

Employment (Amendment) Act 2004
(No. 41 of 2004)

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REPUBLIC OF SINGAPORE
GOVERNMENT GAZETTE
ACTS SUPPLEMENT

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The following Act was passed by Parliament on 21st September 2004 and assented to by the President on 27th September 2004:—

EMPLOYMENT (AMENDMENT) ACT 2004

(No. 41 of 2004)

I assent.

S R NATHAN,
President.
27th September 2004.

Date of Commencement: 1st October 2004

An Act to amend the Employment Act (Chapter 91 of the 1996 Revised Edition).

Be it enacted by the President with the advice and consent of the Parliament of Singapore, as follows:

Short title and commencement

1. This Act may be cited as the Employment (Amendment) Act 2004 and shall come into operation on 1st October 2004.

Amendment of section 2

2. Section 2 of the Employment Act is amended by deleting the definitions of “child” and “young person”.

Amendment of section 41A

3. Section 41A of the Employment Act is amended —

- (a) by deleting the word “Minister” wherever it appears in subsection (1) and substituting in each case the word “Commissioner”; and
- (b) by deleting subsection (2) and substituting the following subsections:

“(2) The Commissioner may, after considering the operational needs of an employer and the interests of an employee or a class of employees, by order in writing, direct that the entitlement to be paid for extra work under section 37(2) or (3), 38 (4), 40 (4) or 42 (4) shall not apply to that employee or class of employees, subject to such conditions as the Commissioner thinks fit.

(3) Where the Commissioner —

- (a) exempts an employee or any class of employees from section 38(1), (5) or (8) or 40 (3); or
- (b) directs that the entitlement to be paid for extra work under section 37(2) or (3), 38 (4), 40 (4) or 42 (4) shall not apply to an employee or any class of employees,

the employer shall display the order or a copy thereof conspicuously in the place where the employee or class of employees are employed.”.

New section 67A

4. The Employment Act is amended by inserting, immediately before section 68 in Part VIII, the following section:

“Interpretation of this Part

67A. In this Part —

“child” means a person who has not completed his 15th year of age;

“young person” means a person who has completed his 15th year of age but who has not completed his 16th year of age.”.

Amendment of section 68

5. Section 68(3) of the Employment Act is amended by deleting the words “12 years” and substituting the words “13 years”.

Amendment of heading to Part IX

6. Part IX of the Employment Act is amended by inserting, immediately after the word “BENEFITS” in the Part heading, the words “AND CHILDCARE LEAVE FOR PARENT”.

Amendment of section 76