

Change Employer in Hong Kong



For
FDHs



- Foreign domestic helpers (FDHs) are expected to complete their **two-year employment contract** while working in Hong Kong.
- An FDH can apply for change of employer after **first returning to his/her place of origin** and submitting a new employment visa application to the Immigration Department.
- **In exceptional circumstances** such as transfer, migration, death or financial reasons of original employer, or abuse or exploitation experienced by an FDH, he/she **may apply for change of employer without first leaving Hong Kong**.
- If an FDH is suspected of **abusing the arrangements for premature termination of employment contract**, his/her visa application for working in Hong Kong may be **refused**.



勞工處
Labour Department

For details : www.fdh.labour.gov.hk



Dealing with Employment Agencies



For
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- Employment agencies (EAs) operating in Hong Kong must possess a **valid licence issued by the Labour Department**.
Check on the Employment Agencies Portal (www.eaa.labour.gov.hk).

- An EA in Hong Kong is only allowed to charge a foreign domestic helper **commission not more than 10% of the first-month wages**.



- Commission can only be **charged once** and not be deducted from wages.



- Remember to **obtain a receipt from the EA** after paying commission.





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Channels for Enquiries and Assistance



- You should call the **Police at “999” immediately** if you face an emergency or physical harm.

- Call the **Immigration Department at 2824 6111** on employment visa application, contract renewal, extension of stay and notification of contract termination.



- Call the **Labour Department at 2157 9537** on employment matters.



- Call the **Employment Agencies Administration of the Labour Department at 2115 3667** if there is issue with an employment agency.



Financial Management



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- Developing **good financial management habits** (e.g. saving habit) can prevent foreign domestic helpers (FDHs) from financial stress.

- FDHs **should not take out loans** and borrow excessively.



- FDHs **should not let employment agencies get involved** in their financial affairs.



- If taking out a loan is unavoidable, FDHs should **pay attention to the Money Lenders Ordinance** to protect themselves.



Medical Protection and Work Injuries Compensation



For
FDHs



- Foreign domestic helpers (FDHs) should be provided with **free medical treatment** throughout the employment period (except during their own vacation outside Hong Kong).

- Employers have to pay **sickness allowance** to eligible FDHs in accordance with the Employment Ordinance.



- FDHs are **protected under the Employees' Compensation Ordinance**.

They should notify employers on work injuries as soon as possible.

