



REPUBLIC OF SINGAPORE

# GOVERNMENT GAZETTE

## ACTS SUPPLEMENT

*Published by Authority*

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**NO. 15]**

**FRIDAY, MAY 21**

**[1993**

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The following Act was passed by Parliament on 12th April 1993 and assented to by the President on 28th April 1993:—

### **RETIREMENT AGE ACT 1993**

**(No. 14 of 1993)**

#### ARRANGEMENT OF SECTIONS

##### Section

1. Short title and commencement
2. Interpretation
3. Appointment of investigating officers
4. Minimum retirement age
5. Invalidity of term of contract of service
6. Restriction on contracting out
7. Remedies for unlawful dismissal on ground of age
8. Powers of investigating officers
9. Compounding of offences
10. Exemption
11. Regulations

## Section

12. Savings

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**REPUBLIC OF SINGAPORE**

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**No. 14 of 1993.**

I assent.



WEE KIM WEE  
*President.*  
*28th April 1993.*

An Act to provide for a minimum retirement age for employees and for matters connected therewith.

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 Retirement Age Act 1993 and shall come into operation on such date as the Minister may, by notification in the *Gazette*, appoint.

**Interpretation**

2.—(1) In this Act, unless the context otherwise requires —

“collective agreement” has the same meaning as in the Industrial Relations Act (Cap. 136);

“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 employer as an employee;

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

“employer” means any 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;

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

“prescribed retirement age” means such other retirement age as may be prescribed by the Minister under section 4(1).

(2) For the purposes of this Act, an employee shall be treated as dismissed by his employer if —