

# HRSINGAPORE

## **Question - Changes in Employees' Benefits**

Dear all,

Our letter of appointment usually will state that “the company may vary or amend any of these terms and conditions of employment...and will be effective upon notification to employees.”

That said, if there is a re-alignment of job grade for a specific dept's employees, and employees happened to be “downgraded” to the 2 grades downwards. Must employer get agreement with employee for the change? What should HR do to ensure fair treatment for both employee and company?

Tks all for your inputs and advise!

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## **The Employment Act & Its Practical Application Seminar (10th Run)**

**19 November 2015 - CONFIRMED**

**(Venue: Holiday Inn Orchard)**

A good understanding of the Employment Act will result in positive Employee Engagement and build Industrial Relations harmony by minimizing disputes between Employers and Employees or Union. As such, it shapes the responsibilities and relationship between Employers and Employees.

In this seminar, the trainer will also cover on the Key Employment Terms (KETs) which will be mandatory w.e.f 1 April 2016.

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

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