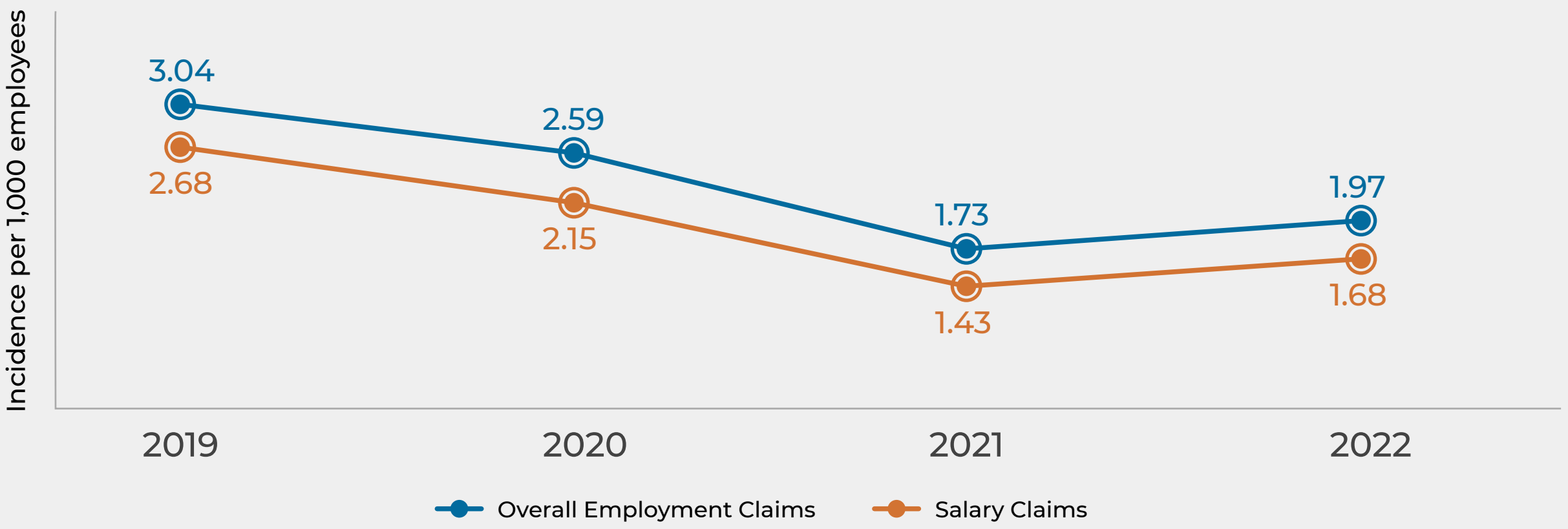


# EMPLOYMENT STANDARDS REPORT 2022



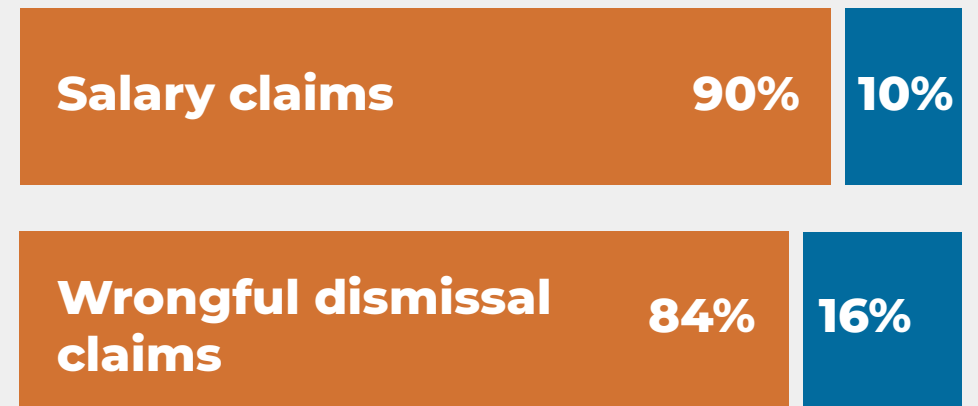
## Overall incidence of employment claims and appeals increased in 2022, but remained lower than pre-COVID period

Increase partly due to more challenging economic conditions in 2022

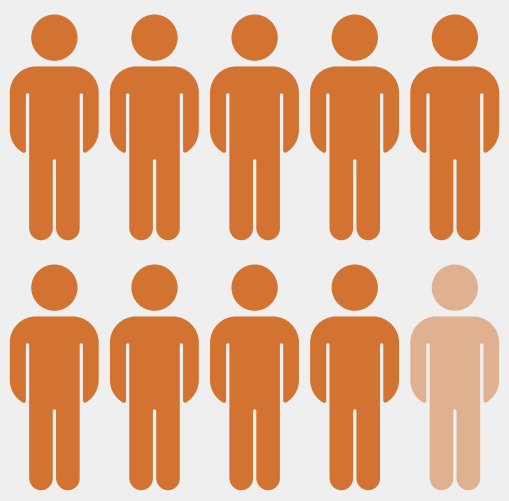


## More than 80% of employment claims were resolved at mediation

### Majority of employment claims were concluded within 2 months at TADM



■ Concluded within 2 months
 ■ Concluded within 2 - 6 months



**9 IN 10**

employees fully recovered their salaries at TADM and Employment Claims Tribunals

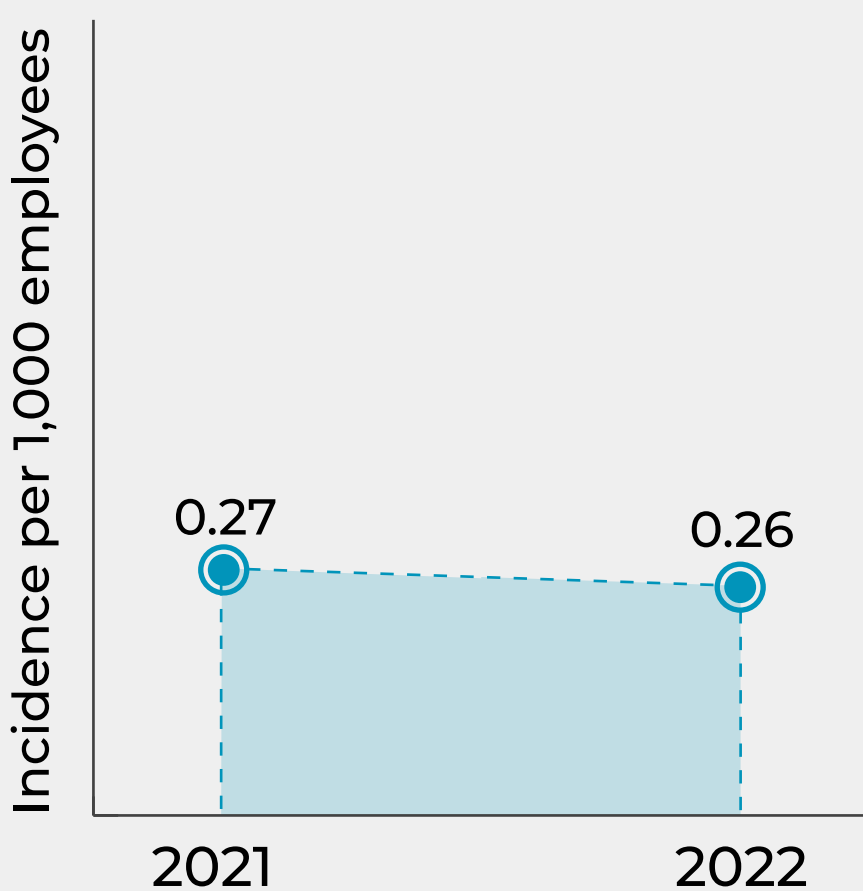


Total recovered sum to employees:

**\$12 MILLION**

■ 93% Full recovery of salaries  
■ 4% Partial recovery of salaries  
■ 3% Did not receive payment

## Overall incidence of wrongful dismissal claims remained similar to 2021



## About 1 in 4 dismissal claims lodged at TADM were assessed to be substantiated

Total payment for wrongful dismissal claims

**\$1.29 MILLION**

### 25% substantiated claims

E.g. Employers did not conduct robust inquiries on misconduct or maintain proper records

### 75% unsubstantiated claims

E.g. Disputes over work performance or miscommunication between employer and employee



Visit [go.gov.sg/esr2022](https://go.gov.sg/esr2022) for more detailed information on the Employment Standards Report 2022

