

Subject: Flexible arrangement for employees who are unable to complete Mandatory Safety Training Revalidation Courses in time (Latest arrangement issued on April 27, 2022)

Dear Sir/Madam,

Having regard to the impact of the outbreak of the fifth wave of the COVID-19 epidemic on the overall supply of Mandatory Safety Training (“MST”) course provided by training course providers (“TCPs”), the Labour Department (“LD”) now updates the relevant flexible arrangements following our last announcement of February 18, 2022 on the subject matter.

2. For those employees who may be affected by the epidemic and not able to enrol in revalidation courses before the expiry of admission period¹, viz. those holding an MST certificate having expiry date fall within the period of (i) January 1 to April 30, 2022 or (ii) May 1 to June 30, 2022, the LD now updates/ makes the special arrangements as follows:-

- (i) allowing those who are not able to enrol in revalidation courses to continue to be engaged in the specified work until the deadlines set out in column C below; and
- (ii) extending the admission deadlines for the revalidation courses concerned for these employees until the deadlines set out in column D below.

[¹ According to the prevailing mechanism, employees are allowed to enrol in the relevant revalidation courses within 3 to 6 months (depending on the types of MST courses) after the expiry of their MST certificates.]

Table 1: Implementation Period of Special Arrangements and Admission Deadlines for Revalidation Courses
(For Employees holding MST certificates having expiry date from January 1 to April 30, 2022)

	Revalidation courses [column A]	Expiry date of MST certificates [column B]	Deadlines for employees unable to enrol in revalidation courses to continue to be engaged in the specified work [column C]	Admission deadlines for revalidation courses [column D]
(i)	Mandatory Basic Safety Training (Container Handling)	Jan. 1 to Apr. 30, 2022 (both dates inclusive)	May 31, 2022	Jul. 31, 2022
(ii)	Gas Welding Safety Training			
(iii)	Training for Loadshifting Machinery Operators			
(iv)	Training for Crane Operators		Oct. 31, 2022	
(v)	Mandatory Basic Safety Training (Construction Work)		Jun. 30, 2022	Jul. 31, 2022
(vi)	Confined Spaces Safety Training			
(vii)	Training for Persons Working on Suspended Working Platforms			

Table 2: Implementation Period of Special Arrangements and Admission Deadlines for Revalidation Courses
(For Employees holding various types of MST certificates having expiry date from May 1 to May 31, 2022 or from May 1 to June 30, 2022)

	Revalidation courses [column A]	Expiry date of MST certificates [column B]	Deadlines for employees unable to enrol in revalidation courses to continue to be engaged in the specified work [column C]	Admission deadlines for revalidation courses [column D]
(i)	Mandatory Basic Safety Training (Container Handling)	May 1 to May 31, 2022 (both dates inclusive)	Jun. 30, 2022	Aug. 31, 2022
(ii)	Gas Welding Safety Training			
(iii)	Training for Loadshifting Machinery Operators			
(iv)	Training for Crane Operators			Nov. 30, 2022
(v)	Mandatory Basic Safety Training (Construction Work)	May 1 to Jun. 30, 2022 (both dates inclusive)	Jul. 31, 2022	Sep. 30, 2022
(vi)	Confined Spaces Safety Training			
(vii)	Training for Persons Working on Suspended Working Platforms			Dec. 31, 2022

3. Employees holding an MST certificate with expiry date falling within column B of Table 1 or Table 2 should approach the TCPs and apply for the relevant revalidation course as soon as possible.

4. The LD emphasises that the above arrangements are exceptional in light of the epidemic, and should not be seen as a precedent. We will closely monitor development of the situation and review the above special measures in due course.

5. When employing employees who are not able to enrol in the relevant revalidation courses in time pursuant to the above special arrangements, employers shall continue to comply with other provisions under the occupational safety and health laws, so as to ensure the work safety and health of these employees and to prevent occurrence of accidents. Such employees should also be arranged to peruse the “Work Safety Alerts” animation videos and related information relevant to their work:

(i) “Work Safety Alert” Animation

https://www.labour.gov.hk/eng/news/work_safety_alert_video.htm



(ii) Tutorial Material for Mandatory Basic Safety Training Course (Construction Work)

https://www.labour.gov.hk/eng/osh/pdf/Tut_MBST_CW_Eng.pdf



(iii) Tutorial Material for Mandatory Basic Safety Training (Container Handling)

https://www.labour.gov.hk/eng/osh/pdf/Tut_MBST_CH_Eng.pdf



6. Employees are also reminded to strictly follow the method statements of employers and implement the relevant working procedures while at work to safeguard the occupational safety and health of themselves as well as other employees.

7. The above arrangements are not applicable to employees holding a relevant certificate that expires beyond the periods specified in column B of Table 1 and Table 2. Pursuant to the current requirement, they shall hold a valid certificate when engaged in the specified work.