

Employment (Amendment) Bill

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Bill No: 22/1984

Read the first time: 29th June 1984

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Employment (Amendment) Bill

Bill No. 22/1984

Read the first time on 29th June 1984.

An Act to amend the Employment Act (Chapter 122 of the 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 1984 and shall come into operation on such date as the Minister may, by notification in the *Gazette*, appoint.

Amendment of section 2

2. Section 2 of the Employment Act is amended —

- (a) by deleting the definition of “dental officer”;
- (b) by deleting the words “watchman or security guard” in the definition of “employee”;

- (c) by deleting the definition of “inspecting officer” and substituting the following definition:

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

- (d) by deleting the definition of “maternity allowance”;
- (e) by deleting paragraphs (b) and (c) of the definition of “rate of pay” and substituting the following paragraphs:

“(b) additional payments by way of bonus payments or annual wage supplements;

(c) travelling, food or house allowances; or

(d) any sum paid to the employee to reimburse him for special expenses incurred by him in the course of his employment;”;

- (f) by deleting paragraphs (d) and (e) of the definition of “salary” and substituting the following paragraphs:

“(d) any sum paid to the employee to reimburse him for special expenses incurred by him in the course of his employment;

(e) any gratuity payable on discharge or retirement; or

(f) any retrenchment benefit payable on retrenchment;”;

- (g) by deleting the definition of “underground working”; and
- (h) by deleting the words “or watchman or security guard” in paragraph (a) of the definition of “workman”.

Amendment of section 3

3. Section 3(2) of the Employment Act is deleted and the following subsection substituted therefor:

“(2) The Minister may appoint such number of inspecting officers and other officers as he may consider necessary or expedient for the purposes of this Act.”.

Amendment of section 11

4. Section 11 of the Employment Act is amended —

- (a) by deleting subsection (1) and substituting the following subsections:

“(1) Either party to a contract of service may terminate the contract of service without notice or, if notice has already been given in accordance with section 10, without waiting for the expiry of that notice, by paying to the other party a sum equal to the amount of salary which would have accrued to the employee during the period of the notice and in the case of a monthly-rated employee where the period of the notice is less than a month, the amount payable for any one day shall be calculated in accordance with the appropriate formula in section 50.

(2) For the purposes of subsection (1), where the formula in section 50(5) applies, the reference to the “average number of working days in a week” shall be read as a reference to the average number of days on which the employee was required, under the contract of service, to work in a week over the period of 3 weeks immediately preceding the termination of the contract; or where the employee was in employment for less than 3 weeks, the average number of days on which the employee would have been required to work in a week over the first 3 weeks of his employment, if the contract of service had not been terminated.”; and

(b) by renumbering the existing subsection (2) as subsection (3).

Amendment of section 21

5. Section 21 of the Employment Act is amended —

(a) by inserting, immediately after the word “service” in subsection (1), the words “, other than additional payments for overtime work”;

(b) by inserting, immediately after subsection (1), the following subsection:

“(2) Additional payments for overtime work shall be paid not later than 14 days after the last day of the salary period during which the overtime work was performed.”; and

(c) by renumbering the existing subsection (2) as subsection (3).

Amendment of section 25

6. Section 25 of the Employment Act is amended by renumbering the section as subsection (1) of that section, and by inserting immediately thereafter the following subsection:

“(2) Subsection (1) shall not apply where the salary is paid into an account with