

# **Children Development Co-Savings (Part-Time Employees) Regulations 2008**

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**No. S 548**

### **CHILDREN DEVELOPMENT CO-SAVINGS ACT (CHAPTER 38A)**

### **CHILDREN DEVELOPMENT CO-SAVINGS (PART-TIME EMPLOYEES) REGULATIONS 2008**

In exercise of the powers conferred by section 20 of the Children Development Co-Savings Act, the Minister for Community Development, Youth and Sports hereby makes the following Regulations:

#### **Citation and commencement**

- 1.** These Regulations may be cited as the Children Development Co-Savings (Part-

Time Employees) Regulations 2008 and shall come into operation on 31st October 2008.

## Definitions

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

“childcare leave” means childcare leave under section 12B of the Act, and includes —

- (a) any childcare leave taken under section 87A of the Employment Act (Cap. 91); and
- (b) any leave of absence for childcare purposes referred to in section 12B(6)(b) of the Act,

which is treated, under section 12B(3) or (6) of the Act, as childcare leave under section 12B of the Act;

“full-time employee” has the same meaning as in regulation 2(1) of the Employment (Part-Time Employees) Regulations (Cap. 91, Rg 8);

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

- (a) her gross rate of pay as specified in her contract of service with her employer; or
- (b) if there is no such specification in her contract of service with her employer, such gross rate of pay as the Commissioner for Labour may determine, having regard to the terms of that contract of service;

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

- (a) his hourly gross rate of pay as specified in his contract of service with his employer; or
- (b) if there is no such specification in his contract of service with his employer, such hourly gross rate of pay as the Commissioner for Labour may determine, having regard to the terms of that contract of service;

“similar full-time employee”, in relation to a part-time employee, means —

- (a) a full-time employee who is employed by the same employer as that of the part-time employee and in work similar to that of the part-time employee; or
- (b) if there is no such person so employed, an employee who is required to work 8 hours a day and 44 hours a week in work similar to that of

the part-time employee.

(2) For the purposes of calculating any entitlement of a part-time employee under these Regulations, a reference to the average number of hours a week, or the number of hours a day, which an employee is required to work shall be treated as a reference to —

- (a) the average number of hours a week or the number of hours a day, as the case may be, which the employee is required to work, as specified in his contract of service with his employer; or
- (b) if there is no such specification in his contract of service with his employer, such number of hours a week or number of hours a day, as the case may be, as the Commissioner for Labour may determine, having regard to the terms of that contract of service.

### **Application of Part III of Act**

3. Part III of the Act and the following Regulations shall apply, with such modifications as may be specified in these Regulations, to a part-time employee who satisfies the requirements of section 9A(1), (1A), (1B) or (1C), 10A(1), 12A(1), 12B(1) or 12D(1) of the Act:

- (a) the Children Development Co-Savings (Paid Maternity Leave and Adoption Leave) Regulations (Rg 1); and
- (b) the Children Development Co-Savings (Childcare Leave) Regulations 2008 (G.N. No. S 547/2008).

### **Maternity benefits**

4.—(1) Every female part-time employee shall be entitled to —

- (a) the benefit period under section 9(1) of the Act, if she satisfies the requirements of section 9A(1) of the Act;
- (b) the benefit period under section 9(1A) or (1B) of the Act, if she satisfies the requirements of section 9A(1A) of the Act;
- (c) the benefit period under section 9(1C) or (1D) of the Act, if she satisfies the requirements of section 9A(1B) of the Act; or
- (d) the benefit period under section 9(1E) or (1F) of the Act, if she satisfies the requirements of section 9A(1C) of the Act.

(2) Subject to section 9A(4) of the Act, during such benefit period, a female part-time employee shall be paid —