classmate:	I'm a registered nurse. The Employment Ordinance allows me to issue a certificate of attendance as a proof of an employee having conducted the medical examination in relation to her pregnancy.
Lecturer:	That's right. A certificate of attendance issued by a medical professional can serve as such proof. Registered nurses and registered midwives are among the categories of medical professionals. The Employment Ordinance has also updated the definition of 'miscarriage' from 'before 28 weeks of pregnancy' to 'before 24 weeks of pregnancy'. Please take note of this!
All students:	Got it!
Bonnie:	Mandy, this is the certificate of attendance. It was issued by a registered nurse in the hospital yesterday for the medical examination in relation

	to my pregnancy.
Mandy:	Okay! You'll be paid sickness allowance for yesterday. I'll keep this in your record. You'll be entitled to 14 weeks of paid statutory maternity leave. The maternity leave pay will be made on a normal pay day. Afterwards, the company will apply to the government for reimbursement of the additional 4 weeks' statutory maternity leave pay. You know, it is the company's policy to make extra maternity leave pay if the actual confinement occurs later than the expected date of confinement or if the employee suffers from illness or disability due to pregnancy or confinement.
Bonnie:	I see. As the nurse said, I've been pregnant for 16 weeks. I have to be careful about my health since I'm weak. With 14 weeks of statutory maternity leave, I can spend more time to take care of my baby after confinement.
Mandy:	Take care! Let me know if we can help with anything. We're a family-friendly employer. In case you feel unwell at work and need to go home for a rest, we will handle it flexibly with special manpower arrangements. You can take extra paid leave with no worry. It's wonderful to have a baby!
All:	Amendments to the Employment Ordinance on Maternity Protection (2020)
Narrator:	Additional 4 weeks' maternity leave Allows more time to take care of newborn babies For enquiries, please contact the Labour Department at 2717 1771.