

HRSINGAPORE

Question - Managing Permanent Part-Timers - Update 1

Dear all,

We are in service industry and hires permanent part-timers. There are instances where these part-timers just can't work for a month or so after awhile, sometimes not contactable or unable to commit schedule. In such instances, do we treat them as resignation? Or can we just terminate their contract?

Appreciate your professional advise. Thanks a lot!

WW

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REPLY 1

Hi WW,

As per EA legislation:

“Your employer can terminate employment without notice if:

-You are absent from work continuously for more than 2 working days, without approval or a good excuse.

-You are absent from work continuously for more than 2 working days without informing or attempting to inform your employer of the reason.”

HS

The Employment Act & Its Practical Application Seminar

19 November 2015 (10th Run) - CONFIRMED

(Venue: Hotel Grand Pacific)

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.

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