

SUBJECT	LEGAL CHANGE	ACTION REQUIRED
Employment protection		
The Employment Act protection is expanded to cover <u>all</u> employees	<p>(1) The core provisions in the Employment Act (e.g. annual leave, sick leave, paid public holidays, payment of salary and statutory protection against wrongful dismissal) which do not currently cover managers and executives earning more than S\$4,500 a month, will be extended to cover all employees.</p> <p>(2) The monthly qualifying salary for 'non-workmen' to receive additional protection under the Act (e.g. provisions on working hours, payment for overtime work and rest days), will be increased from S\$2,500 to S\$2,600.</p> <p>Effective date: April 1, 2019.</p>	<p>(1) HR should note the significant expansion of employee rights to managers/executives.</p> <p>(2) Review and update employment contracts and policies to ensure the terms reflect the statutory protections.</p>
Wrongful dismissal		
New guidelines and procedures for claims	<p>(1) Wrongful dismissal claims will be heard by the Employment Claims Tribunal instead of the Ministry of Manpower.</p> <p>(2) New guidelines will be published to illustrate what counts as wrongful dismissal.</p> <p>(3) Managers and executives must have 12 months' service to qualify for wrongful dismissal protection. This will be reduced to 6 months.</p> <p>Effective date: April 1, 2019.</p>	HR should note the changes and look out for the new guidelines, as well as any other related developments in this area.
Sickness		
Medical certificates for sick pay	<p>Medical certificates issued by all registered doctors and dentists, instead of only government or company-approved doctors and dentists, shall be recognised for the purposes of granting paid sick leave.</p> <p>Effective date: April 1, 2019.</p>	Become familiar with the new rules and update internal rules and procedures as applicable.
Remuneration		
Salary deductions	<p>Salary deductions will no longer be limited to specific authorised situations. They can also take place where the employee consents in writing, although the employee can withdraw their consent at any time without penalty.</p> <p>Effective date: April 1, 2019.</p>	<p>(1) Be aware of the additional circumstances in which you can make deductions.</p> <p>(2) Keep a record of any written consent given by employees.</p>
Immigration		
S-Pass work permits	<p>The minimum qualifying monthly salary for a S-Pass (which allows mid-level, skilled foreigners to work in Singapore) will be increased from S\$2,200 to S\$2,300 in 2019 and to S\$2,400 from 1 January 2020. As a transitional measure, passes that expire before each increase can be renewed on existing criteria, and passes expiring between 1 January and 30 June after each increase can be renewed on existing criteria for up to 1 year.</p> <p>Effective date: January 1, 2019.</p>	Become familiar with the new rules and diarise the 'increase dates'.

This is a high level general update only. Legal advice should be obtained on specific circumstances.