

# **Child Development Co-Savings (Part-Time Employees) Regulations 2008**

## **Table of Contents**

### **Enacting Formula**

#### **1 Citation and commencement**

#### **2 Definitions**

#### **3 Application of Part III of Act and Regulations**

#### **4 Maternity leave and benefits**

#### **5 Childcare leave**

#### **5A Extended childcare leave**

#### **6 Unpaid infant care leave**

#### **7 Adoption leave and benefits**

#### **8 Shared parental leave**

#### **9 Paternity leave and benefits**

#### **10 Savings**

**No. S 548**

## **CHILD DEVELOPMENT CO-SAVINGS ACT (CHAPTER 38A)**

## CHILD DEVELOPMENT CO-SAVINGS (PART-TIME EMPLOYEES) REGULATIONS 2008

In exercise of the powers conferred by section 20 of the Child Development Co-Savings Act, the Minister for Community Development, Youth and Sports hereby makes the following Regulations:

### Citation and commencement

1. These Regulations may be cited as the Child Development Co-Savings (Part-Time Employees) Regulations 2008 and shall come into operation on 31st October 2008.

*[S 229/2011 wef 01/05/2011]*

### Definitions

2.—(1) In these Regulations, unless the context otherwise requires —

“childcare leave” means childcare leave under section 12B of the Act, and includes any childcare leave taken under section 87A of the Employment Act (Cap. 91) that is treated, under section 12B(3) of the Act, as childcare leave under section 12B of the Act;

*[S 713/2016 wef 01/01/2017]*

“extended childcare leave” means extended childcare leave under section 12B of the Act;

*[S 713/2016 wef 01/01/2017]*

“full-time employee” has the same meaning as in regulation 2(1) of the Employment (Part-Time Employees) Regulations (Cap. 91, Rg 8);

*[Deleted by S 142/2017 wef 01/04/2017]*

“hourly gross rate of pay”, in relation to a part-time employee, has the same meaning as in regulation 2(1) of the Employment (Part-Time Employees) Regulations (Cap. 91, Rg 8);

*[S 142/2017 wef 01/04/2017]*

“normal hours of work for one week” in relation to a similar full-time or part-time employee, as the case may be, has the same meaning as in regulation 2(1) of the Employment (Part-Time Employees) Regulations;

*[S 142/2017 wef 01/04/2017]*

“relevant period” has the meaning given by —

- (a) in relation to any childcare leave — section 12B(21) of the Act; and
- (b) in relation to any unpaid infant care leave — section 12D(10) of the Act;

“similar full-time employee”, in relation to a part-time employee, means —

- (a) a full-time employee who is employed by the same employer as that of the part-time employee and in work similar to that of the part-time employee; or
- (b) if there is no such person so employed, an employee who is required to work 8 hours a day and 44 hours a week in work similar to that of the part-time employee.

(2) [Deleted by S 142/2017 wef 01/04/2017]

### **Application of Part III of Act and Regulations**

3. Part III of the Act and the Child Development Co-Savings (Leave and Benefits) Regulations 2017 (G.N. No. S 358/2017) apply, with such modifications as may be specified in these Regulations, to a part-time employee who satisfies the requirements of section 9A(1), (1A) or (2), 12AC, 12B(1) or (1A), 12D(1), 12F(1) or (1A) or 12I(1), (2) or (4A) of the Act.

[S 359/2017 wef 01/07/2017]  
[S 828/2021 wef 01/11/2021]

### **Maternity leave and benefits**

4.—(1) Every female part-time employee is entitled to —

- (a) the benefit period under section 9(1) of the Act, if she satisfies the requirements of section 9A(1) of the Act; or
- (b) the benefit period under section 9(1A) or (1B) of the Act, if she satisfies the requirements of section 9A(1A) of the Act.

(2) Subject to section 9A(4) of the Act, during such benefit period, a female part-time employee must be paid —

- (a) for each day that she would ordinarily have been required to work under her contract of service with her employer, at her gross rate of pay; and
- (b) for each paid holiday, the sum mentioned in regulation 6(1) of the Employment (Part-Time Employees) Regulations (Cap. 91, Rg 8), if she is entitled to paid holidays and has not relinquished that entitlement.

(3) In the case of a female part-time employee, any reference in the Act to a payment under section 9(1), (1A) or (1B) of the Act to a female employee at her gross rate of pay refers to a payment to the female part-time employee at the rate to which she is entitled under paragraph (2).

(4) Subject to section 9A(5A) of the Act, every woman who is or was a part-time employee, and who satisfies the requirements of section 9A(2) of the Act, is entitled to receive payment from the Government in accordance with section 9(5A) of the Act.

(5) Sections 9(6) and 12M of the Act do not disqualify a female employee who is a part-time employee from claiming payment from the Government under section 9(5A) of the Act in respect of any period when she is on leave of absence without pay granted by her employer at her request, if the requirement under section 9(6A) of the Act concerning the leave is satisfied in relation to her.

(6) Section 9(3), (3A) and (6) of the Act does not disqualify a female employee mentioned in section 9(6B) of the Act who is a part-time employee, and who satisfies the requirements under section 9(6B) of the Act, from claiming payment from the Government under section 9(5A) of the Act.

*[S 713/2016 wef 01/01/2017]  
[S 828/2021 wef 01/11/2021]*

## **Childcare leave**

**5.—**(1) Subject to paragraph (2), the number of hours of childcare leave that a part-time employee who satisfies the requirements of section 12B(1) of the Act is entitled to for a relevant period is calculated in accordance with the following formula:

$$\frac{\text{NHWP}}{\text{NHWF}} \times C \times \text{NHDF},$$

where —

- (a) “NHWP” is the normal hours of work for one week that the part-time employee is required to work;  
*[S 142/2017 wef 01/04/2017]*
- (b) “NHWF” is the normal hours of work for one week that a similar full-time employee is required to work;  
*[S 142/2017 wef 01/04/2017]*
- (c) “C” is the number of days of childcare leave that a similar full-time employee is entitled to, under section 12B(1) of the Act, for the relevant period; and
- (d) “NHDF” is the number of hours a day that a similar full-time employee is required to work.

(2) A part-time employee who satisfies the requirements of section 12B(1) of the Act is entitled to not less than 2 days of childcare leave.

(3) Subject to paragraph (4), an employer must pay a part-time employee who is entitled to childcare leave at the employee’s hourly gross rate of pay, for each hour of