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INFECTIOUS DISEASES ACT
(CHAPTER 137)

INFECTIOUS DISEASES
(COVID-19 WORKPLACE INCIDENCE MITIGATION)
REGULATIONS 2021

ARRANGEMENT OF REGULATIONS

Regulation

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In exercise of the powers conferred by section 73 of the Infectious Diseases Act, the Minister for Health makes the following Regulations:

Citation and commencement

1. These Regulations are the Infectious Diseases (COVID-19 Workplace Incidence Mitigation) Regulations 2021 and come into operation on 8 September 2021.

Definitions

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

“at work” means —

- (a) in relation to an employee, all times when the employee is performing work in connection with

any trade, business, profession or undertaking carried on by his or her employer, wherever that work is carried out;

- (b) in relation to a self-employed person, all times when the person is performing work as a self-employed person, wherever the work is carried out; and
- (c) in any other case, all times when the person is performing work at the direction of the other person who engaged him or her, wherever the work is carried out;

“contract of service” means any agreement, whether oral or in writing, express or implied, whereby any person agrees to employ any individual as an employee and the individual agrees to serve as an employee of the person, and includes a contract of apprenticeship;

“contractor” means a person engaged by another person (called in these Regulations the principal) otherwise than under a contract of service —

- (a) to supply any labour for gain or reward; or
- (b) to do any work for gain or reward,

in connection with any trade, business, profession or undertaking carried on by the principal;

“COVID-19 incidence mitigation programme” has the meaning given by regulation 4 or 5;

“employee” means an individual employed by an employer to do any work under a contract of service, and includes any of the following:

- (a) a volunteer who —
 - (i) does work for another person with the knowledge or consent of that other person; and

(ii) does the work on an ongoing and regular basis for that other person,

being work that is in connection with any trade, business, profession or undertaking carried on by that other person;

(b) an individual who is in a workplace for the purpose of receiving on-the-job training or gaining work experience, including under a rehabilitation scheme;

(c) a loaned employee who would be treated by section 6(4) of the Workplace Safety and Health Act (Cap. 354A) to be an employee of a person while at work for that person;

“employer” means a person who, in the course of the person’s trade, business, profession or undertaking, employs any individual to do any work under a contract of service;

“on-site worker” means an individual who is required to perform work the nature of which necessarily requires or involves the individual —

(a) to drive, pilot or travel in any motor vehicle, vessel or other mode of conveyance; or

(b) to be physically present at his or her workplace —

(i) to operate or use machinery, equipment, plant, materials or other matter, the provision of which is impracticable elsewhere but is required in order to perform that work;

(ii) to retrieve, access or use documents, information, material or other matter, the provision of which elsewhere is impracticable but is required in order to perform that work; or

(iii) to perform the work, such as patrolling or guarding another person’s property, crowd control or administering a beauty therapy procedure;

“PCR test” means a polymerase chain reaction test carried out in Singapore in relation to an individual, the purpose of which is to test for the presence of SARS-CoV-2 in that individual;

“premises” includes any place whether enclosed or built on or not, whether situated underground or underwater and, in particular, includes —

- (a) any building, vehicle, vessel or aircraft;
- (b) any structure, whether a fixed structure or a movable structure such as a tent; and
- (c) a part of any premises, including a part of premises of a kind referred to in paragraph (a) or (b);

“relevant period” has the meaning given by regulation 7;

“relevant worker” means an employee of an employer, or a contractor or subcontractor of a principal, other than an on-site worker;

“subcontractor” means an individual engaged (otherwise than under a contract of service) by any contractor or subcontractor —

- (a) to supply any labour for gain or reward; or
- (b) to do any work for gain or reward,

which the contractor or subcontractor has been engaged as contractor or subcontractor (as the case may be) to do;

“trigger event” has the meaning given by regulation 6(3);

“workplace” means any premises where an employee, a contractor or subcontractor or any other individual is at work or is to work, for the time being works, or customarily works, but does not include the ordinary place of residence of the employee, contractor or subcontractor or other individual, as the case may be.

(2) Unless expressly provided otherwise in these Regulations, any word or expression in these Regulations that is defined in regulation 2 of the Infectious Diseases (Mass Gathering Testing for Coronavirus