



SECURITIES AND
FUTURES COMMISSION
證券及期貨事務監察委員會

Invitation to Tender

Provision of Amah Services

6 January 2026

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General Information

- 1.1 With a view to achieve cost-effectiveness, quality assurance and timely delivery of amah services, the Securities and Futures Commission (“SFC”) invites prospective service providers/recruitment agencies (Tenderers) to submit a proposal on the provision of Amah Services.

Service Locations

- 2.1 43/F & 45/F-54/F One Island East, 18 Westlands Road, Quarry Bay, Hong Kong

Number of Amah

- 3.1 Six full-time amahs.

Contract Period

- 4.1 12 months contract from 1 April 2026 to 31 March 2027.

Working Schedule

- 5.1 Monday to Thursdays : 8:00 am – 5:30 pm (one hour lunch break)
Fridays : 8:00 am – 5:00 pm (one hour lunch break)

Scope of Service

- 6.1 Wash and clean all crockery, cutlery, cups, glasses and other kitchen utensils.
- 6.2 Wipe clean entrance doors, basins, kitchen cabinets, refrigerators, steam/micro-wave ovens and any other equipment in the pantries.
- 6.3 Serve tea/coffee, etc. for guests and senior executive staff.
- 6.4 Keep clean and tidy of all pantries and conference rooms.
- 6.5 Help set venue for in-house catering/training workshops and purchase refreshments, etc. on ad hoc basis.
- 6.6 Watering plants in the office area and empty garbage bins in the pantries when needed.
- 6.7 Keep stock and replenish of panty items (such as first aid boxes, cleaning materials and other household items) regularly.
- 6.8 Report to Planning and Administration Department in the course of their duty any job-related finding or matter that needs immediate/follow up actions or attention.

- 6.9 Carry out any general duties as assigned by the Planning and Administration Department.

Terms and Conditions

7.1 Payment Term

- 7.1.1 Upon presentation of invoice after monthly services rendered.

7.2 Other Terms and Conditions

- 7.2.1 The amah with no less than one year continuous contract in respect of the awarded contract is entitled to a contractual gratuity at the rate of 6% of the total wages earned upon completion of the service contract.
- 7.2.2 SFC reserves the right to demand the appointed Tenderer (Agent) to submit medical report of the amah.
- 7.2.3 Amah seconded to SFC will be required to sign an undertaking statement to abide by the SFC Staff Code of Conduct. They will be subject to background vetting and required to disclose their securities and futures investments to SFC.
- 7.2.4 Replacement of amah to be arranged by the Agent in the event of amah's absence due to annual leave or sickness. Permanent replacement due to amah's resignation and/or retirement is subject to the pre-employment medical examination report of the amah recommended for deployment and the approval by the Planning and Administration Department.
- 7.2.5 Planning and Administration Department reserves the right to demand the Agent for a replacement amah should it consider that the services provided by the amah deployed is not satisfactory and out of the Department's reasonable expectations.
- 7.2.6 SFC will pay through the Agent to the amah for their services rendered outside office hours, if required.
- 7.2.7 The Agent is fully responsible for all statutory employee benefits requirement, e.g. insurance, MPF and holiday/sick leaves for its deployed amah to the SFC.
- 7.2.8 The Agent is required to follow the requirements of the Minimum Wage Ordinance.
- 7.2.9 The Agent shall enter into written Standard Employment Contract with his/her employees once appointed.
- 7.2.10 The service contract shall be terminated anytime by either party giving one month's notice in writing with reasons to the other.

Guidelines for Tenderers

- 8.1 These guidelines are intended to provide Tenderers with guidance on the procedure for submitting their proposals and the approach that SFC will generally adopt in assessing such proposals. They do not bind, and are not intended to bind, the SFC in any way.

8.2 Preparation and Submission of Proposal

8.2.1 What form must proposals take?

All proposals must be in both writing and electronic form.

One hardcopy of the proposal in a sealed plain envelope bearing no logo, along with a softcopy on a CD/DVD or USB flash drive (email or other media are not accepted). The softcopy should be saved in Adobe Acrobat format, i.e. PDF.

The SFC will not consider any proposal that is submitted in writing without an accompanying softcopy.

8.2.2 To whom must proposals be submitted?

Written proposals should be marked with the reference “**Provision of Amah Services**” and deposited to the collection box for TENDER DOCUMENT at the following address:

Tender Box
Securities and Futures Commission
54th Floor, One Island East
18 Westlands Road
Quarry Bay
Hong Kong

8.2.3 What is the deadline for the submission of proposals?

Proposals must reach us on or before **2:00 pm on 28 January 2026 (Wednesday)**. The SFC will not accept late proposals.

8.2.4 How must proposals be set out?

Each proposal must be separated into the following parts:

- (a) an offer letter;
- (b) the company's latest audited accounts/financial statement;
- (c) a Price Schedule; and
- (d) a Corporate Profile including Proposed Service Provisions, etc.

Details in relation to what should be specified in the Price Schedule is set out in Appendix A to this document.

8.2.5 How long should Tenderers' offers remain open?

By making a proposal in response to this Invitation to Tender, a Tenderer will be treated as having made an offer to the SFC. A Tenderer should clearly state in its proposal how long this offer will remain open.

In order to allow the SFC having sufficient time to consider all proposals validly submitted, Tenderers should keep their proposals open for at least 90 days from the closing date of this Invitation to Tender. If this cannot be done, the reason must be stated in the proposal.

8.3 Queries Regarding This Invitation to Tender Made in Response

8.3.1 What if the SFC has any queries about a particular proposal?

If the SFC considers that any aspect of a proposal requires clarification from the Tenderer, the SFC may request that the Tenderer:

- (a) supplement its proposal; or
- (b) answer the SFC's specific queries orally or in writing, or in any manner that the SFC deems fit.

8.3.2 What if a Tenderer has any queries?

Any queries regarding this Invitation to Tender should be made to:

Ms. Bessie CHEUNG
Assistant Manager
Planning and Administration, Corporate Affairs
Telephone : 2231-1784
Email : bcheung1@sfc.hk

Confidentiality

- 9.1 All information presented in or as a result of this tender document, including information disclosed by the SFC during the selection process, is to be considered strictly confidential. Information must not be released to external parties without the express written consent of the SFC.
- 9.2 All responses and other materials submitted in response to this tender document will become the property of the SFC. The SFC assumes no obligation and shall incur no liability regarding confidentiality of all or any portion of a response or any other material submitted in response to this tender document unless expressly agreed in writing to protect specifically identified information.
- 9.3 Submission without a signed copy of the Confidentiality Acknowledgement (Appendix D) will not be considered.

Conflict of Interest

- 10.1 A Tenderer must declare that they have no interest which conflicts, or has the potential to conflict, with its duties to the SFC under the proposal. If a Tenderer has any interest which conflicts, or has the potential to conflict, with its duties to the SFC

under the proposal, the Tenderer should clearly state this in the declaration form (refer to Appendix B). This requirement extends to the Tenderer's associates, associated persons, group companies and each member of the Tenderer's professional staff (and their associates and associated persons).

Anti-collusion

- 11.1 The Tenderer shall not communicate to any person other than the SFC the amount of any tender, adjust the amount of any tender by arrangement with any other person, make any arrangement with any other person about whether or not he or that other person should or should not tender, or otherwise collude with any other person in any manner whatsoever in the tendering process until the tenderer is notified by the SFC of the outcome of the tender exercise. Any breach of or non-compliance with this by the tenderer shall, without affecting the tenderer's liability for such breach or non-compliance, invalidate his tender. The tenderer shall submit to the SFC a duly signed letter in the form set out in Appendix C. The letter shall be signed by a person authorised to sign the contract on the tenderer's behalf.

Prevention of Bribery

- 12.1 A Tenderer shall prohibit its directors, employees, agents, and sub-contractors who are involved in this tender from offering, soliciting or accepting any advantage as defined in the Prevention of Bribery Ordinance, Cap 201 when conducting business in connection with this mandate.
- 12.2 The Tenderer shall take all necessary measures (including by way of a code of conduct or contractual provisions where appropriate) to ensure that its directors, employees, agents and sub-contractors are aware of the prohibitions in this clause.

Grievance Procedures

- 13.1 SFC, as a public body, has a duty to conduct its affairs in a responsible and transparent manner. We have therefore put in place the Grievance Procedures with effect from 1 April 2004. The policy on Public Interest Grievances is intended to assist persons who are engaged by or to work in/with SFC who believes that they have discovered improper practices or misconduct relating to the running of SFC or work related activities of employees of SFC to report these in a constructive manner.
- 13.2 This policy is for any person who has an employment contract with SFC, is on secondment to SFC, is engaged as an independent consultant by SFC or is a contractor or supplier of services to SFC. Public Interest Grievances might include:
- 13.2.1 Criminal activity, such as accepting a bribe;
 - 13.2.2 Financial or administrative malpractice;
 - 13.2.3 Misconduct or improper behaviour;
 - 13.2.4 Failure to comply with legal obligations such as those set out in the Securities and Futures Ordinance;
 - 13.2.5 Endangering occupational health or safety;
 - 13.2.6 Attempts to suppress or conceal information relating to any of the above.



- 13.3 The Policy on Public Interest Grievances can be found on the SFC website. Please contact the Commission Secretary of the SFC if you have any questions.

Appendix A - Price Schedule

The Price Schedule should contain all of the following:

1. Executive Summary

This part should provide a full summary of the service fees structure

2. Fees Schedule

2.1 All fees must be quoted in Hong Kong Dollars.

2.2 All fees should be properly itemized and explained and include all amounts payable in terms of monthly salary and service fee

2.3 Format and sample

Monthly salary pay to each Amah ¹	Agency fee per Amah per month ²	Total monthly fee per Amah ³
HK\$10,000	HK\$2,000 (20%)	HK\$12,000

Submission without fee breakdown in this prescribed format will not be considered.

¹ monthly salary excluding the overtime pay and gratuity

² service fee including MPF, insurance and other sums of administration expenses

³ monthly rate including monthly salary and service fee per amah

3. Payment Terms and Arrangements

Payment will be made on a monthly basis upon receiving invoice with at least 30 days payment term.

Appendix B – Declaration of Interests

To : Securities and Futures Commission

I Hereby declare that ⁽¹⁾ :

- ☐ I, associated persons, group companies and each member of the my professional staff (and their associates and associated persons) have no pecuniary or other personal interest, direct or indirect, in any matter that raises or may raise a conflict with my duties under this Proposal.
- ☐ I, associated persons, group companies and each member of the my professional staff (and their associates and associated persons) have / potentially⁽²⁾ have pecuniary or other personal interest, direct or indirect, in certain matter that raises or may raise a conflict with my duties under this Proposal. The particulars of such matter are stated below:

(a) Persons/companies with whom/which I have official dealings and/or private interests:

(b) Brief description of my duties which involved the persons/companies mentioned in item (a) above:

Signature

Name

Position

Company

Date

Note:

1. Please put a “✓” in the appropriate box
2. Delete as appropriate

Appendix C – Declaration of Anti-collusion

To : Securities and Futures Commission

“Provision of Amah Services”

I / We⁽¹⁾, confirm that as at the time of submission of this Proposal and other than the Excepted Communications referred to in the last paragraph below, I / We⁽¹⁾ had not communicated to any person other than the SFC the amount of any tender, adjusted the amount of any tender by arrangement with any other person, made any arrangement with any other person about whether or not I / We⁽¹⁾ or that other person should tender, or otherwise colluded with any other person in any manner whatsoever, and undertake that at any time thereafter in the tendering process for the above Project until the tenderer is notified by the SFC of the outcome of the tender exercise and other than the Excepted Communications, I / We⁽¹⁾ will not communicate to any person other than the SFC the amount of any tender, adjust the amount of any tender by arrangement with any other person, make any arrangement with any other person about whether or not I / We⁽¹⁾ or that other person should tender, or otherwise collude with any other person in any manner whatsoever.

The expression “Excepted Communications” means our communications in strict confidence with our own insurers or brokers to obtain an insurance quotation for computation of tender price and communications in strict confidence with our consultants or sub-contractors to solicit their assistance in preparation of tender submission.

Signature : _____

Name : _____

Position : _____

Company : _____

Date : _____

Note:

1. Delete as appropriate.

Appendix D – Confidentiality Acknowledgement

Acknowledgement and Undertaking

Acknowledgment in relation to the requirements for preservation of secrecy under section 378 of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong) (“**SFO**”) and sections 76A to 76G of the Anti-Money Laundering and Counter-Terrorist Financing Ordinance (Chapter 615 of the Laws of Hong Kong) (“**AMLO**”), and avoidance of conflict of interests under section 379 of the SFO and section 53ZTW of the AMLO (together, the “**Specified Provisions**”).

Terms in this acknowledgement shall have the same meaning as defined in the SFO and/or the AMLO (as the case may be), unless otherwise defined herein.

To: _____

I. Preservation of Secrecy Requirements

Section 378 of the SFO binds you and in particular subsection (1) of that section provides as follows:

- (1) Subject to subsection (13A), except in the performance of a function under, or for the purpose of carrying into effect or doing anything required or authorized under, any of the relevant provisions, a specified person—
 - (a) shall preserve and aid in preserving secrecy with regard to any matter coming to his knowledge by virtue of his appointment under any of the relevant provisions, or in the performance of any function under or in carrying into effect any of the relevant provisions, or in the course of assisting any other person in the performance of any function under or in carrying into effect any of the relevant provisions;
 - (b) shall not communicate any such matter to any other person; and
 - (c) shall not suffer or permit any other person to have access to any record or document which is in his possession by virtue of the appointment, or the performance of any such function under or the carrying into effect of any such provisions, or the assistance to the other person in the performance of any such function under or in carrying into effect any such provisions.

The term “specified person” is defined in section 378(15) of the SFO and means-

- (a) the Commission;
- (b) any person who is or was a member, an employee, or a consultant, agent or adviser, of the Commission; or
- (c) any person who is or was -
 - (i) a person appointed under any of the relevant provisions;
 - (ii) a person performing any function under or carrying into effect any of the relevant provisions; or
 - (iii) a person assisting any other person in the performance of any function under or in carrying into effect any of the relevant provisions.

The term “relevant provisions” is defined in section 1, Part 1 of Schedule 1 to the SFO to include the provisions of the SFO.

Sections 76A to 76G of the AMLO bind you and in particular sections 76B(1) and (2) provide as follows:

- (1) This section applies to—
 - (a) a matter that comes to a specified person’s knowledge in any of the following circumstances—
 - (i) by virtue of the specified person’s appointment under the AMLO;
 - (ii) in the course of performing a function under, or carrying into effect, a provision of the AMLO;
 - (iii) in the course of assisting another person in performing a function under, or carrying into effect, a provision of the AMLO; and
 - (b) a record or document that has come into a specified person’s possession in any of the circumstances mentioned in paragraph (a).
- (2) A specified person—
 - (a) must not communicate a matter referred to in subsection (1)(a)(i), (ii) or (iii) to a person; and
 - (b) must not allow another person to have access to a record or document referred to in subsection (1)(b).

The term “specified person” is defined in section 76A of the AMLO and includes-

- (a) the Commission;
- (b) a person who is or was a member, an employee, or a consultant, agent or adviser, of the Commission; or
- (c) a person who is or was—
 - (i) a person appointed under a provision of the AMLO;
 - (ii) a person performing a function under, or carrying into effect, a provision of the AMLO; or
 - (iii) a person assisting another person in the performance of a function under, or carrying into effect, a provision of the AMLO.

TAKE NOTICE THAT IF YOU CONTRAVENE SECTION 378(1) OF THE SFO YOU COMMIT AN OFFENCE UNDER SECTION 378(10) OF THE SFO AND IF YOU CONTRAVENE SECTION 76B(2) OF THE AMLO YOU COMMIT AN OFFENCE UNDER SECTION 76B(3) OF THE AMLO. ANY PERSON WHO COMMITS AN OFFENCE UNDER SECTION 378(10) OF THE SFO OR SECTION 76B(3) OF THE AMLO IS LIABLE:

- (a) on conviction on indictment to a fine of HK\$1,000,000 and to imprisonment for two years; or
- (b) on summary conviction to a fine of HK\$100,000 and to imprisonment for six months.

II. Conflict of Interests

Section 379 of the SFO binds you and in particular subsections (1), (2) and (3) of that section provide as follows:

- (1) Subject to subsection (2), any member of the Commission or any person performing any function under any of the relevant provisions shall not directly or indirectly effect or cause to be effected, on his own account or for the benefit of any other person, a

transaction regarding any securities, structured product, futures contract, leveraged foreign exchange contract, or an interest in any securities, structured product, futures contract, leveraged foreign exchange contract or collective investment scheme—

- (a) which transaction he knows is or is connected with a transaction or a person that is the subject of any investigation or proceedings by the Commission under any of the relevant provisions or the subject of other proceedings under any provision of the SFO; or
- (b) which transaction he knows is otherwise being considered by the Commission.

(2) Subsection (1) does not apply to any transaction which a holder of securities or a structured product effects or causes to be effected by reference to any of his rights as such holder—

- (a) to exchange the securities or structured product or to convert the securities or structured product to another form of securities or structured product;
- (b) to participate in a scheme of arrangement sanctioned by the Court of First Instance under the OFC rules, the Companies Ordinance (Cap. 622) or the relevant Ordinance;
- (c) to subscribe for other securities or another structured product or dispose of a right to subscribe for other securities or another structured product;
- (d) to charge or pledge the securities or structured product to secure the repayment of money;
- (e) to realize the securities or structured product for the purpose of repaying money secured under paragraph (d); or
- (f) to realize the securities or structured product in the course of performing a duty imposed by law.

(3) Any member of the Commission or any person performing any function under any of the relevant provisions shall forthwith inform the Commission if, in the course of performing any function under any such provisions, he is required to consider any matter relating to—

- (a) any securities, futures contract, leveraged foreign exchange contract, structured product, or an interest in any securities, futures contract, leveraged foreign exchange contract, collective investment scheme or structured product -
 - (i) in which he has an interest;
 - (ii) in which a corporation, in the shares of which he has an interest, has an interest; or
 - (iii) which—
 - (A) in the case of securities, is of or issued by the same issuer, and of the same class, as those in which he has an interest;
 - (B) in the case of a futures contract, is interests, rights or property based upon securities of or issued by the same issuer, and of the same class, as those in which he has an interest; or
 - (C) in the case of a structured product, is interests, rights or property based on a structured product of or issued by the same issuer, and of the same class, as that in which he has an interest; or
- (b) a person—
 - (i) by whom he is or was employed;
 - (ii) of whom he is or was a client;
 - (iii) who is or was his associate; or
 - (iv) whom he knows is or was a client of a person with whom he is or was employed or who is or was his associate.

Please refer to Part I for the meaning of the term “relevant provisions”.

Section 53ZTW of the AMLO binds you and in particular subsections (1), (2) and (3) of that section provide as follows:

- (1) Any member of the Commission or any person performing any function under the AMLO (the member or person called in this section a ***specified person***) must not directly or indirectly effect or cause to be effected, on the specified person's own account or for the benefit of any other person, a transaction regarding any virtual assets—
 - (a) which transaction the specified person knows is, or is connected with a transaction or a person that is, the subject of any investigation or proceedings by the Commission under the AMLO; or
 - (b) which transaction the specified person knows is otherwise being considered by the Commission.
- (2) Subsection (1) does not apply to any transaction that a holder of virtual assets effects or causes to be effected by reference to any of their rights as such holder—
 - (a) to participate in a scheme of arrangement sanctioned by the Court of First Instance under the Companies Ordinance (Cap. 622);
 - (b) to charge or pledge the virtual assets to secure the repayment of money;
 - (c) to realize the virtual assets for the purpose of repaying money secured under paragraph (b); or
 - (d) to realize the virtual assets in the course of performing a duty imposed by law.
- (3) A specified person must inform the Commission if, in the course of performing any function under Part 5B of the AMLO, the specified person is required to consider any matter relating to—
 - (a) any virtual assets—
 - (i) in which the specified person has an interest;
 - (ii) in which a corporation, in the shares of which the specified person has an interest, has an interest; or
 - (iii) that are of or issued by the same issuer as those in which the specified person has an interest; or
 - (b) a person—
 - (i) by whom the specified person is or was employed;
 - (ii) of whom the specified person is or was a client;
 - (iii) who is or was the specified person's associate; or
 - (iv) whom the specified person knows is or was a client of a person—
 - (A) with whom the specified person is or was employed; or
 - (B) who is or was the specified person's associate.

TAKE NOTICE THAT IF YOU, WITHOUT REASONABLE EXCUSE, CONTRAVENE SECTION 379(1) AND/OR SECTION 379(3) OF THE SFO, YOU COMMIT AN OFFENCE UNDER SECTION 379(4) OF THE SFO AND IF YOU, WITHOUT REASONABLE EXCUSE, CONTRAVENE SECTION 53ZTW(1) AND/OR SECTION 53ZTW(3) OF THE AMLO, YOU COMMIT AN OFFENCE UNDER SECTION 53ZTW(4) OF THE AMLO. ANY PERSON WHO COMMITS AN OFFENCE UNDER SECTION 379(4) OF THE SFO OR SECTION 53ZTW(4) OF THE AMLO IS LIABLE:

- (a) on conviction on indictment to a fine of HK\$1,000,000 and to imprisonment for two years; or
- (b) on summary conviction to a fine of HK\$100,000 and to imprisonment for six months.

In the Specified Provisions, the term “person” has the meaning attributed to it in section 3 of the Interpretation and General Clauses Ordinance (Chapter 1 of the Laws of Hong Kong) which provides that “person” includes any public body and any body of persons, corporate or unincorporate, and this definition shall apply notwithstanding that the word “person” occurs in a provision creating or relating to an offence or for the recovery of any fine or compensation.

I/We acknowledge that I/we have received and read carefully a copy of the Specified Provisions, and understand that these sections (in particular, sections 378(1) and 379(1), (2) and (3) of the SFO and sections 53ZTW(1), (2) and (3) and 76B(1) and (2) of the AMLO) impose statutory obligations on me/us. I/We further confirm that I/we understand and agree to be bound by the Specified Provisions.

Signature

Name / Entity name (as applicable)

Name of authorized signatory (in the case of an entity)

Title of authorized signatory (in the case of an entity)

Date

Witnessed by:

Signature

Name

Title

Date