

## **Safety & Health Alert No. 5/2022**

### **Flexible arrangement of Labour Department for employees who are unable to complete Mandatory Safety Training Revalidation Courses in Time**

Date: 8 March 2022  
Our Ref. : HD(C)TS 4/49/26

Following the outbreak of the fifth wave of the COVID-19 epidemic, the overall supply of Mandatory Safety Training (“MST”) courses provided by training course providers (“TCPs”) is affected. In respect of the employees who are unable to complete MST revalidation courses (“revalidation courses”) in time, the Labour Department (“LD”) now makes the following flexible arrangements.

2. Pursuant to the Factories and Industrial Undertakings Ordinance (Cap. 59) and its subsidiary regulations, employees working in specified industries or involving in specified activities shall complete MST courses with relevant certificates attained, and take the relevant revalidation courses in time before they are allowed to work in such specified industries or perform such specified activities. In addition, the persons responsible for the relevant workplaces shall ensure that their employees possess valid certificates.

3. The LD notices that some TCPs have suspended or reduced the provision of their MST courses, and some employees whose MST certificates have expired or are about to expire have deferred their enrollment in relevant courses in response to the Government’s appeal for minimising social activities. As a result, employees who are obliged to revalidate their certificates may not be able to enrol in revalidation courses before the expiry of admission period<sup>1</sup>. To cope with the situation, the LD makes the special arrangements for the employees whose certificates with expiry dates falling within January 1 to April 30, 2022 (both dates inclusive) as follows:-

(i) allowing those who are not able to enrol in revalidation courses to continue to be engaged in the specified work (details in column C of the table below); and

(ii) extending the admission deadlines for the revalidation courses concerned for these employees (details in column D of the table below).

[<sup>1</sup> 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.]

**Implementation Period of Special Arrangements and Admission Deadlines for Revalidation Courses**

	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	Jan. 1 to Apr. 30, 2022	May 31, 2022	Jul. 31, 2022
(ii)	Confined Spaces Safety Training			
(iii)	Gas Welding Safety Training			
(iv)	Training for Loadshifting Machinery Operators			
(v)	Training for Crane Operators			Oct. 31, 2022
(vi)	Training for Persons Working on Suspended Working Platforms			

4. Employees holding an MST certificate with expiry date falling within the period specified in column B should approach the TCPs and apply for the relevant

revalidation courses as soon as possible.

5. 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.

6. 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 (“OSH”) 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](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](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](https://www.labour.gov.hk/eng/osh/pdf/Tut_MBST_CH_Eng.pdf)



7. Employees are also reminded to strictly follow the method statements of employers and implement the relevant working procedures while at work to safeguard the OSH of themselves as well as other employees.
8. The above arrangements are not applicable to employees holding a certificate that expires on or after May 1, this year. Pursuant to the current requirement, they shall hold a valid certificate when engaged in the specified work.
9. If you have any questions on the matter, please feel free to contact the Occupational Safety and Health Training Centre of Labour Department at 2940 7054 or 2940 7076.