

方便營商諮詢委員會
第四十二次會議

議程第2項：「保就業」計劃

Employment Support Scheme (ESS)

「保就業」計劃

(12.5.2020)

Objective

目的

- To maintain employment during the epidemic by providing time-limited financial support to employers to retain their employees who will otherwise be made redundant
透過向僱主提供有時限的財政支援，以協助他們保留原本會被遣散的員工，從而在疫情期間保就業

Targeted Employers and Employees 合資格僱主和僱員

- All employers making Mandatory Provident Fund (MPF) contributions or have set up Occupational Retirement Schemes (ORSO), excluding:
所有曾為僱員作強制性公積金（強積金）或設立職業退休計劃的僱主均符合申請「保就業」計劃資格，下列除外：
 - (1) HKSAR Government (2) Legislative Council (3) Judiciary
(1)香港特別行政區政府 (2)立法會 (3)司法機構

- The Liaison Office of the Central People's Government in the HKSAR, the Office of the Commissioner of the Ministry of Foreign Affairs of the People's Republic of China in the HKSAR, the Hong Kong Garrison of the Chinese People's Liberation Army
中央人民政府駐香港特別行政區聯絡辦公室、中華人民共和國外交部駐香港特別行政區特派員公署、中國人民解放軍駐香港部隊
- Offices of other governments and international organisations
其他政府和國際組織的辦事處

- Specified statutory bodies
指定法定機構
- Specified public organisations, government-owned companies or subvented organisations
指定公營機構、政府擁有的公司或資助機構
- Fully subvented staff in government funded organisations
政府資助機構中工資獲全數資助的員工
- Dedicated staff working on Government contracts
政府外判服務承辦商所僱用專職負責有關合約的員工

ESS for self-employed persons 「保就業」計劃涵蓋自僱人士

- Self-employed persons (SEP) who have set up an active MPF account on or before as at 31 March 2020 (excluding backdating) and with that account remaining opened as at 31 March 2020 will be eligible
凡於2020年3月31日或之前已開立戶口（即不能將申請日期追溯至該日或較早日子）而戶口於當日仍未取消的自僱人士可合資格
- Each eligible SEP will be granted a one-off lump-sum of \$7,500 on application
合資格的自僱人士將可獲一筆過7,500元的補貼

Level of Subsidy per month 每月補貼金額的計算

- 50% of actual wage at a “specified month”
按其於指定月份向僱員支付實際工資的五成計算
- Wage cap: \$18,000 per employee (i.e. max subsidy per employee per month = \$9,000)
工資上限:每名僱員18,000元 (即最高補貼為每名僱員每月9,000元)

Level of Subsidy per month 每月補貼金額的計算

- For MPF: “wage” refers to Relevant Income (including salary, commissions, bonuses etc.)
強積金計劃下,「工資」是指相關收入(包括薪金、佣金和花紅等)
- For ORSO: “wage” refers to the actual amount paid by the employer
職業退休計劃下,「工資」是指僱主實際支付的金額

Duration of the ESS 「保就業」計劃的申領期

- To support salary payment for 6 months in two tranches
為期六個月的工資補貼將會分兩期支付
 - First tranche: June to August 2020
第一期: 2020年6月至8月
 - Second tranche: September to November 2020
第二期: 2020年9月至11月

Required undertakings 須遵守的承諾

- Not to implement redundancy during the subsidy period,
and
接受補貼期間不會裁員，及
- To spend all the government wage subsidies in paying
wages to their employees
把政府工資補貼金額全數用於僱員工資
- Non compliance – ESS subsidy will be clawed back plus
additional penalty
如有違反—政府將取回資助及有其他罰則

First tranche of ESS 第一期補貼的申領安排

- Employers can choose either December 2019, January 2020, February 2020, or March 2020 as the specified month
僱主可選擇2019年12月、2020年1月、2月或3月作為「指定月份」
- Payment for the June, July and August will be calculated on the basis of the wage paid in the specified month
6月、7月及8月的補貼將會按「指定月份」的實際工資作為計算基礎

First tranche of ESS 第一期補貼的申領安排

- Application period from 25 May -14 June 2020, with the aim of disbursing payment to employers in three to four weeks' time upon receipt of application
申請期為2020年5月25日至6月14日，目標是在接獲申請後三至四星期發放工資補貼予僱主

Compliance for the first tranche 第一期補貼須遵守承諾

In June, July and August 2020
在2020年6月、7月及8月期間

- The number of employees on payroll (i.e. with pay) cannot be smaller than the number of employees (with or without pay) in March 2020
支薪僱員人數（實際有支薪者）不得少於2020年3月份的僱員人數（無論有否支薪）

Compliance for the first tranche 第一期補貼須遵守承諾

- ESS received in these months should be all paid to the employees
政府工資補貼金額全數用於僱員工資
- Otherwise, penalties will be applied. Details to be announced later
如有違反承諾將有罰則，詳情容後公布

Arrangement of the second tranche 第二期補貼的申領安排

- ESS for September, October and November 2020 will be announced later
2020年9月、10月和11月的申領安排容後公布
- Subject to the experience in the first tranche and on going conditions of the economy
詳情會參考第一期補貼推行的經驗和經濟情況變化而敲定

Coverage of ESS 「保就業」計劃的涵蓋面

- About 270,000 employers who have been making MPF contributions or have set up Occupational Retirement Schemes employing 1.77 million employees, and
約27萬名有向強積金供款及設立職業退休計劃的僱主及其超過177萬名僱員，和
- About 215,000 self-employed persons will be benefited
約21萬5千名有強積金戶口的自僱人士皆可受惠