

# Thinking globally

## Singapore News Flash

Latest News on law, tax and business in Singapore

Issue: July 2017 · [www.roedl.de/singapur](http://www.roedl.de/singapur) | [www.roedl.com/singapore](http://www.roedl.com/singapore)

## EMPLOYMENT LAW CHANGES & FAST LANE ACCESS TO WORK PASSES

### > Employment Law Changes from 1<sup>st</sup> July 2017

#### Changes to re-employment

Employers must offer re-employment to eligible employees from age 62 to 67 (up from 65 previously). Employees who are Singapore citizen or Singapore permanent resident; have served their current employer for at least 3 years before turning 62; have satisfactory work performance; are medically fit to continue working; and are born on or after 1<sup>st</sup> July 1952 may be eligible for re-employment up to age 67.

If an employer is unable to re-employ his employee, he may transfer his re-employment obligations to another employer as long as the employee is willing to accept re-employment with the other employer; and the other employer is willing to take on the existing re-employment obligations for the employee.

#### Shared Parental Leave

Fathers of Singaporean citizen children born on or after 1 July 2017 are entitled to share up to 4 weeks (up from 1 week previously) of their wife's 16 weeks of Government-Paid Maternity Leave.

#### Adoption Leave

Eligible adoptive mothers are now entitled to 12 weeks (up from 4 weeks previously) of paid adoption leave.

### > Fast Lane Access to Work Passes

The Human Capital Partnership (“**HCP**”) Programme is a scheme established by the Ministry of Manpower (“**MOM**”), the Tripartite Alliance for Fair and Progressive Employment Practices (“**TAFEP**”), the National Trades Union Congress, and the Singapore National Employers Federation that brings together a community of employers who are committed to grow their business and stay competitive by having progressive employment practices and developing their human capital.

#### Objectives

Companies that join the HCP Programme need to commit to three objectives:

- (a) build a stronger Singaporean core by investing in the development of local employees across all levels;
- (b) build a stronger complementarity between local and foreign employees; and
- (c) enhance the overall competitiveness of the workforce.

## Benefits

Employers who are recognized as Human Capital Partners enjoy a number of benefits. In particular, these employers are put on a fast track when applying to the MOM for work passes, and have a dedicated hot line to reach the MOM instead of having to go through the general call centre.

Being on a fast track when applying to the MOM for work passes can be quite advantageous, especially now that the MOM has increased the processing time for such passes. Applications and renewals of Employment Passes and S Passes used to be processed within 7 days but are now being processed within 3 weeks for most cases.

The reasons for such an increase results from the MOM having put in place more measures to check and verify work pass applications (e.g. verifying documents, qualifications and data with other government agencies and overseas organizations) as well as checking whether hiring firms are adopting fair employment practices.

HCP employers are also endorsed with the Human Capital Partner mark that will recognize them as employers of choice and are given access to government support and resources to further develop human capital such as those under Adapt & Grow; SkillsFuture; and Lean Enterprise Development Scheme.

## Being a part of the Human Capital Programme

As of February 2017, 74 companies have received the new Human Capital Partners mark. Some of the Human Capital Partners include DB Schenker, Deutsche Post DHL, Infineon Technologies and Rolls-Royce.

In order to be a part of the HCP Programme, employers can contact the HCP Programme Manager of TAFEP and as a first step to complete a HCP Profile Form in order to present the firm's good practices and human capital development plans. For more information, please visit the following website: <https://www.tafep.sg/human-capital-partnership-programme>

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## Thinking globally

"Singapore is a top location for investment in Southeast Asia. Rödl & Partner has more than 15 years consulting experience in the 'Lion City-State' and our business continues to grow. Let us work together and pave the way for your success!"

Rödl & Partner

"The great artistry of the human towers lies in its variety. Our towers thus always differ by height, width and shape. The foundation however, remains unchanged, acting as a reliable, unyielding and open advocate of change."

Castellers de Barcelona



"Each and every person counts" – to the Castellers and to us.

Human towers symbolise in a unique way the Rödl & Partner corporate culture. They personify our philosophy of solidarity, balance, courage and team spirit. They stand for the growth that is based on own resources, the growth which has made Rödl & Partner the company we are today.

"Força, Equilibri, Valor i Seny" (strength, equilibrium, valour and common sense) is the Catalan motto of all Castellers, describing their fundamental values very accurately. It is to our liking and also reflects our mentality. Therefore Rödl & Partner embarked on a collaborative journey with the representatives of this long-standing tradition of human towers – Castellers de Barcelona – in May 2011. The association from Barcelona stands, among many other things, for this intangible cultural heritage.

## Imprint Singapore News Flash, Issue July 2017

**Publisher:** **Roedl & Partner Singapore Pte. Ltd.**  
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