



Important Notes when buying Foreign Domestic Helper Insurance

1. Critical illness like cancer, heart disease, stroke, etc., is horrible. It often necessitates long term medical treatment and tremendous amount of medical expenses. Misfortune may happen to everybody including your foreign domestic helper at home.
2. One potential client approached us for advice on how to deal with his maid who recently diagnosed with adencarcinoma (腺癌). As a result he as the employer has to bear the medical expenses and care of the very ill maid. We reviewed his foreign domestic helper insurance policy and were surprised to find that his insurance broker did not advise him to take out better insurance which only cost a few hundred more dollars per annum.
3. A typical employment contract with a helper (point 9 in form ID 407 which is the only document recognised by the Government of the HKSAR www.labour.gov.hk/eng/news/content.htm), says that employer is liable to pay for medical expenses incurred by a helper during the employment period. Point 9 in form id 407 stipulated that "in the event that the helper is ill or suffers personal injury during the period of employment.....the employer shall provide free medical treatment to the helper. Free medical treatment includes medical consultation, maintenance in hospital and emergency dental treatment". According to information from Labour Department, if the employer does not pay the medical expenses to the helper, the helper may seek for assistance from Labour Relations Division, Minor Employment Claims Adjudication Board or the Labour Tribunal for adjudication. An employer who wilfully and without reasonable excuse fails to pay any sum awarded by the Labour Tribunal or the Minor Employment Claims Adjudication Board within 14 days after the date on which it is due, is liable to prosecution and, upon conviction, to a fine of \$350,000 and to imprisonment for 3 years. Please see Section 43P of Chapter 57 (Employment Ordinance) as attached www.legislation.gov.hk/eng/home.htm.
4. SMIC urges you to review carefully both the employment contract and to have an insurance policy including coverage for the medical expenses. Some helper insurance can extend to cover medical expenses for critical illness up to a certain indemnity limit. It doesn't worth to save just a few hundred dollars per year not to buy this optional cover, and expose the family to the risk of unexpected financial burden resulting from an obligation imposed by law.