



# **THE STATUTES OF THE REPUBLIC OF SINGAPORE**

## **RETIREMENT AND RE-EMPLOYMENT ACT 1993**

### **2020 REVISED EDITION**

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# Retirement and Re-employment Act 1993

## ARRANGEMENT OF SECTIONS

### PART 1

#### PRELIMINARY

##### Section

1. Short title
2. Interpretation
3. Officers

### PART 2

#### MINIMUM RETIREMENT AGE

4. Minimum retirement age
5. *[Repealed]*
6. Invalidity of term of contract of service

### PART 3

#### RE-EMPLOYMENT OF ELIGIBLE EMPLOYEES

7. Re-employment eligibility criteria
- 7A. Employer to re-employ eligible employee
- 7B. Period of service under previous contract of service and under re-employment contract
- 7C. Employment assistance payment or alternative employment

### PART 4

#### REMEDIES

8. Remedies for unlawful dismissal on ground of age
- 8A. Conciliation, etc.
- 8B. Remedies relating to unreasonable denial of re-employment and dismissal without just cause or excuse
- 8C. Remedies relating to unreasonable terms and conditions of re-employment contract and employment assistance payment

Section

8D. *[Repealed]*

8E. *[Repealed]*

8F. *[Repealed]*

PART 5

GENERAL

- 9. Powers of Commissioner and investigating officers
  - 9A. Investigations of complaints and offences
  - 9B. Obstructing employee, etc.
  - 9C. Penalties
  - 10. Composition of offences
  - 11. Exemption
  - 11A. Restriction on contracting out
  - 11B. Power to issue tripartite guidelines
  - 12. Regulations
  - 13. Saving of other written law
- 

An Act to provide for a minimum retirement age for employees, for the re-employment of employees and for matters connected therewith.

[1 July 1993]

PART 1

PRELIMINARY

**Short title**

- 1. This Act is the Retirement and Re-employment Act 1993.

**Interpretation**

- 2.—(1) In this Act, unless the context otherwise requires —
  - “agreed date” means a date specified for the purposes of section 7C(2)(a) in a consent form mentioned in section 7C(7);

“approved mediator” and “claim referral certificate” have the meanings given by section 2(1) of the Employment Claims Act 2016;

“collective agreement” has the meaning given by the Industrial Relations Act 1960;

“Commissioner” means the Commissioner for Labour appointed under section 3(1) of the Employment Act 1968;

“contract of service” means any agreement, whether in writing or oral, express or implied, whereby one person agrees to employ another as an employee and that other agrees to serve his or her employer as an employee;

“eligible employee” means an employee who satisfies the re-employment eligibility criteria set out in section 7(1);

“employee” means a person who has entered into or works under a contract of service with an employer;

“employer” means a person who employs another person under a contract of service and includes —

- (a) the Government;
- (b) any statutory authority;
- (c) any duly authorised agent or manager of any employer; and
- (d) any person who owns or is carrying on, or for the time being responsible for the management or control of a profession, business, trade or work in which any employee is engaged;

“employment assistance payment” means such sum of money which is payable by an employer to an eligible employee under section 7C(1);

“Employment Claims Tribunal” means an Employment Claims Tribunal constituted under section 4 of the State Courts Act 1970;

“investigating officer” means any person appointed as an investigating officer under section 3;