

# BIR EMPLOYMENT AGENCY LTD.

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## Statutory Holiday for 2024 2024年 - 法定假期

✪ The first day of January 一月一日	01-01-2024
✪ The first day of Lunar New Year 農曆年初一	10-02-2024
✪ The third day of Lunar New Year 農曆年初三	12-02-2024
✪ The fourth day of Lunar New Year 農曆年初四	13-02-2024
✪ Ching Ming Festival 清明節	04-04-2024
✪ Labour Day 勞動節	01-05-2024
✪ The Birthday of the Buddha 佛誕	15-05-2024
✪ Tuen Ng Festival 端午節	10-06-2024
✪ HKSAR Establishment Day 香港特別行政區成立紀念日	01-07-2024
✪ The day following the Chinese Mid-Autumn Festival 中秋節翌日	18-09-2024
✪ National Day 國慶日	01-10-2024
✪ Chung Yeung Festival 重陽節	11-10-2024
✪ Chinese Winter Solstice Festival or Christmas Day (at the option of the employer) 冬節 或 聖誕節 (由僱主選擇) or 25-12-2024	21-12-2024
✪ The first weekday after Christmas Day* 聖誕節後第一個周日*	26-12-2024

根據《僱傭條例》，當農曆年初一、年初二或年初三適逢星期日時，會以農曆年初四替代成為法定假日；而當中秋節翌日適逢星期日時，則以中秋節翌日之後的第一日（即農曆八月十七日）替代成為法定假日。由於2024年的農曆年初二適逢星期日，因此有關的法定假日會改為農曆年初四。i) According to the Employment Ordinance, when either Lunar New Year's Day, the second day of the Lunar New Year or the third day of the Lunar New Year falls on a Sunday, the fourth day of the Lunar New Year is designated as a statutory holiday in substitution; and in the event that the day following the Chinese Mid-Autumn Festival falls on a Sunday, the day thereafter (i.e. the 17th day of the eighth month of the lunar calendar) is designated as a statutory holiday in substitution. As the second day of Lunar New Year of 2024 falls on a Sunday, the fourth day of Lunar New Year will be designated as a statutory holiday.

(ii) 任何僱員，都可享有上述法定假日，如法定假日適逢僱員的休息日，應於休息日翌日補假。該補假須並非法定假日、另定假日、代替假日或休息日的日子。如僱員已按連續性合約受僱滿3個月，便可享有假日薪酬，款項相等於僱員於假日前12個月的每日平均工資。(ii) All employees are entitled to the above statutory holidays. If the statutory holiday falls on a rest day, a holiday should be granted on the day following the rest day which is not a statutory holiday or an alternative holiday or a substituted holiday or a rest day. An employee having been employed under a continuous contract for not less than 3 months is entitled to the holiday pay which is equivalent to the daily average wages earned by the employee in the 12-month period preceding the holiday.

\*根據《2021年僱傭（修訂）條例》，2024年起新增的法定假日為聖誕節後第一個周日。\*According to the Employment (Amendment) Ordinance 2021, the newly added statutory holiday from 2024 onwards is the first weekday after Christmas Day