

Factsheet on Changes to the Employment Dispute Landscape

The Employment Claims Bill was passed in Aug 2016 to establish the Employment Claims Tribunals (ECT). The Tripartite Alliance for Dispute Management (TADM) will conduct mediation before claims are heard by the ECT. Together, the ECT and TADM will provide a more comprehensive and inclusive dispute management landscape, helping more employees manage a wider range of employment disputes.

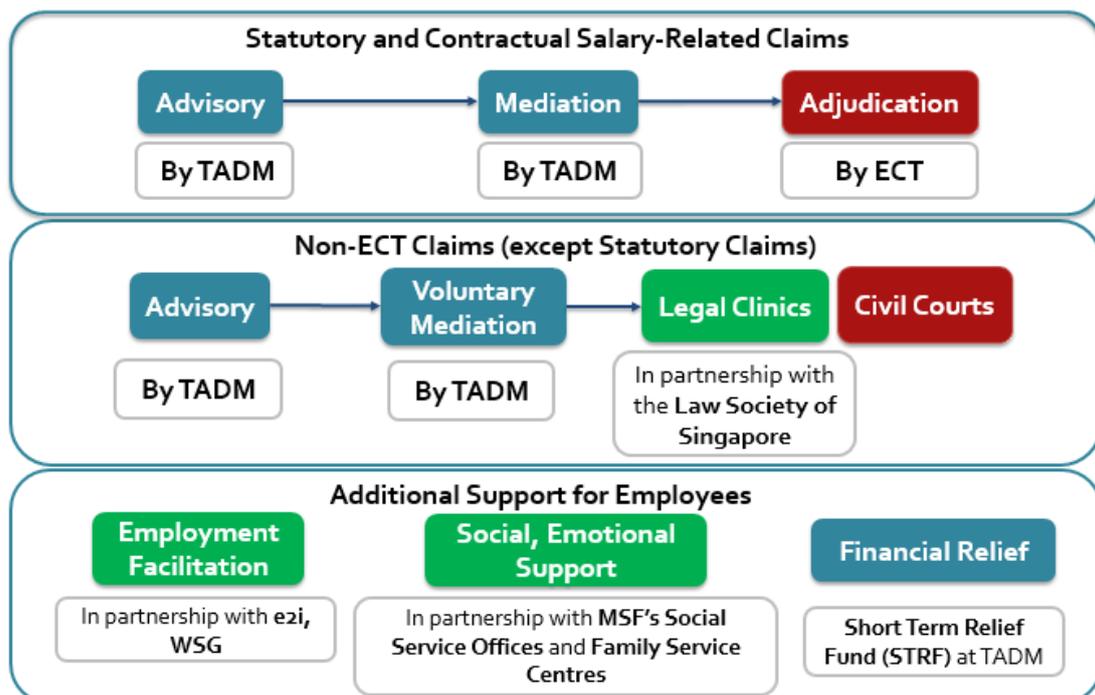
Effective start date of ECT and TADM

ECT and TADM will start its operations from **1 April 2017**. Salary-related claims that cannot be settled at the TADM will be heard at the ECT.

Services offered by TADM

TADM, which is jointly established by the tripartite partners, will cover a broader scope, beyond mediation for statutory and contractual salary-related claims under the ECT (see [Chart 1](#) for summary of TADM's services):

Chart 1: Summary of TADM's services



- ***Advisory and mediation for disputes not covered under legislation***

TADM will provide **advisory services** for employees on their available options. Based on assessment by advisory officers, TADM may offer **voluntary mediation** to help the parties resolve their dispute.

TADM will also provide access to **legal clinics**, when the employee requires legal advice on contractual terms, and on whether the case is worth pursuing in the civil courts.

- ***Access to other support services***

Employees may require support for more than just their employment dispute, e.g. financial commitments, emotional distress. TADM will work with other partners to coordinate support services, for a more seamless experience in obtaining help.

Short-Term Relief Fund

TADM will operate a **Short Term Relief Fund (STRF)** funded by MOM from 1 April 2017. The STRF provides short-term financial relief to local low wage workers, where employers are unable to repay salaries due to financial difficulties or business failure. The STRF is means-tested – broadly, we expect to cover the bottom 20th percentile of our workforce. TADM will actively identify workers who may need this financial relief.

TADM's location

TADM will operate from 2 locations, which will provide the relevant employment support and assistance:

- Devan Nair Institute for Employment and Employability (DNI), located in Jurong East – this centre will focus on local employees. It is co-located with job placement and social support services.
- MOM Services Centre, located in Bendemeer – this centre will focus on work pass holders. MOM will provide support for workers with stay or work pass issues here.