

# HRSINGAPORE

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## **Question - Benefits from Company - Update 7 (With Replies)**

Dear HR professionals,

I am reviewing my companies' policy on benefits, and will like to understand more on what are the usual practice (i.e. no. of days / amount) for the following benefits:

1. Marriage Leave
2. Eldercare Leave
3. Compassionate Leave
4. Medical Examination Benefits

Thank you in advance for your response!

Pris

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### **REPLY 1**

- 1) 3 days
- 2) NA
- 3) 3 days (spouse/child/parent/sibling), 1 day (parent-in-law/grandparent)
- 4) \$800/annum

IC

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### **REPLY 2**

For Marriage Leave : 3 days

Eldercare : Nil

Compassionate Leave( Siblings, parents, Parents In Law, children, spouse, grandparents – 3 days per occasion, 6 days per year

Medical Benefit : \$200 per year

Dental : \$100 per year

JT

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**REPLY 3**

Our Company Benefit for the following are

1. Marriage Leave - 3 days
2. Eldercare Leave - currently No policy for this
3. Compassionate Leave - 3 days
4. Medical Examination Benefits - discussion on this matter and not confirm.

Pris

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**REPLY 4**

1. Marriage Leave – 3 days for confirmed staff
2. Eldercare Leave - NA
3. Compassionate Leave – 3 days for confirmed staff (parent, child, spouse, sibling, parent-in-law)
4. Medical Examination Benefits - \$200/year

Dental - \$150/year

JM

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**REPLY 5**

1. Marriage Leave – 3 days (1st legal marriage)
2. Eldercare Leave – (NA)
3. Compassionate Leave – 3 days (parents, parents-in-law, spouse and child)
4. Medical Examination Benefits – designated clinic \$25/visit, no per annum cap.

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**REPLY 6**

1. Marriage Leave – 3 days (1st legal marriage)
2. Eldercare Leave – (NA)

3. Compassionate Leave – 3 days (parents, parents-in-law, spouse and child)

4. Medical Examination Benefits –

a) Normal GP and TCM visits : S\$350 per year,

b) Annual medical check up : S\$350 (can visit appointed clinics or staff's preferred clinics).

No dental, unless there is balance from S\$350, then we allow staff to claim for dental.

PL

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#### **REPLY 7**

1. Marriage Leave – 3 days

2. Eldercare Leave – 2 days

3. Compassionate Leave – 3 days

4. Medical Examination Benefits - \$500 per year for outpatient inclusive of dependants.

JO

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#### **REPLY 8**

1. Marriage Leave – 2 days

2. Eldercare Leave - Nil

3. Compassionate Leave – 2 days

4. Medical & Dental Benefits - \$460 per annum to designated outpatient clinics inclusive of max of 2 dependants. Dental benefit does not cover for dependents.

MN

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#### **REPLY 9**

1. Marriage Leave – 3 days for confirmed staff with min 6 mths of service

2. Eldercare Leave - NA

3. Compassionate Leave – 5 days for spouse, children and parents/inlaw. 3 days for siblings and grandparents

4. Medical Examination Benefits – Outpatient GP – S\$100 per day unlimited per year

- Specialist – S\$1,500 per policy year with GP referral letter

- Dental – S\$300 per calendar year

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## Work Injury Compensation Act (WICA) & Its Practical Applications Seminar

- 7 January 2016 (CONFIRMED!)

(Hotel Grand Pacific)

Dependents of an employee who died because of a workplace accident can also make a claim on behalf of the employee. Employers are also liable for the cost of medical treatment received overseas if the accident happened while the employee was working overseas and immediate medical treatment was needed.

It is therefore critical for all HR practitioners to help their fellow team members when they get into accident arising out of and in the course of employment to seek Work Injury Compensation.

For details and to register, please click on: <http://hrsingapore.net/WICA/>





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HRSINGAPORE PTE LTD | [www.hrsingapore.net](http://www.hrsingapore.net) | [query@hrsingapore.net](mailto:query@hrsingapore.net) | Tel: 6337-8016 or 6338-5816 | 89 Short Street #04-16 | Singapore 188216 | Co Reg. 200409860M