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Notification No. B 47 — The Employment (Amendment) Bill is published for general information. It was introduced in Parliament on 2 October 2018.

Employment (Amendment) Bill

Bill No. 47/2018.

Read the first time on 2 October 2018.

A BILL

i n t i t u l e d

An Act to amend the Employment Act (Chapter 91 of the 2009 Revised Edition) and to make consequential and related amendments to certain other Acts.

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 is the Employment (Amendment) Act 2018 and comes into operation on a date that the Minister appoints by notification in the *Gazette*.

Amendment of section 2

2. Section 2 of the Employment Act is amended —

(a) by deleting the definition of “dismiss” in subsection (1) and substituting the following definition:

““dismiss” means to terminate the contract of service between an employer and an employee at the initiative of the employer, with or without notice and for cause or otherwise, and includes the resignation of an employee if the employee can show, on a balance of probabilities, that the employee did not resign voluntarily but was forced to do so because of any conduct or omission, or course of conduct or omissions, engaged in by the employer;”;

(b) by deleting the word “include —” in the definition of “employee” in subsection (1) and substituting the words “include any of the following;”;

(c) by deleting paragraph (c) of the definition of “employee” in subsection (1);

(d) by deleting the definitions of “medical officer” and “medical practitioner” in subsection (1) and substituting the following definitions:

““medical officer” means —

(a) a medical practitioner employed by the Government or an approved medical institution; or

(b) any other medical practitioner whom the Minister declares, by notification

in the *Gazette*, to be a medical officer for the purposes of this Act;

“medical practitioner” means a medical practitioner registered under the Medical Registration Act (Cap. 174), and includes a dentist registered under the Dental Registration Act (Cap. 76);”;

- (e) by inserting, immediately after the definition of “subcontractor for labour” in subsection (1), the following definition:

““Tribunal” means an Employment Claims Tribunal constituted under section 4 of the State Courts Act (Cap. 321);”;

- (f) by deleting subsection (2).

Amendment of section 14

3. Section 14 of the Employment Act is amended —

- (a) by deleting subsection (2) and substituting the following subsection:

“(2) Despite subsection (1), but subject to section 3 of the Employment Claims Act 2016 (Act 21 of 2016), where a relevant employee considers that he has been dismissed without just cause or excuse by his employer, the employee may lodge a claim, under section 13 of that Act, for one of the following remedies:

- (a) reinstatement in his former employment;
(b) compensation.”;

- (b) by deleting the words “12 months” in subsection (2A)(a) and substituting the words “6 months”;

- (c) by deleting subsections (3) to (7A) and substituting the following subsection: