CHANGES TO THE EMPLOYMENT ACT THAT YOU SHOULD KNOW

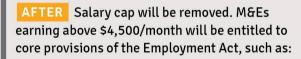
FROM 1 APRIL 2019



BETTER PROTECTION FOR MORE EMPLOYEES



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



- 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.

GREATER BUSINESS FLEXIBILITY



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



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

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.

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.

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

AFTER

- Wrongful dismissal claims and salary-related claims will be heard at the Tripartite Alliance for Dispute Management/Employment Claims Tribunals.
- M&Es can seek help if they have served the employer for at least 6 months.