

SUBJECT	LEGAL CHANGE	ACTION REQUIRED
Severance		
Changes in calculation of severance/retrenchment allowances	<p>A new law states that periods of probation, apprenticeship and job practising no longer count towards 'total length of service', to calculate severance/retrenchment allowances on termination. Although already in effect, the impact of this change will be felt more in 2019.</p> <p>Effective date: December 15, 2018</p>	Ensure HR and payroll are aware of the new rules.
Disciplinary		
Simplification of labour disciplinary proceedings	<p>Employers now only need to send one invitation to convene a disciplinary hearing instead of three.</p> <p>Employers can also continue a scheduled hearing if invitees fail to attend without sufficient justification.</p> <p>Effective date: December 15, 2018</p>	Ensure HR are aware of the changes and update the disciplinary policy to reflect the new rules.
Work Permits		
Changes in procedures for obtaining work permits	<p>New rules reduce the time period the Labour Authority has to issue work permits to foreign employees. They now have 5 days (previously 7). The previous procedure for a withdrawal of a work permit no longer exists.</p> <p>Effective date: October 8, 2018.</p>	Be aware of the new rules when hiring non-Vietnamese nationals in 2019.

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