

## **ENHANCED WORK-LIFE GRANT (EFFECTIVE 1 JULY 2018) GRANT PARAMETERS**

### **WHAT IS THE WORK-LIFE GRANT?**

1. Flexible Work Arrangements (FWAs) help create a conducive work environment, that benefits both employers and employees; employers can better attract and retain employees, while employees can better manage their work and personal commitments. The Government supports employers in providing FWAs through the WorkPro Work-Life Grant (WLG), first introduced in 2013.

2. The current WLG has seen increasing take-up in 2016 and 2017, and will expire on 31 March 2018. To build on the momentum, the WLG will be enhanced to incentivise more sustained adoptions of FWAs. The enhanced WLG will be effective from 1 July 2018.

### **ELIGIBILITY CRITERIA FOR ENHANCED WLG**

3. An employer must have adopted the Tripartite Standard on FWAs.
4. An employer must not have claimed for FWA Incentive under the current WLG.

### **FWA INCENTIVE**

5. For each regular user of FWA (regardless new or existing user), an employer<sup>1</sup> can claim up to \$2,000 per year, capped at \$70,000 over 2 years.

#### Additional incentive for job sharing

6. If the regular user of FWA is on job sharing, the employer<sup>1</sup> can claim \$3,500 per year (instead of \$2,000), capped at \$35,000 over 2 years.

7. Employers can only claim for full-time PMET employees on a permanent or minimum employment contract term of 12 months paying a gross monthly salary<sup>2</sup> of at least \$3,600.

8. More details will be shared before the effective date.

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<sup>1</sup> Companies must be legally registered or incorporated in Singapore, and the Entity must be registered with ACRA.

<sup>2</sup> The sum of an employee's monthly basic pay and any regular allowance given on a monthly basis.

**Overview of the enhanced Work-Life Grant**

<p><b>FWA - Flexi-time</b> e.g. Working at staggered hours</p>	<p><b>\$2,000 per employee</b></p>	}	Up to 35 employee claims per employer	
<p><b>FWA - Flexi-place</b> e.g. Telecommuting</p>	<p><b>\$2,000 per employee</b></p>			
<p><b>FWA- Flexi-load</b> e.g. Going on part-time, or job sharing at RnF level</p>	<p><b>\$2,000 per employee</b></p>			
<p><b>New</b></p>	<p><b>Job Sharing for PMET jobs</b> We recognise that it is harder for employers to facilitate job sharing at the PMET level, hence employers will receive a higher incentive.</p>	<p><b>\$3,500 per employee</b></p>	}	Up to 10 employee claims per employer