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**No. S 140**

**EMPLOYMENT ACT  
(CHAPTER 91)**

**EMPLOYMENT  
(PART-TIME EMPLOYEES)  
(AMENDMENT) REGULATIONS 2017**

In exercise of the powers conferred by sections 66B and 139 of the Employment Act, the Minister for Manpower makes the following Regulations:

**Citation and commencement**

1. These Regulations are the Employment (Part-Time Employees) (Amendment) Regulations 2017 and come into operation on 1 April 2017.

**Amendment of regulation 2**

2. Regulation 2(1) of the Employment (Part-Time Employees) Regulations (Rg 8) (called in these Regulations the principal Regulations) is amended —

(a) by inserting, immediately before the definition of “full-time employee”, the following definitions:

“ “basic rate of pay for half a day’s work”, in relation to a part-time employee, means the part-time employee’s hourly basic rate of pay multiplied by half the part-time employee’s normal hours of work for one day;

“basic rate of pay for one day’s work”, in relation to a part-time employee, means the part-time employee’s hourly basic rate of pay multiplied by the part-time employee’s normal hours of work for one day;”;

(b) by inserting, immediately after the definition of “full-time employee”, the following definitions:

““hourly basic rate of pay”, in relation to a part-time employee, means —

(a) the amount specified in the contract of service of the part-time employee as the part-time employee’s hourly basic rate of pay; or

(b) if not specified in the contract of service, the amount as determined by the formula in paragraph 1 of the Schedule;

“hourly gross rate of pay”, in relation to a part-time employee, means —

(a) the amount specified in the contract of service of the part-time employee as the part-time employee’s hourly gross rate of pay; or

(b) if not specified in the contract of service, the amount as determined by the formula in paragraph 3 of the Schedule;

“normal hours of work for one day” —

(a) in relation to a part-time employee, means —

(i) the number of hours of work specified in the contract of service of the part-time employee as the part-time employee’s number of hours of work for one day; or

(ii) if not specified in the contract of service, the number of hours of work as determined by the formula in paragraph 2(a) of the Schedule; or

(b) in relation to a similar full-time employee, means the normal hours of work as defined in section 37(3A)(a) of the Act;

“normal hours of work for one week” —

(a) in relation to a part-time employee, means —

(i) the number of hours of work specified in the contract of service of the part-time employee as the part-time employee’s number of hours of work for one week; or

(ii) if not specified in the contract of service, the number of hours of work as determined by the formula in paragraph 2(b) of the Schedule; or

(b) in relation to a similar full-time employee, means —

(i) the number of hours of work (not exceeding the limits applicable to a full-time employee under section 38 or 40 of the Act, as the case may be) that is agreed between an employer and the similar full-time employee to be the number of hours of work for one week; or

- (ii) in the absence of any such agreement, 44 hours in one week;”.

### **Amendment of regulation 3**

#### **3. Regulation 3 of the principal Regulations is amended —**

- (a) by deleting the words “working hours” in paragraph (1)(b) and substituting the words “hours of work”; and
- (b) by deleting paragraph (2) and substituting the following paragraph:

“(2) Where a contract of service does not specify any item mentioned in paragraph (1)(a), (b) or (d), that item is to be determined according to the formula set out in paragraph 1, 2 or 3 of the Schedule, as the case may be.”.

### **Deletion and substitution of regulation 4**

#### **4. Regulation 4 of the principal Regulations is deleted and the following regulation substituted therefor:**

##### **“Payment for work on rest day**

**4.—**(1) Section 37(2) of the Act applies to a part-time employee who at the part-time employee’s own request works for an employer on a rest day, with the following modifications:

- (a) if the period of work does not exceed half the part-time employee’s normal hours of work for one day, the part-time employee is to be paid for that day a sum at the part-time employee’s basic rate of pay for half a day’s work;
- (b) if the period of work exceeds half but does not exceed the part-time employee’s normal hours of work for one day, the part-time employee is to be paid for that day a sum at the part-time employee’s basic rate of pay for one day’s work;

(c) if the period of work exceeds the part-time employee's normal hours of work for one day but does not exceed the normal hours of work for one day of a similar full-time employee, the part-time employee is to be paid for that day —

(i) a sum at the part-time employee's basic rate of pay for one day's work; and

(ii) at the part-time employee's hourly basic rate of pay for each hour or part thereof which exceeds the part-time employee's normal hours of work for one day;

(d) if the period of work exceeds the normal hours of work for one day of a similar full-time employee, the part-time employee is to be paid for that day —

(i) a sum at the part-time employee's basic rate of pay for one day's work;

(ii) at the part-time employee's hourly basic rate of pay for each hour or part thereof which exceeds the part-time employee's normal hours of work for one day but does not exceed the normal hours of work for one day of a similar full-time employee; and

(iii) at one and a half times the part-time employee's hourly basic rate of pay for each hour or part thereof which exceeds the normal hours of work for one day of a similar full-time employee.

(2) Section 37(3) of the Act applies to a part-time employee who, at the request of the part-time employee's employer, works on a rest day, with the following modifications:

(a) if the period of work does not exceed half the part-time employee's normal hours of work for one day, the part-time employee is to be paid for that day a sum at the part-time employee's basic rate of pay for one day's work;