

福利：

在適當的情況下，僱員可根據《僱傭條例》的規定而享有休息日、法定假日（或代替假日）、年假、產假/侍產假及疾病津貼。

連續受聘的季節性救生員如圓滿完成整個合約期，並且在職期間行為及表現良好，可獲得一筆約滿酬金如下：

（一）連續受聘三個月或以上但少於四個月，該筆酬金加上政府按強制性公積金計劃條例第 485 章所作的供款，應相等於有關受聘期實得薪金總額的 10%；或

（二）連續受聘四個月或以上，首三個月的酬金加上政府按強制性公積金計劃條例第 485 章所作的供款，應相等於該首三個月實得薪金總額的 10%。至於第四個月及其後每個月的服務期，酬金加上政府按強制性公積金計劃條例第 485 章所作的供款，應相等於有關受聘期間實得薪金總額的 15%；或

（三）連續受聘六個月或以上（以本署訂明的單一合約計算），並於二〇一八年泳季曾受聘為本署的全職季節性救生員並為本署服務不少於六個月（以本署訂明的單一合約計算），期間行為及表現良好，該筆約滿酬金加上政府按強制性公積金計劃條例第 485 章所作的供款，應相等於有關受聘期（指二〇一九年泳季本署訂明的合約期）實得薪金總額的 15%。

福利：

在适当的情况下，雇员可根据《雇佣条例》的规定而享有休息日、法定假日（或代替假日）、年假、产假/待产假及疾病津贴。

连续受聘的季节性救生员如圆满完成整个合约期，并且在职期间行为及表现良好，可获得一笔约满酬金如下：

（一）连续受聘三个月或以上但少于四个月，该笔酬金加上政府按强制性公积金计划条例第 485 章所作的供款，应相等于有关受聘期实得薪金总额的 10%；或

（二）连续受聘四个月或以上，首三个月的酬金加上政府按强制性公积金计划条例第 485 章所作的供款，应相等于该首三个月实得薪金总额的 10%。至于第四个月及其后每个月的服务期，酬金加上政府按强制性公积金计划条例第 485 章所作的供款，应相等于有关受聘期间实得薪金总额的 15%；或

（三）连续受聘六个月或以上（以本署订明的单一合约计算），并于二〇一八年泳季曾受聘为本署的全职季节性救生员并为本署服务不少于六个月（以本署订明的单一合约计算），期间行为及表现良好，该笔约满酬金加上政府按强制性公积金计划条例第 485 章所作的供款，应相等于有关受聘期（指二〇一九年泳季本署订明的合约期）实得薪金总额的 15%。

Fringe Benefits:

Rest days, statutory holidays (or substituted holidays), annual leave, maternity/paternity leave, sickness allowance, where appropriate, will be granted in line with the provisions of the Employment Ordinance.

Upon satisfactory completion of a continuous contract and subject to satisfactory performance and conduct during the contract period, Seasonal Lifeguards may be granted a gratuity as follows:

- (1) For a continuous contract for three months or above but less than four months, the gratuity payable for the contract will be the sum which, when added to the Government's contribution as required by the Mandatory Provident Fund Schemes Ordinance (Cap 485), equals to 10% of the total basic salary of substantive office drawn during the period of contract; or
- (2) For a continuous contract for four months or above, the gratuity payable for the first three months of the contract will be the sum which, when added to the Government's contribution as required by the Mandatory Provident Fund Schemes Ordinance (Cap 485), equals to 10% of the total basic salary of substantive office drawn during the first three months of the contract. The gratuity payable for the fourth and subsequent months of the contract will be the sum which, when added to the Government's contribution as required by the Mandatory Provident Fund Schemes Ordinance (Cap 485), equals to 15% of the total basic salary of substantive office drawn during the fourth and subsequent months of contract; or
- (3) For those serving a continuous contract for six months or above (on a single contract basis as determined by this department) in 2019 swimming season and also serving as full-time Seasonal Lifeguards of the department for not less than six months in 2018 swimming season (on a single contract basis as determined by this department) with satisfactory performance and conduct, the gratuity payable will be the sum which, when added to the Government's contribution as required by the Mandatory Provident Fund Schemes Ordinance (Cap 485), equals to 15% of the total basic salary of substantive office drawn during the period of contract (refers to the prescribed contract period in 2019 swimming season).