

10 Court Cases on Common HR Policy Pitfalls



4 May 2026 (Monday)
2:00pm – 5:30pm
 CPD Hours: 3.5



Cantonese
 (with English materials)



HKIHRM

Every HR policy is a potential legal landmine. This practical seminar dissects 10 pivotal Hong Kong court cases that expose common yet costly policy pitfalls. We will navigate the treacherous landscapes of “4-68” provision for part-time staff, discretionary bonuses, MPF offsetting abolition, and by drawing lessons from real-world legal battles, you will learn to draft bulletproof policies that mitigate risk, prevent disputes, and transform your HR framework from a potential liability into a powerful legal defence for your organisation.

Course Outline

- ◆◆ The "4-68" Provision: Navigating the New Frontier of Part-Time Employment
- ◆◆ Unilateral Contract Changes: The High Risk of Constructive Dismissal
- ◆◆ Vicarious Liability: Is Your DEI Policy a Real Legal Shield?
- ◆◆ Employee Mental Health: The Expanding "Duty of Care"
- ◆◆ Discretionary vs. Contractual Bonuses: The Million-Dollar Wording Mistake
- ◆◆ Managing Illness: Sick Leave Abuse vs. Disability Discrimination
- ◆◆ Employee Compensation Policy: Is stress and mental health issue a basis for ECC claim?
- ◆◆ Protecting Your Business from Departing Staff
- ◆◆ Social Media Misconduct: Policing Private Accounts and Public Posts
- ◆◆ Over-time Work, Rest Days and Holidays: When holidays are not holidays



Price



Mr Oscar Tan

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Member

HK\$1,200

Non-Member

HK\$1,800

