

Annex A

Factsheet On Proposed Enhancements To The Tripartite Mediation Framework (TMF)

Background

1. In 2011, the Ministry of Manpower (MOM), with the support of the tripartite partners – the Singapore National Employers Federation (SNEF) and the National Trade Unions Congress (NTUC) – introduced the Tripartite Mediation Framework (TMF), to provide an employment dispute resolution process to facilitate settlement of common disputes between employees employed in managerial and executive functions (M&Es) and their employers.

2. Currently, M&Es eligible for tripartite mediation are those who earn a monthly basic salary of up to \$4,500, are employed in a non-unionised company and have joined any registered trade union as individual members without collective representation rights. Eligible M&Es have access to tripartite mediation, which covers employment disputes involving:

- i) salary arrears,
- ii) payment of retrenchment benefits, and
- iii) breach of individual contract by the employer (e.g. dispute about non-payment of commission).

3. More details about the TMF can be found here: <http://www.mom.gov.sg/Documents/employment-practices/Tripartite%20mediation%20brochure.pdf>.

Majority of employment disputes surfaced to the TMF amicably resolved

4. Since the implementation of the TMF, the tripartite partners have worked closely to help parties resolve their employment disputes amicably, and successfully resolved many of the disputes surfaced. Feedback from employees and employers who have made use of the mediation services has also been encouraging. They felt that the TMF provided an expeditious and useful platform for both parties to clarify the issues in dispute, and to explore options to resolve their problems, with the assistance of the mediation advisors.¹

¹ Tripartite mediation advisors are industrial relations/human resource practitioners who are experienced in managing employment issues and knowledgeable about industry practices and norms. They are nominated by the tripartite partners and appointed by the Minister for Manpower.

Proposed Enhancements to the TMF

5. To enable the TMF to help more employers and workers resolve employment disputes, the tripartite partners are considering widening the coverage of the TMF to:

- Allow more workers (except those with substantial managerial responsibilities) to have access to tripartite mediation. Eligible workers may include rank-and-file union members in non-unionised companies and M&E union members who earn more than \$4,500.
- Expand the list of employment disputes that can be addressed through the TMF to include, for example, re-employment.

6. Together with the proposed Small Claims Employment Tribunal announced at the MOM Workplan Seminar, these initiatives will further strengthen the employment dispute resolution landscape in Singapore by providing workers with access to different avenues of recourse for their employment disputes.

7. MOM is in consultation with the tripartite partners about the proposed enhancements and will announce the details when ready.
