

The Labour Tribunal in Hong Kong is a specialist court that handles most **money disputes between employees and employers**. It is designed to be relatively simple, fast, and low-cost. You do not normally have lawyers speaking for you in the hearing; instead, you explain your case directly to the Presiding Officer, who will ask questions and help structure the discussion.

In your situation—where your employer has not paid your bonus and has fired you while you believe your real issue was mental health—the Tribunal is mainly relevant for the **financial side** of the dispute, not for the discrimination aspect.

What the Labour Tribunal can help with

The Labour Tribunal can hear claims for:

- Unpaid wages and salary.
- Pay in lieu of notice.
- Holiday pay and other contractual benefits.
- Many types of **contractual or guaranteed bonuses** and commissions.

If your bonus was clearly set out in your contract or in a written scheme (e.g., formula-based, guaranteed, or already declared), you may be able to claim it there. If it were described as purely discretionary, or if your contract says that bonus disputes must go to arbitration, the route can be more complicated, and you may need legal advice.

The Tribunal **does not decide** whether your dismissal was discriminatory because of your depression or other mental health condition. That part of the case is handled via Hong Kong's anti-discrimination laws (Disability Discrimination Ordinance) and the Equal Opportunities Commission, or through separate civil proceedings. However, the same facts (your medical history, sick leave, performance record, and how you were treated) are relevant to both.

How your mental health fits in

Your mental health is still important, even in a money claim, because it can:

- Explain why you were on sick leave or unable to work normally.
- Show that you were treated differently from others in similar roles who had performance or conduct issues but were allowed to resign, retire, or move internally.
- Support a separate discrimination complaint, even if the Tribunal itself is only dealing with unpaid sums.

In practice, you might have:

- A **Labour Tribunal** claim for unpaid bonus, notice pay, or other contractual sums.
- An **Equal Opportunities Commission** complaint (and possibly later a court claim) about disability discrimination and unfair dismissal linked to your mental health.

Practical steps if you want to use the Labour Tribunal

1. Collect documents

- Employment contract and bonus letters.
- Termination letter and any internal emails about your departure.
- Payslips and bonus payment history.
- Medical certificates and any HR correspondence about your mental health or sick leave.

2. Work out what you're claiming

- The exact amount of unpaid bonus (and how you calculate it).
- Any notice pay, outstanding salary, or other entitlements.

3. File a claim

- You complete a claim form and lodge it at the Labour Tribunal registry.
- You'll then be given a date for a preliminary hearing, where the Tribunal will go through the issues and see if a settlement is possible.

4. Prepare your story

- Keep it factual and chronological: your role, the bonus structure, your mental health, how the employer responded, what was (and wasn't) paid, and what you are asking the Tribunal to order.

Because bonus schemes and high-level finance roles often include **arbitration clauses**, it is sensible, if you can, to have a short consultation with an employment lawyer before you file, to confirm the best path for the bonus element.

Useful contact details (Hong Kong)

- **Labour Tribunal (Hong Kong Judiciary)**
 - General enquiries: +852 2625 0020
 - Website (for forms and guidance): www.judiciary.hk → "Court Services & Facilities" → "Labour Tribunal"

- Email (general judiciary inquiries): enquiry@judiciary.gov.hk
- **Equal Opportunities Commission (for discrimination / mental health issues at work)**
 - General enquiries: +852 2511 8211
 - Email: eoc@eoc.org.hk
 - Complaint/inquiry forms and guides: www.eoc.org.hk
- **Labour Department (employment rights and sick leave)**
 - Inquiry hotline: +852 2717 1771
 - Email: enquiry@labour.gov.hk
 - Website: www.labour.gov.hk

If you want, you can briefly tell me how your bonus was structured (guaranteed vs. discretionary, any deferral, any mention of arbitration), and I can help you frame your story and your claim in a way that makes sense for the Tribunal while keeping your mental health narrative aligned with your EOC case.