



“Wage Protection Movement” of the Labour Department



Pledges of Participating Entities

Participating Company / Organisation / Owners Corporation (OC) undertake :

1. to pay its cleaning workers and security guards wages not lower than the relevant average market rates as published in the Census and Statistics Department's Quarterly Report of Wage and Payroll Statistics (Quarterly Report). If the contractual working hours per day and working days per month of the cleaning workers and security guards are different from those published in the Quarterly Report, the company/organisation/OC should pay these workers monthly wages calculated on a pro rata basis. Such wages should not include any overtime pay or any other allowances no matter how they are designated.
2. to suitably compensate cleaning workers and security guards who have to work beyond contractual working hours. The wage level for overtime work should be no less than the hourly rate of normal wages calculated on a pro-rata basis.
3. to immediately adopt the terms of the Wage Protection Movement (WPM) to its newly-employed cleaning workers and security guards; and apply the terms to its existing cleaning workers and security guards as soon as possible. It will also regularly (e.g. annually) review wages of these workers according to the market situation.
4. to enter into written employment contracts with the employees concerned:
 - * before employment of cleaning workers and security guards; or
 - * in any case not later than one month upon their employment.

Main terms of employment including wages, wage period, working hours and calculation method of wages for overtime work, etc will be specified. Upon signing the employment contract, the company/organisation/OC will immediately provide a copy of the contract to the employee concerned.

5. to agree that the above requirements should also apply to its contractors and sub-contractors for cleansing and guarding services.
6. that if subcontracting arrangement involves tendering, the company/organisation/OC will require the contractors and sub-contractors to offer the cleaning workers and security guards concerned wages not lower than the average market wage rates prevailing at the time when tenders are invited. If subcontracting does not involve tendering, the company/organisation/OC will require the contractors and sub-contractors to offer the cleaning workers and security guards concerned wages not lower than the average market wage rates prevailing at the time when the service contract is awarded.
7. that if further sub-contracting is allowed, the company/organisation/OC will require the main/principal contractors to be responsible for handling any non-compliance of the sub-contractors in respect of the wage requirement and the use of written employment contract.
8. that, if necessary, that company/organisation/OC will provide to the Labour Department (LD) relevant information for the purpose of verification in relation to the WPM.

9. to meet, and continue to comply with, all the requirements of the WPM in order to remain as a participating entity and to use the WPM logo.
10. to use the WPM logo for lawful purpose only. It would not pass the logo to any third party, company or organisation for use in the absence of any written authorization from LD.
11. to agree that LD could upload the name of the company/organisation/OC on its webpage.
12. that if circumstances so warrant, the company/organisation/OC will consider requiring its contractors and sub-contractors to:
 - * provide their conviction records under the Employment Ordinance;
 - * agree that the company/organisation/OC may verify such records with LD; and
 - * agree that LD may, at the request of the company/organisation/OC, inform it incidences under which the contractors and sub-contractors concerned fail to comply with the provisions of the Employment Ordinance and/or the WPM requirements.