

Employment Act and Child Development Co-Savings Act (before and after 1 April 2019 amendments)

Course Objective

The Minister for Manpower has announced major changes to be made to the Employment Act (EA) from 1 April 2019. The changes include: (a) extension of core provisions to all professionals, managers & executives (b) raising the basic monthly salary threshold of EA, Part IV of non-workmen from \$2500 to \$2600; and (c) wrongful dismissal claims will be dealt with by the Employment Claims Tribunal instead of the Ministry.

The Child Development Co-Savings Act (CDCA) will also be impacted by change (c) mentioned above.

As a whole, 430,000 more employees will be covered by changes (a) and (c). Half of Singapore's workforce will be covered by the EA, Part IV after change (b).

Be present and future-ready with the Employment Act through this 2-day workshop that provides a comprehensive understanding of Singapore's main labour law before and after 1 April 2019.

Course Outline

➤ Definition of monetary terms

- E.g. "basic rate of pay", "gross rate of pay", "salary" and the consequential effect on various pay computation and limitations on salary deductions

➤ Re-definition of key terms

- E.g. "employee", "dismiss", "medical officer", "medical practitioner", and the consequential implications

➤ Core obligations of employers

- Key employment terms
- Itemised payslips & timeliness of payment
- Annual, sick, maternity, childcare leave & public holidays under EA
- Medical expense liability
- Maternity, shared parental, paternity, childcare, extended childcare, infant care, adoption leave under CDCA
- Reporting of retrenchment information
- Keeping of employee records

➤ Additional protective provisions

- Hours of work, breaks & shift work
- Overtime pay & overtime limits
- Rest days & pay for work on rest day
- Annual wage adjustment & annual wage supplement
- Retrenchment & retirement benefits

➤ Remedies for aggrieved employees

- Statutory and contractual claims
- Wrongful dismissal claims

Course Fees

Fees Type	Full Fees (inclusive 7% GST):
Member	\$642.00
Non-member	\$749.00

Methodology

Mix of lectures, examples and industry practices for wider understanding of situational issues and different organisational policies.

Target Audience

HR and People managers and executives.

Trainer

Ms Ang Poh Inn, SNEF's Director of the Industrial & Workplace Relations Department; and Director for Finance, Real Estate, Social & Community Services, and Professional Services.

Please refer to SNEF website for available dates.
Duration : 2 days, 9am to 5pm (14 hours)
Course Venue : SNEF Corporate Learning Centre @ Tanglin
Register online at SNEF website www.snef.org.sg
Click on 'Training' and Course Category '**Human Resources / Industrial Relations**'

Enquiries:

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