

Substitution Arrangement where any Lunar New Year Holiday or the day following the Chinese Mid-Autumn Festival falls on a Sunday

General Holidays and Employment Legislation (Substitution of Holidays)(Amendment) Ordinance 2011 becomes effective on 24 February 2012. It amends the Employment Ordinance (EO) and the General Holidays Ordinance (GHO) to change the day that is to be substituted as a statutory holiday and general holiday where any of the first three days of a Lunar New Year or the day following the Chinese Mid-Autumn Festival falls on a Sunday.

According to the Amendment Ordinance, when either Lunar New Year's Day, the second day of the Lunar New Year or the third day of the Lunar New Year falls on a Sunday, the fourth day of the Lunar New Year is designated as a statutory holiday and general holiday in substitution; and in the event that the day following the Chinese Mid-Autumn Festival falls on a Sunday, the day thereafter (i.e. the 17th day of the eighth month of the lunar calendar) is designated as a statutory holiday and general holiday in substitution. This amendment to the EO and the GHO does not affect the substitution arrangement of other statutory holidays and general holidays.

Point to note: As the next time that Lunar New Year's Day falls on a Sunday is in 2013, employees will be able to benefit from the Amendment Ordinance in 2013 at the earliest.

For more information relating to statutory holidays, please refer to "A Concise Guide to the Employment Ordinance" published by the Labour Department. It is available at the offices of the Labour Relations Division of the Labour Department, or you may browse at the following link:

<http://www.labour.gov.hk/eng/public/ConciseGuide.htm>



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February 2012