

## iGlobal Law : 2022 Annual Update : Singapore

Legal Change	Effective Date	Action required
<p><b>Changes to work arrangements of Dependant's Pass holders</b></p> <p>With effect from 1 May 2021, all Dependant's Pass ("DP") holders require an applicable work pass instead of a letter of consent ("LOC") to work in Singapore, unless they are business owners who meet specified criteria. Existing DP holders working under a LOC will be allowed to continue working until the expiry of the LOC.</p> <p>DP holders who are business owners who do not meet the specified criteria can continue to run their business on their existing LOC until its expiry, or apply for a one-off extension of the LOC until 30 April 2022 when renewing their DP.</p>	<p>1 May 2021 for all DP holders excluding DP holders who are business owners who meet the specified criteria</p> <p>1 May 2022 for DP holders who are business owners who have obtained a one-off extension of the LOC</p>	<p>It is essential that affected businesses ensure that DP holders under their employment obtain a work pass to work in Singapore.</p> <p>For affected business owners who are DP holders, they should obtain a work pass unless they are able to meet the specified criteria.</p>
<p><b>Reduction in S Pass quota</b></p> <p>The number of S Pass holders that an employer can hire is limited by a quota.</p> <p>With effect from 1 January 2022, the S Pass quota for the Manufacturing sector will be reduced from 20% to 18% of the total workforce. There is no change to the Services sector which will remain at 10% of the company's total workforce.</p>	<p>1 January 2022</p>	<p>It is essential that affected businesses keep up to date with the revised S Pass quota.</p>
<p><b>Increase in Central Provident Fund contribution rates for senior workers</b></p> <p>With effect from 1 January 2022, the Central Provident Fund ("CPF") contribution rates for both the employer's and employee's share will be increased by 0.5% to 1.0 % for employees aged 55 to 70, depending on their age.</p> <p>Specifically, the employer's contribution rate will increase by 0.5% for employees aged 65 to 70 and 1.0% for employees aged 55 to 65.</p>	<p>1 January 2022</p>	<p>It is essential that affected businesses keep up to date with the revised CPF contribution rates.</p>
<p><b>Updates to the requirements for COVID-19 vaccination at the workplace</b></p> <p>With effect from 1 January 2022, only the following employees will be allowed to return to the workplace:</p> <ul style="list-style-type: none"> <li>Employees who are fully vaccinated under the National Vaccination Programme or WHO Emergency Use Listing, including having</li> </ul>	<p>1 January 2022</p>	<p>Businesses should ensure that employees who are required to work in the workplace comply with the requirements for working in the workplace.</p>

<p>completed their respective post-vaccination duration for the vaccine to be fully effective;</p> <ul style="list-style-type: none"> <li>• Employees who have recovered from COVID-19 within the past 270 days; and</li> <li>• Employees who have tested negative for COVID-19 via a Pre-Event Test (“PET”) at a Ministry of Health-approved COVID-19 test provider. The PET result (which is valid for 24 hours) must be valid for the entire duration that the employee is required to be present at the workplace.</li> </ul>		
<p><b>Increase in retirement age and re-employment age</b></p> <p>With effect from 1 July 2022, the minimum retirement age will be increased to 63 years and the re-employment age will be increased to 68 years. Employers will be required to offer re-employment to eligible employee who turn 63, up to age 68.</p> <p>This is intended to give effect to the Tripartite Workgroup on Older Workers’ recommendations to raise the retirement and re-employment ages to 65 and 70 respectively by 2030, with the aim of supporting older workers.</p>	<p>1 July 2022</p>	<p>Businesses should identify employees affected by this change and ensure that documents containing policies on retirement are compliant with the upcoming changes.</p>
<p><b>Workplace anti-discrimination law</b></p> <p>It was announced in August 2021 that some or all of the principles currently contained in the Tripartite Alliance for Fair and Progressive Employment Practices will be enshrined into law, to provide authorities with a wider range of options to ensure fair treatment at the workplace.</p> <p>The Tripartite Committee aims to complete its recommendations for enshrining workplace anti-discrimination guidelines into law in the first half of 2022. Thereafter, the Government will consider the recommendations, and if accepted, prepare legislation.</p>	<p>Publication date has not yet been announced.</p>	<p>Nothing at this stage but to keep a look-out for the draft legislation.</p> <p>Nevertheless, there will be no change for employers if they have been complying with fair employment guidelines.</p>