CHANGES TO THE EMPLOYMENT ACT THAT YOU SHOULD KNOW
FROM 1 APRIL 2019

BETTER PROTECTION FOR MORE EMPLOYEES

**BEFORE** Employment Act does not cover managers and executives (M&Es) earning above $4,500/month.

**AFTER** Salary cap will be removed. M&Es earning above $4,500/month will be entitled to core provisions of the Employment Act, such as:
- Minimum 7 – 14 days paid annual leave.
- Paid public holidays and sick leave.
- Timely payment of salary.
- Protection against wrongful dismissal.

**430,000 more** M&Es will be covered by law.

**BEFORE** Additional protection on hours of work, overtime pay and rest days for:
- Workmen earning up to $4,500/month.
- Non-workmen earning up to $2,500/month.
- Overtime rate payable for non-workmen capped at $2,250/month.

**AFTER** Additional protection on hours of work, overtime pay and rest days for:
- Workmen earning up to $4,500/month.
- Non-workmen earning up to $2,600/month.
- Overtime rate payable for non-workmen capped at $2,600/month.

**100,000 more** employees will benefit from the increase.

**BEFORE** Employers must recognise medical certificates issued by:
- Government doctors; and
- Company-approved doctors.

**AFTER** Employers must recognise medical certificates issued by any registered doctor and dentist.

ENHANCED DISPUTE RESOLUTION

**BEFORE** Wrongful dismissal claims are heard by the Minister for Manpower, whereas salary-related claims are heard at the Tripartite Alliance for Dispute Management/Employment Claims Tribunals.

**AFTER** Wrongful dismissal claims and salary-related claims will be heard at the Tripartite Alliance for Dispute Management/Employment Claims Tribunals.

**BEFORE** M&Es can seek help if they have served the employer for at least a year.

**AFTER** M&Es can seek help if they have served the employer for at least 6 months.

GREATER BUSINESS FLEXIBILITY

**BEFORE** Employers can make salary deductions only for specific reasons under the Employment Act.

**AFTER** Employers can also make salary deductions if they:
- Obtain written consent from their employees; and
- Enable employees to withdraw their consent anytime, without penalty.

**BEFORE** For work on public holidays, employers can offer time-off to M&Es earning up to $4,500/month.

**AFTER** For work on public holidays, employers can offer time-off to:
- All M&Es.
- Workmen earning above $4,500/month.
- Non-workmen earning above $2,600/month.

For more information, please visit www.mom.gov.sg