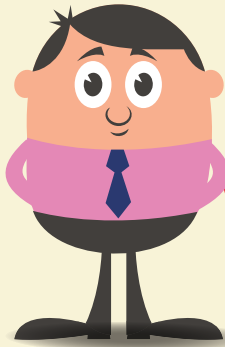




Better Protection for More Workers

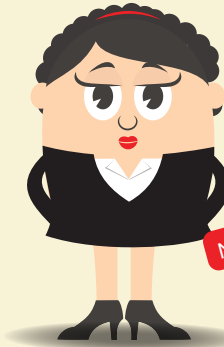
If you are a **PME** earning up to \$4,500, you will have:



- Salary protection
- General protection such as unfair dismissal redress, paid public holidays, paid sick leave and hospitalisation leave etc

NEW

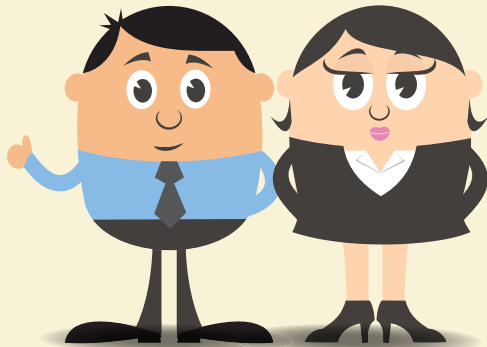
If you are a **non-workman** (e.g clerks, sales staff) earning between \$2,000 to \$2,500, you will have:



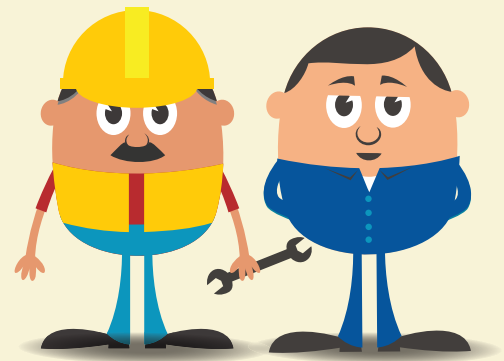
- Salary protection
- General protection such as unfair dismissal redress, paid public holidays, paid sick leave and hospitalisation leave etc
- Working hours-related protection such as hours of work, overtime (OT) and work on rest day pay and annual leave etc

NEW

If you are a **non-workman** earning up to \$2,000



Workman (manual workers) earning up to \$4,500



or

You will continue to have all the protection stated above.

NEW



Improve Employment Standards and Benefits



Employers are not allowed to deduct more than 25% of an employee's salary for accommodation, amenities and services. This new sub-cap will be within the current 50% cap of an employee's salary for authorised deductions



From 1 April 2015, the period for which eligible workers are not entitled to retrenchment benefits will be reduced from 3 to 2 years



From first half of 2014, Tripartite Guidelines will be issued to encourage employers to provide payslips and keep employment records for employees

From 1 April 2014, assistance will be provided to employers

- Hands-on guidance on Employment Act changes
- A range of user-friendly tools, for example, simple payslip booklets, downloadable templates and funding support for customised solutions will be made available on MOM's website by 1 April 2014



Flexibility for Employers



Better manage overtime/ OT cost

OT rate payable for non-workmen capped at \$2,250

CURRENT

NEW

Salary/month	Formula to Calculate Hourly Basic Rate	Calculation of Hourly Basic Wage	Overtime Hourly Wage	Overtime Hourly Wage
\$1,600	$\frac{12 \times \text{Monthly Basic Rate of Pay}}{52 \times 44}$	$\frac{12 \times \$1,600}{52 \times 44} = \$ 8.40$	$\$8.40 \times 1.5 = \12.60	$\$8.40 \times 1.5 = \12.60 (no change)
\$2,250	$\frac{12 \times \text{Monthly Basic Rate of Pay}}{52 \times 44}$	$\frac{12 \times \$2,250}{52 \times 44} = \$ 11.80$	Not covered on OT pay	$\$11.80 \times 1.5 = \17.70
\$2,400	$\frac{12 \times \text{Monthly Basic Rate of Pay}}{52 \times 44}$	$\frac{12 \times \$2,250}{52 \times 44} = \$ 11.80$	Not covered on OT pay	$\$11.80 \times 1.5 = \17.70

NEW

Flexibilities for protection for PME

- PMEs earning up to \$4,500 must have served the same employer for at least 12 months to be eligible for redress against unfair dismissal where notice is given
- Employers have additional option to grant time off in lieu for these PMEs who work on public holidays



Enhance Enforcement and Compliance

Stiffer penalties for failure to pay salaries

CURRENT

NEW

1st Offence

Maximum fine of \$5,000 and/or maximum 6 months' jail

1st Offence

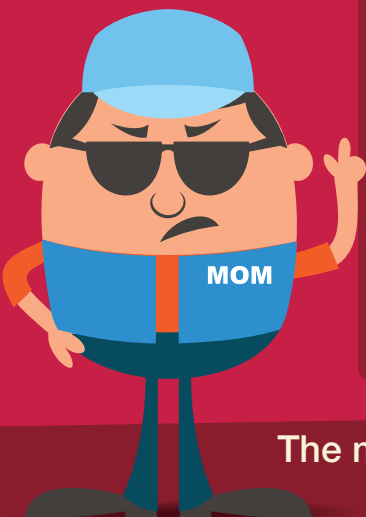
Fine of between \$3,000 and \$15,000 and/or maximum 6 months' jail

Subsequent Offence

Maximum fine of \$10,000 and/or maximum 12 months' jail

Subsequent Offence

Fine of between \$6,000 and \$30,000 and/or maximum 12 months' jail



The maximum composition fine will be increased from \$1,000 to \$5,000.