

Changes in Employment Act (EA) with effect from 1 April 2019

March 2019

How the Employment Act (EA) changes in 2019 will affect you:

(I) Extension of Core Provisions of the EA to Protect All Employees

BEFORE	AFTER
Employment Act does not cover managers and executives (M&Es) earning above \$4,500 a month	The \$4,500 per month salary cap on managers and executives (M&Es) will be removed

(II) Extension of Part IV of the EA to Protect More Employees

Enhance the protection of working hours, payment for overtime work and rest days for non-workmen:

BEFORE	AFTER
Applicable to workmen earning a basic salary up to \$4,500/month	No change
Non-workmen earning a basic salary up to \$2,500 a month and overtime rate payable capped at \$2,250 a month	Non-workmen earning up to \$2,600 a month and overtime rate payable capped at \$2,600 a month

(III) Enhancement of the Employment Dispute Resolution Framework

BEFORE	AFTER
Wrongful dismissal claims are heard by the MOM, whereas salary-related claims are heard at Tripartite Alliance for Dispute Management/ Employment Claims Tribunals (ECT)	Wrongful dismissal claims and salary-related claims will be heard at the Tripartite Alliance for Dispute Management/ Employment Claims Tribunals (ECT)
M&Es can seek help if they have served the employers for at least a year	M&Es can seek help if they have served the employer for at least six months



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(IV) Adopt Less Prescriptive Approach for Authorised Deductions

BEFORE	AFTER
Employers can make salary deductions only for specific reasons under the EA.	Employers can also make salary deductions if they: <ul style="list-style-type: none"> a) Obtain written consent from their employees; and b) Enable employees to withdraw their consent anytime, without penalty

(V) Enhanced Flexibility for Employers

Extend option of time off for working on public holiday to more employees

BEFORE	AFTER
For work on public holidays, employers can offer time-off only to M&E's earning up to \$4,500 a month.	For work on public holidays, employers can offer time-off salary to:- <ul style="list-style-type: none"> - All M&Es - Workmen earning above \$4,500 a month - Non-workmen earning above \$2,600 a month

(VI) Other Amendments to the Employment Act

BEFORE	AFTER
Employer only recognise medical certificates issued by: <ul style="list-style-type: none"> - government doctors and - company-approved doctors 	Employer must recognise medical certificates issued by: <ul style="list-style-type: none"> - any registered doctor and dentist Clarifying that paid hospitalisation leave is to cover: <ul style="list-style-type: none"> - The period requiring hospital care and the period of recuperation after being discharged; - Quarantine orders as required by law; and - Situations where the hospital doctor assesses that the patient is ill enough to require hospitalisation but is not hospitalised

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