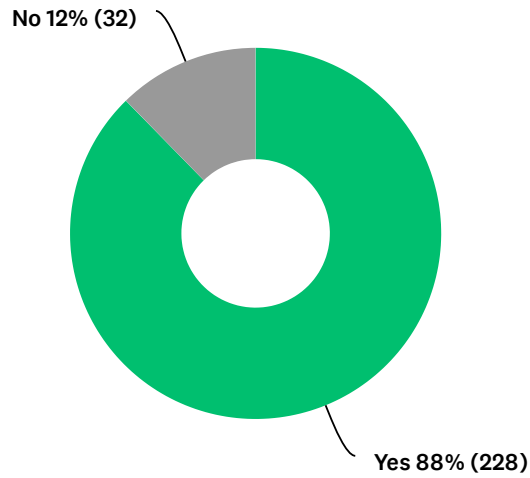


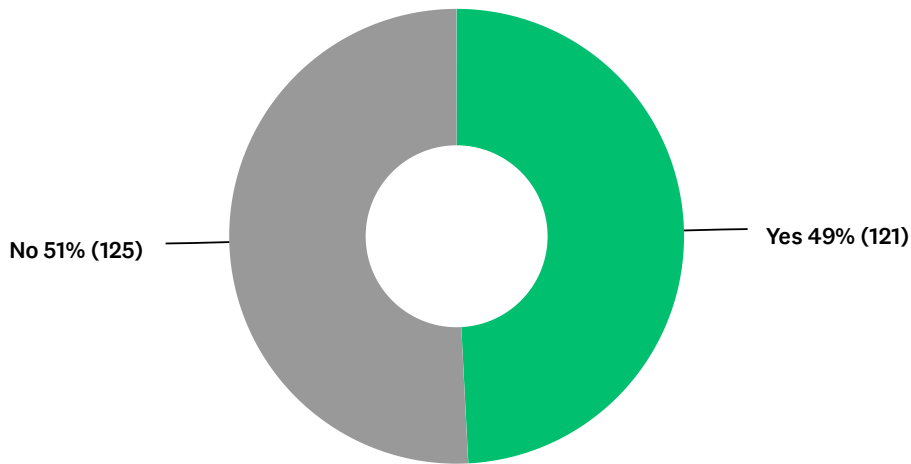
# Q1 Do you know that the Labour Department has recently issued a revised Code of Practice of Typhoons & Rainstorm Warnings?

Answered: 260 Skipped: 3



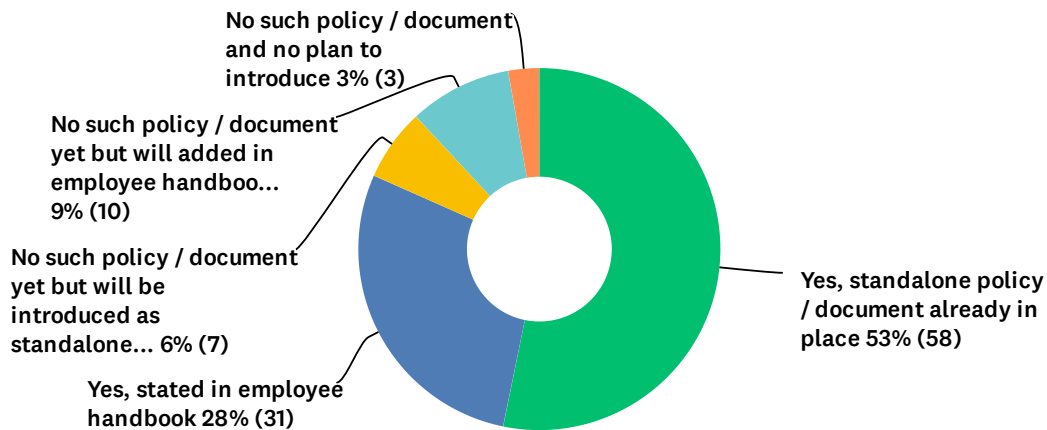
Q2 Is there any essential staff at your organisation who is required to be at the workplace to ensure operation / service is uninterrupted during extreme weather conditions including typhoons (signal no. 8 or above), black rainstorm warning and other adverse weather conditions?

Answered: 246 Skipped: 17



### Q3 Does your organisation have any written policy / document stipulating the work arrangements for essential staff during extreme weather conditions?

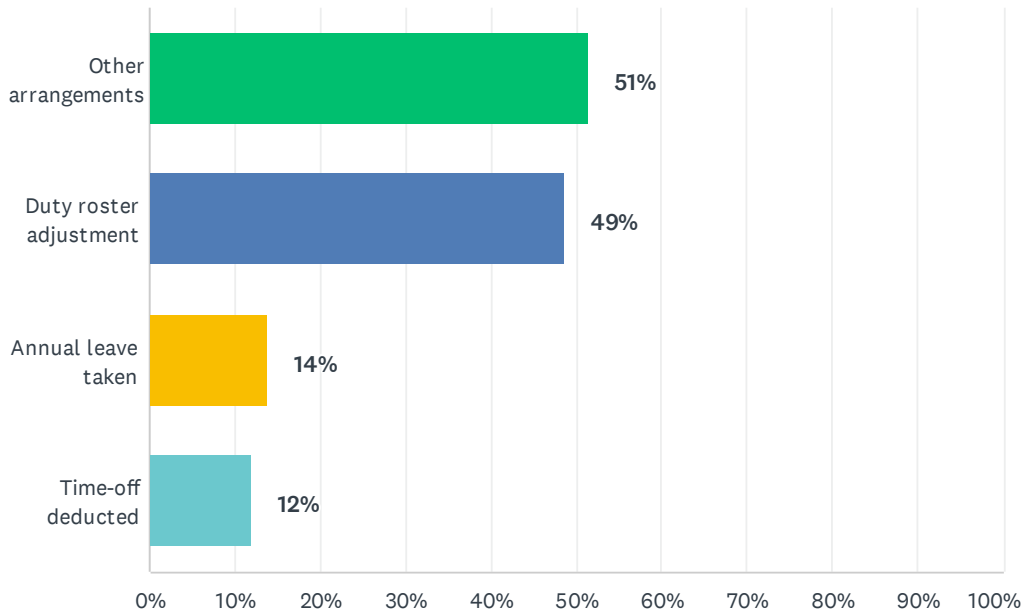
Answered: 109 Skipped: 154



ANSWER CHOICES	RESPONSES	
Yes, standalone policy / document already in place	53%	58
Yes, stated in employee handbook	28%	31
No such policy / document yet but will be introduced as standalone policy soon	6%	7
No such policy / document yet but will added in employee handbook soon	9%	10
No such policy / document and no plan to introduce	3%	3
<b>TOTAL</b>		<b>109</b>

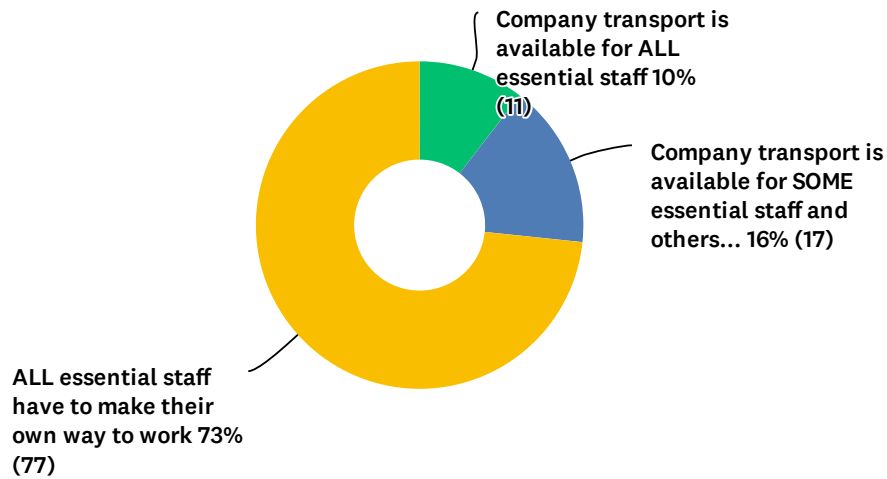
### Q4 If a member of the essential staff is not able to report to duty as scheduled during extreme weather conditions due to some controllable factors, how will the absence from work be treated?

Answered: 109 Skipped: 154



## Q5 Which of the statement below best describes your organisation’s arrangement on transportation for essential staff under extreme weather conditions when they have to report for duty?

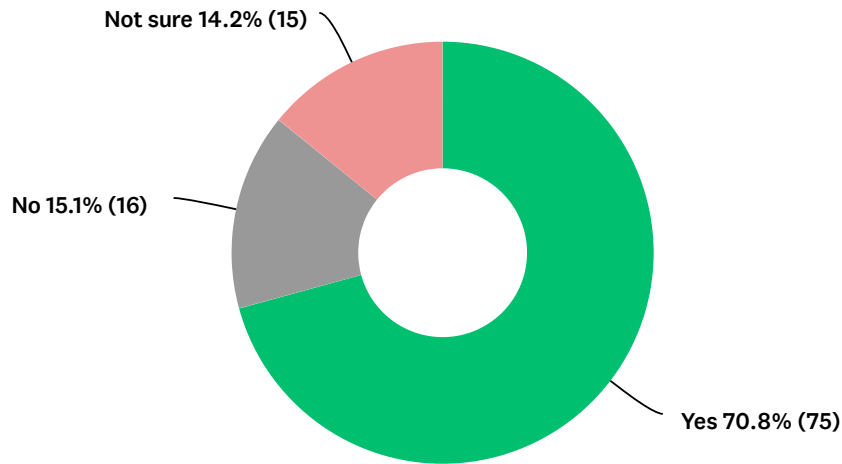
Answered: 105 Skipped: 158



ANSWER CHOICES	RESPONSES	
Company transport is available for ALL essential staff	10%	11
Company transport is available for SOME essential staff and others have to make their own way to work	16%	17
ALL essential staff have to make their own way to work	73%	77
<b>TOTAL</b>		<b>105</b>

## Q6 Does your organisation grant a travelling allowance to members of essential staff that have to commute to and from their workplaces under extreme weather conditions?

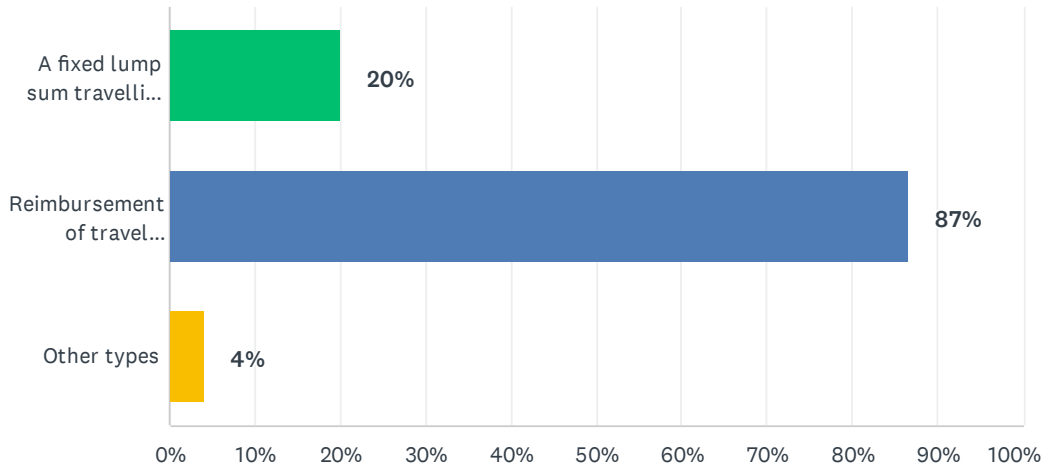
Answered: 106 Skipped: 157



ANSWER CHOICES	RESPONSES	
Yes	70.8%	75
No	15.1%	16
Not sure	14.2%	15
TOTAL		106

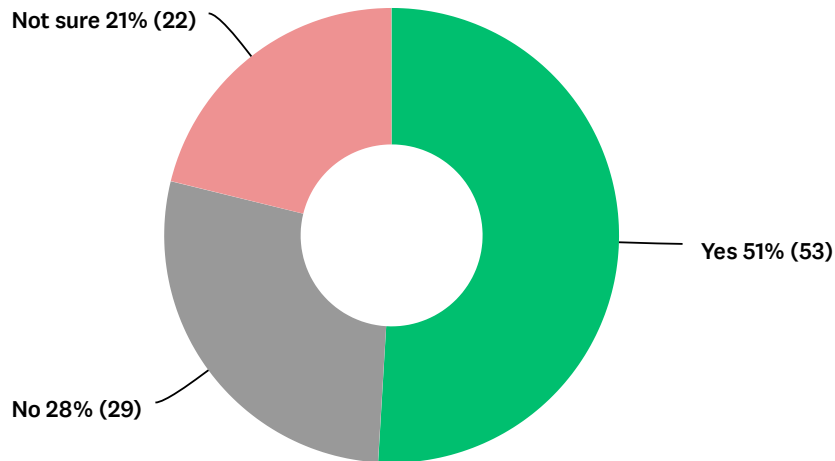
## Q7 What type(s) of travelling allowance is granted to essential staff?

Answered: 75 Skipped: 188



### Q8 Does your organisation provide food & drinking water to members of essential staff that that are on duty during extreme weather conditions?

Answered: 104 Skipped: 159

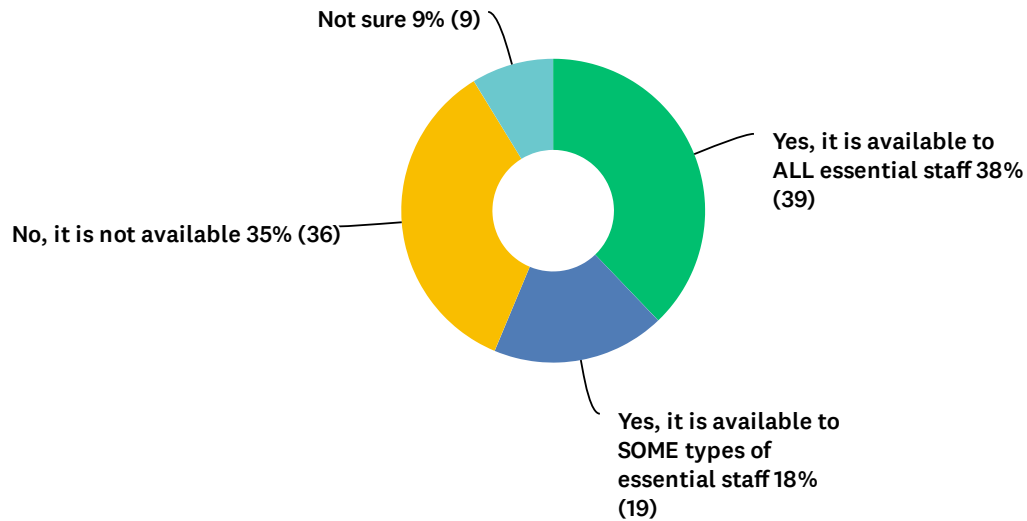


ANSWER CHOICES	RESPONSES	
Yes	51%	53
No	28%	29
Not sure	21%	22
<b>TOTAL</b>		<b>104</b>



## Q9 Does your organisation grant an extreme weather duty allowance to members of essential staff that are required to be on duty during under extreme weather conditions?

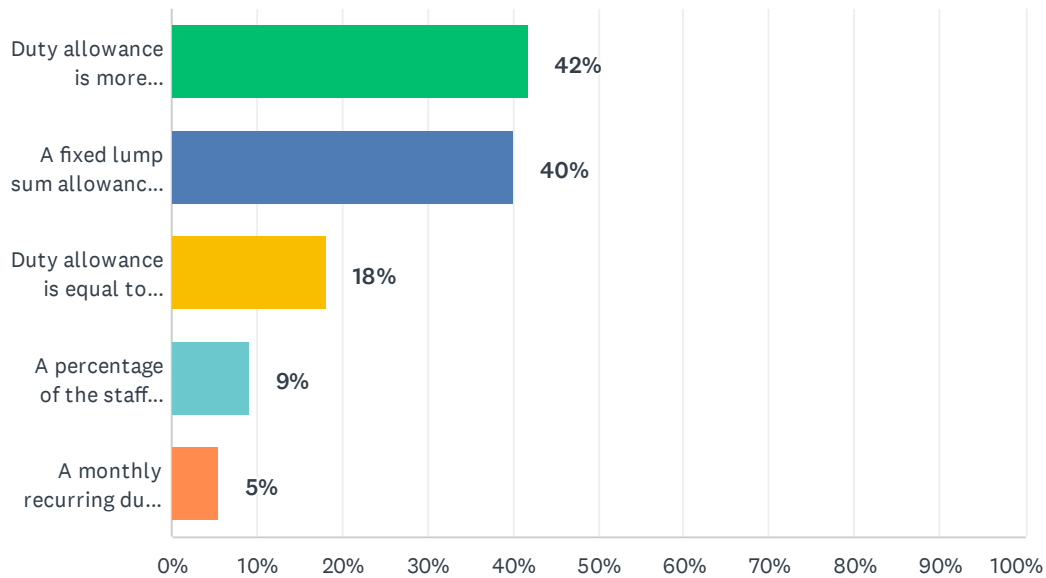
Answered: 103 Skipped: 160



ANSWER CHOICES	RESPONSES	
Yes, it is available to ALL essential staff	38%	39
Yes, it is available to SOME types of essential staff	18%	19
No, it is not available	35%	36
Not sure	9%	9
<b>TOTAL</b>		<b>103</b>

## Q10 How is the extreme weather duty allowance calculated?

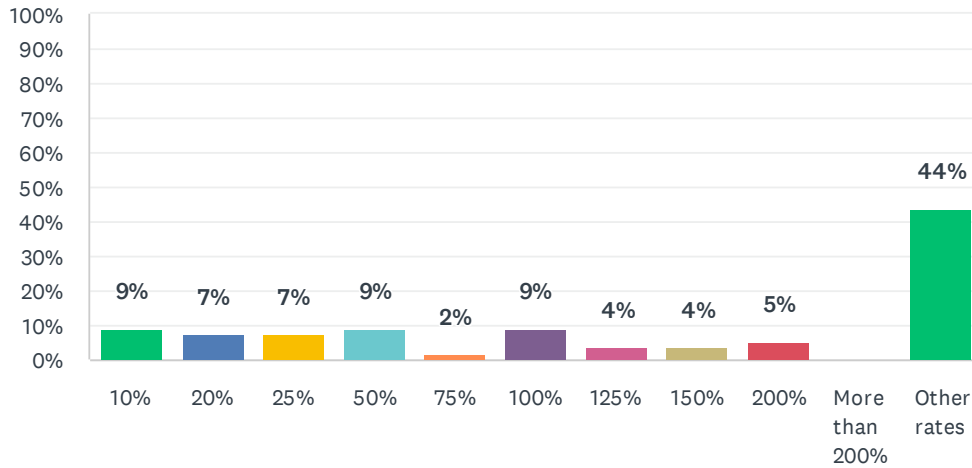
Answered: 55 Skipped: 208



ANSWER CHOICES	RESPONSES	
Duty allowance is more favourable than normal overtime hourly rates	42%	23
A fixed lump sum allowance per extreme weather duty for the position	40%	22
Duty allowance is equal to normal overtime hourly rates	18%	10
A percentage of the staff's monthly base salary	9%	5
A monthly recurring duty allowance for the position	5%	3
Total Respondents: 55		

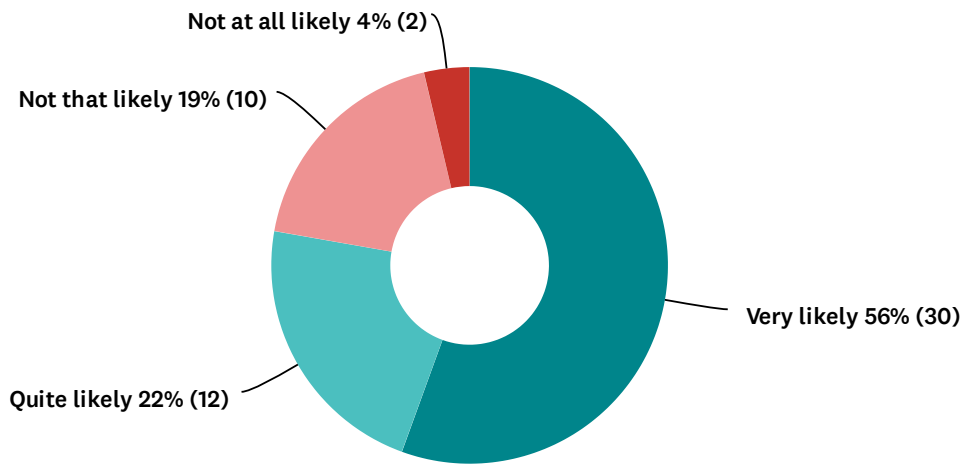
Q11 What is the premium of the extreme weather duty allowance over normal overtime hourly rates? The extreme weather duty allowance is higher than normal overtime hourly rates by:

Answered: 55 Skipped: 208



**Q12 In view of the revised Code of Practice in Times of Typhoons & Rainstorm Warnings recently published by the Labour Department, how likely is it that your organisation would review the existing work arrangements for essential staff during extreme weather conditions?**

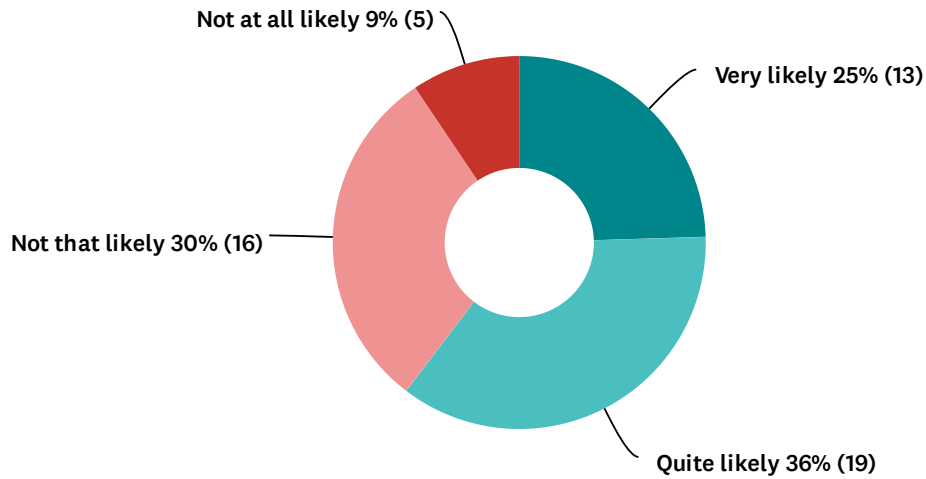
Answered: 54 Skipped: 209



ANSWER CHOICES	RESPONSES	
Very likely	56%	30
Quite likely	22%	12
Not that likely	19%	10
Not at all likely	4%	2
<b>TOTAL</b>		<b>54</b>

### Q13 How likely is it that your organisation’s employees would be consulted on the review of the existing work arrangements for essential staff during extreme weather conditions?

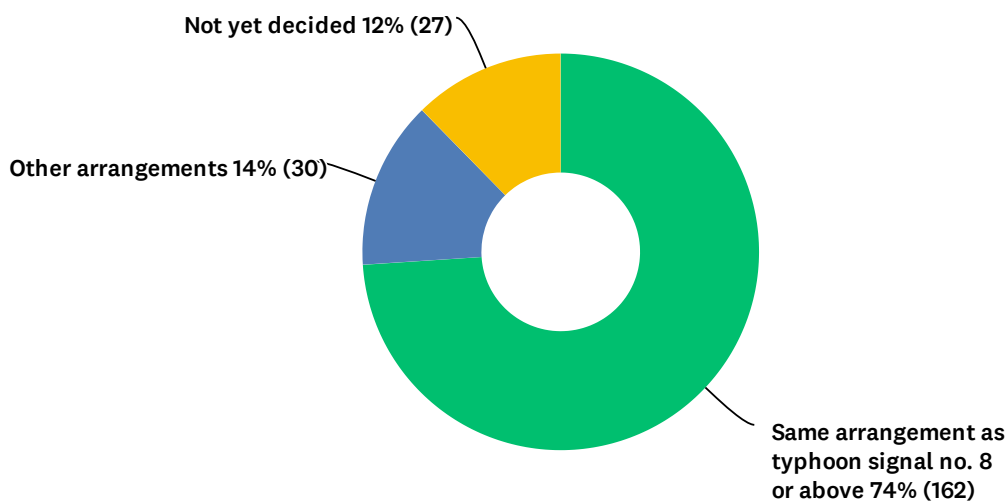
Answered: 53 Skipped: 210



ANSWER CHOICES	RESPONSES	
Very likely	25%	13
Quite likely	36%	19
Not that likely	30%	16
Not at all likely	9%	5
TOTAL		53

Q14 Under certain extreme conditions caused by super typhoons, the Government may issue an announcement on “extreme conditions”. When “extreme conditions” applicable territory-wide are in force, members of the public are advised to stay in the place they are currently in for two hours after cancellation of Typhoon Warning Signal No.8, instead of heading for work immediately. Which of the following statement best describes the work arrangements with employees when such “extreme conditions” announcement is issued?

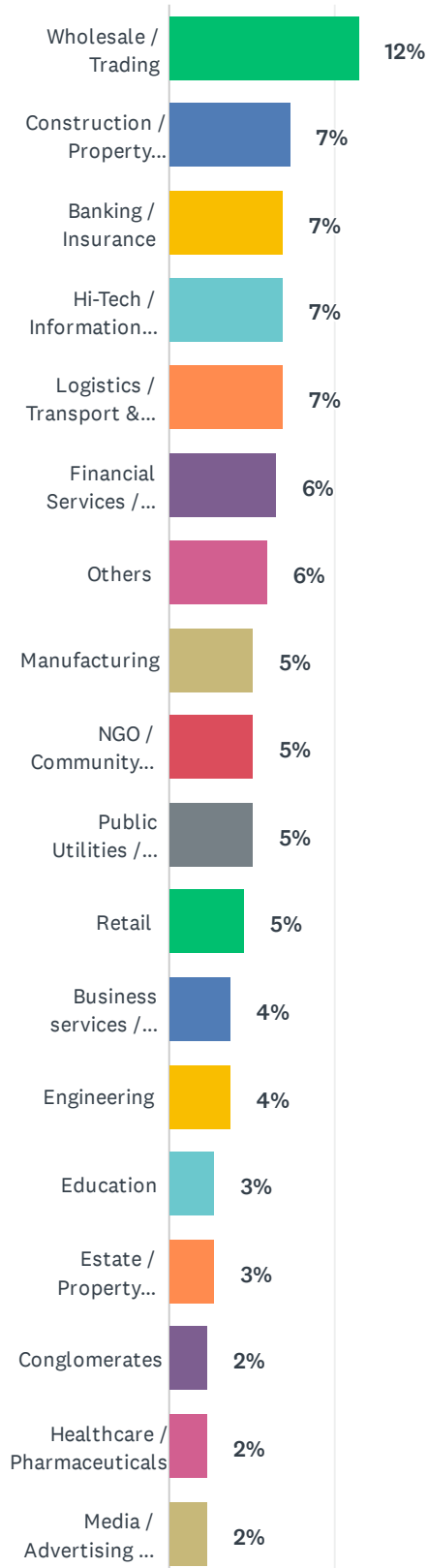
Answered: 219 Skipped: 44



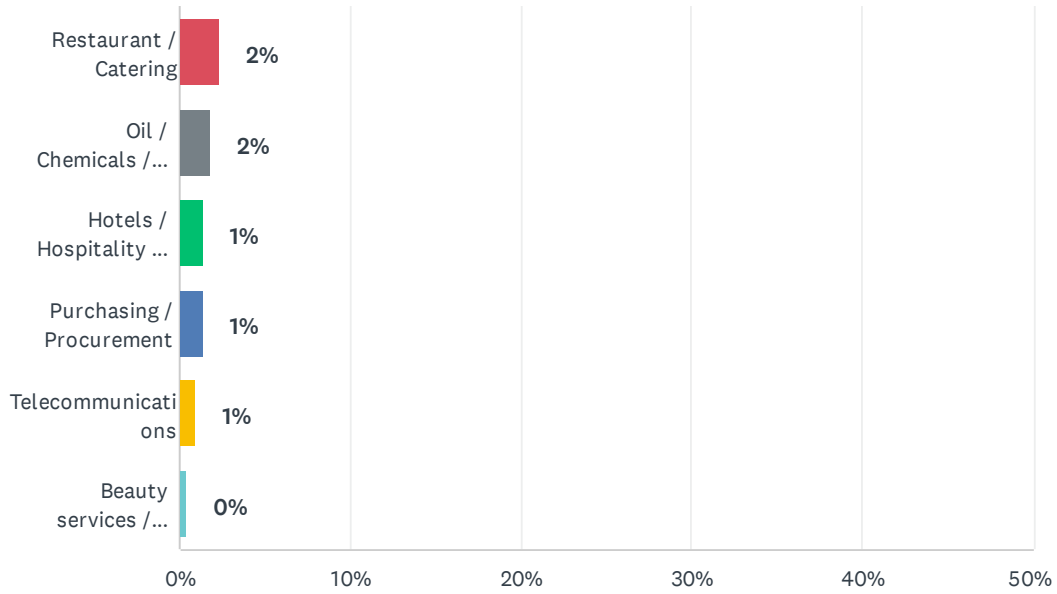
ANSWER CHOICES	RESPONSES	
Same arrangement as typhoon signal no. 8 or above	74%	162
Other arrangements	14%	30
Not yet decided	12%	27
<b>TOTAL</b>		<b>219</b>

## Q15 Which of the following industrial classification best describes the principal operation of your organisation in Hong Kong?

Answered: 217 Skipped: 46



# HKIHRM HR Pulse Check on Work Arrangements for Adverse Weather Conditions





## HKIHRM HR Pulse Check on Work Arrangements for Adverse Weather Conditions

ANSWER CHOICES	RESPONSES	
Wholesale / Trading	12%	25
Construction / Property Development	7%	16
Banking / Insurance	7%	15
Hi-Tech / Information Technology / ICT	7%	15
Logistics / Transport & related services	7%	15
Financial Services / FinTech	6%	14
Others	6%	13
Manufacturing	5%	11
NGO / Community services / Social services	5%	11
Public Utilities / Statutory bodies / Government	5%	11
Retail	5%	10
Business services / Professional services	4%	8
Engineering	4%	8
Education	3%	6
Estate / Property Management	3%	6
Conglomerates	2%	5
Healthcare / Pharmaceuticals	2%	5
Media / Advertising / Publishing	2%	5
Restaurant / Catering	2%	5
Oil / Chemicals / Energy	2%	4
Hotels / Hospitality / Tourism related services	1%	3
Purchasing / Procurement	1%	3
Telecommunications	1%	2
Beauty services / Personal services	0%	1
<b>TOTAL</b>		<b>217</b>