

Contents

Table of Cases	5
Table of Legislation	13
1 Introduction to Hong Kong employment law and practice	19
2 Who is an employee?	25
3 Who is in continuous employment?	73
4 The Labour Tribunal and other forums	103
5 Trade unions and industrial relations	115
6 Leave and holidays	142
7 Wages and payroll	185
8 Termination	226
9 Long service, severance and employment protection	265
10 Implied duties of the employer	281
11 Implied duties of the employee	321
12 Restrictive covenants and garden leave	358
13 Vicarious liability	388
14 Employees' compensation	445
15 Discrimination	481
16 Employment agencies	535
17 Introduction to agency law	542
18 Index	548

TABLE OF CASES

A&A Continental Commodities Ltd v Mak Chi Sing [1983] 1 HKC 94	10.15A
Ackroyds (London) Ltd v Islington Plastics Ltd [1962] RPC 97	11.09G
Alcock v Wraith & Ors 59 BLR 20, [1991] EGCS 137, [1991] NPC 135, The Times, 23 December 1991 (CA)	13.16
Ali Shoukat v Hang Seng Bank Ltd (HCLA112/2004, 20 June 2005)	4.01
Alidair v Taylor [1978] ICR 446	11.08A
Alpertan Rubber Co v Manning [1917] 86 LJ Ch 377	11.09H
Amber Size and Chemical Co Ltd v Menzel [1913] 2 Ch 239	11.09H
Aquino Celestina Valdez v So Mei Ngor Betty (DCEO3/2004, 12 September 2005, Judge A To)	6.03H
Archamand, William Francis v Sino Communication Holding Ltd (LTA 7/1982)	4.03D
Archer, Harold Dean v The Hong Kong Channel Ltd (LTA 12/1996)	4.03D
Armagas Ltd v Mundogas SA [1986] AC 717	13.12
Arnhold & Co Ltd v Frederick Overbeck Reid (SCA136/1990, 21 July 1993) 12.03A, 12.05B	
Ashdown v Rightfairs Development Ltd (t/a Funtex Construction and Engineering Co) (HCA4874/1990, [1992] 1 HKLY 171, 25 November 1991)	10.02A
Au Hung Lit v Nguy Can & Fils (China) Ltd (HCLA41/2004, 9 Dec 2004, Chu J)	8.13
Bank voor Handel en Scheepvaart NV v Slatford [1953] 1 QB 248	2.05A
Bartonshill Coal Co v McGuire (1858) 3 Macq 300	13.11A
Barwick v English Joint Stock Bank (1867) LR 2 Ex 259	13.12
Bazley v Curry 174 DLR (4th) 45	13.08B
BCG Capital Markets (HK) Ltd v James Priest (HCA 2214/2006)	12.08
Blades v Free (1829) 9 B&C 167	17.15
Boson v Sandford (1691) 2 Salk 440	13.00
BP Refinery (Westernport) Pty Ltd v Shire of Hastings (1978) 52 ALJR 20	10.02
Brennan v JH Dewhurst [1983] IRLR 357	15.09C
Brants Brewery Co Ltd v Luke Hogan [1945] 2 KB 570	11.09J
Brian D Collins (Engineers) Limited v Charles Roberts & Company Limited & Anor [1917] 86 LJ Ch	11.09I
British Sulphur Corporation v Lawrie [1987] IRB 338	11.08B
Bruce Gordon Hut v Special Assets Ltd (CFI, HCA 2668/2002, 15 September 2006, Recorder P Fung SC)	7.09B
BSC Building Materials Supply Co Ltd v Cheung Chi Hung Michael [1996] HKCFI 885	12.09A

Buchanan v Janesville Ltd [1981] HKLR 700 (CA)	12.05B, 12.08, 12.10
Cable & Wireless (Hong Kong) Ltd Staff Association v Hong Kong Telecom International Ltd [2001] 2 HKC 233, [2001] 2 HKLRD 809	5.03, 5.08
Candia Shipping (HK) Ltd v Wong Chiu Wai & Anor [1986] HKLY 448 (HCA 629/1986, 25 February 1986, Deputy High Court Judge Downey)	12.05B, 12.06C, 12.09A
Cantor Fitzgerald (UK) Ltd v Wallace (1992) IRLR 215	12.10, 12.16
Cassidy v Ministry of Health [1951] 1 All ER 574	12.05B
Cathay Pacific Airways Ltd v Administrative Appeals Board [2008] 5 HKC 229 (CFI)	13.16
Cathay Pacific Airways Ltd v Wong Sau Lai [2006] 3 HKC 178; [2006] 2 HKLRD 586 (CFA)	10.16
Cham Suk Bing Angie v Harbour Phoenix Ltd & Anor [1992] 2 HKC 459	10.09A
Cham Yiu-yam v Peter Woo [1981] HKLR 193	4.07
Chan Choi Yin Janice v Toppan Forms (HK) Ltd [2006] 3 HKC 143 (DC)	11.06C
Chan Choy Fong v Secretary for Home Affairs [1997] 4 HKC 122	15.07F
Chan Ka Leung v Golden Island Metal Manufactory Ltd (DCE0813/2003, 19 April 2005, Judge W Wong)	17.15
Chan Kam Yau & Anor v The Hong Kong University of Science & Technology (DCCJ4016/2006, 2 December 2007)	14.09A, 14.11B
	10.03C, 11.03B
Chan Kan Ip Phillip v Kone Elevators International (China) Ltd (CFI Action HCA 19518/1999)	8.08B
Chan Kay (t/a Hing Lee Timber Co)(a firm) v Shing Lee Engineering Co Ltd & Standard Regent Engineering (Third Party) [1999] 3 HKLRD 12	17.06
Chan Kwok Kin v Mok Kwan Hing & Anor [1991] 1 HKLR 631 (CA)	2.03, 2.07, 2.07A
Chan Ming v Wayfair Investment Ltd (DCEC 188/1996)	2.04
Chan Shu Ki v Osram Prosperity Co Ltd (DCEC 1059/2000)	14.10A
Chan Suet Hung v Lanfield Marble Co & Anor (DCEC709/2002, 4 December 2003, Judge Chan)	2.06
Chan Sze Ki v Department Of Justice & Anor [2006] 3 HKC 211 (CA)	10.09C
Chan Xiu Mei v Li Siu Wo [2007] 1 HKLRD 331 (DCEC 645/2005, 5 January 2007)	13.10B
Chan Yin Yee v Secretary for Justice & Anor [2002] 3 HKLRD 299 (CFI)	13.08B, 13.10A, 13.08A, 13.10C
Chang Ying Kwan v Wyeth (HK) Ltd [2001] 2 HKC 129 (DC)	15.07E, 15.07G