

# 修訂《僱傭條例》「連續性合約」的規定

## Revise the “Continuous Contract” Requirement under the Employment Ordinance

於2026年1月18日起適用 Applicable from 18 January 2026



勞工處

Labour Department

《2025年僱傭(修訂)條例》修訂「連續性合約」的規定。在新規定下，僱員如符合以下條件，他便屬根據「連續性合約」受僱：

The Employment (Amendment) Ordinance 2025 has amended the “continuous contract” requirement. Under the new requirement, an employee is regarded as being employed under a “continuous contract” if the following criteria are met:

- 1** 僱員連續受僱於同一僱主四星期或以上；及  
the employee has been employed continuously by the same employer for four weeks or more; and
- 2** 僱員的工時符合以下其中一項條件：  
the employee has met one of the working hours requirements :
  - i** 他每星期最少工作17小時；或  
he has worked for at least 17 hours in each week; or
  - ii** (當他在某一星期工作少於17小時)他在該星期及其緊接過去三星期組成的四星期期間<sup>(註)</sup>工作不少於68小時。  
(where he has worked less than 17 hours in any week) he has worked for 68 hours or more in a four-week period <sup>(Note)</sup> comprising that week and the three weeks next preceding that week.

(註) 僱員在此四星期期間受僱於有關僱主。

(Note) The employee has been employed by the employer concerned during this four-week period.

## 常見問題 Frequently Asked Questions

### 1 修訂「連續性合約」對僱員享有各項法定權益的資格有什麼改變？ Will the amendments of the “continuous contract” affect the employees’ eligibility of employment rights?

修訂後《僱傭條例》的其他條文會繼續應用，僱員現時享有各項法定權益的資格維持不變，例如，僱員須在緊接法定假日之前已按「連續性合約」受僱滿三個月，才可享有假日薪酬，而僱員受僱每滿12個月則可享有有薪年假。換言之，僱員符合修訂後的「連續性合約」規定，如同時符合有關僱傭權益的其他條件，便可享有該項權益。

After the amendments, other provisions of the Employment Ordinance will continue to operate as they currently do, and existing eligibility criteria for various statutory benefits will remain unchanged. For instance, employees are required to be employed under a “continuous contract” for not less than three months immediately preceding a statutory holiday in order to be entitled to the holiday pay, and every period of 12 months for annual leave with pay. In other words, an employee who meets the revised “continuous contract” requirement will be entitled to a particular benefit if he also meets the relevant conditions for that benefit.

### 2 新規定何時開始適用？是否具有追溯力？ When will the new requirement take effect? Will this apply retrospectively?

「連續性合約」的新規定於2026年1月18日起適用。由於是次修訂沒有追溯力，在此日期前的僱傭期，僱員仍須連續受僱於同一僱主四星期或以上，每星期最少工作18小時才符合「連續性合約」規定。

The new “continuous contract” requirement will become applicable starting from 18 January 2026. As the amendments are not retrospective, for an employment period before this date, an employee has still to be employed continuously by the same employer for four weeks or more and has worked at least 18 hours each week to meet the “continuous contract” requirement.

# 3 僱員的僱傭期橫跨新規定適用前後，應如何確定其僱傭合約是否屬「連續性合約」？

**How to ascertain whether an employee is being employed under a “continuous contract”, if his employment period straddles the new requirement’s effective date?**

為確定僱員是否根據「連續性合約」受僱，該僱員須連續受僱於同一僱主四星期或以上，而符合有關的工時規定。假若其僱傭期橫跨新規定適用前後，相關的工時門檻如下：

To ascertain whether an employee is being employed under a “continuous contract”, he has to be employed continuously by the same employer for four weeks or more and has met the working hours requirement. For an employment period straddling the effective date, the respective working hours thresholds are set out below :

僱傭期 Employment period	「連續性合約」規定的工時門檻 Working hours threshold of “continuous contract” requirement
新規定適用前： 2026 年1月18 日前  Before the new requirement is applicable: Before 18 January 2026	每星期仍須最少工作18小時。  Still has to work for at least 18 hours in each week.
新規定適用後： 2026 年1 月18 日或以後  After the new requirement is applicable: On or after 18 January 2026	工時須符合以下其中一項條件： 1. 僱員每星期最少工作17小時；或 2. (當僱員在某一星期工作少於17小時)他在該星期及其緊接過去三星期組成的四星期間 <sup>(註)</sup> 工作不少於68 小時。  Working hours fulfil one of the following requirements: 1. An employee has worked for at least 17 hours in each week; or 2. (Where an employee has worked less than 17 hours in any week) he has worked for 68 hours or more in a four-week period <sup>(Note)</sup> comprising that week and the three weeks next preceding that week.

(註) 僱員在此四星期間受僱於有關僱主。

(Note) The employee has been employed by the employer concerned during this four-week period.

本簡介旨在以淺白的文字簡述《2025年僱傭(修訂)條例》的重點。有關對《僱傭條例》的一切詮釋，皆以法例原文為依歸。詳情可參閱勞工處網站 [www.labour.gov.hk](http://www.labour.gov.hk)。

This brief note sets out in simple terms the main provisions relating to the Employment (Amendment) Ordinance 2025. The Employment Ordinance remains the sole authority for the provisions of the law explained. More information on this subject is available at the Labour Department website at [www.labour.gov.hk](http://www.labour.gov.hk).

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