

HRSINGAPORE

Question - Paternity Leave - Update 1

Hi all,

I understand that 1 week paternity leave is only granted if the child is a Singapore Citizen. Can company also grant this leave to PR or foreigner?

Thanks!

Sandy

REPLY 1

Our practise is for children of Singapore Citizenship. It does not apply to PR or foreigners.

EL

REPLY 2

I think it's mainly up to the company's decision to grant to PR or foreigner. But won't be able to claim under government paid..

Evelyn

REPLY 3

Yes, if your child is a Singapore citizen and you are or had been lawfully married to the child's mother between conception and birth.

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Payroll Administration Workshop

- 18 May 2016 (27th Run)

Payroll administration encompasses all the tasks involved in paying an organization's employees. It typically involves keeping track of days/hours worked and ensuring that employees receive the appropriate amount of pay. It also includes calculating legislated contributions that employees have to make e.g. Central Provident Fund, ethnic and skills development funds etc. as well as ensuring that taxes due by employees are properly withheld and processed.

Payroll administration is an important function of the organisation and it is important for HR and payroll staff to be competent in these areas and knowledge. Employees expect employers to pay salaries on time and according to the agreed terms in their contract of employment. It is inexcusable and unprofessional if HR fails to accomplish this. The HR and payroll professionals must also be on top of all the legislative requirements and market trends that involves payroll.

This one day workshop will provide participants with valuable insights relating to payroll administration, all legislative requirements surrounding payroll, the latest trend and market practices for payroll and the options for outsourcing payroll.

For details, please click on: <http://hrsingapore.org/payrolladmin/>

Course Outline

1. Payroll Administration
 - Definition
 - Linkage to overall remuneration strategy

- Objectives of Compensation
 - Components of Compensation
2. Applicable Legislation including:
- Employment Act
 - CPF Act
 - Income Tax Act
 - Retirement Act
 - NS Act
 - Employment (Part-Time Employees) Regulations
3. Calculations of payroll and all payroll related payments
4. Outsourcing – opportunities and evaluation of service providers



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