

HRSINGAPORE

Question - Re-employment Benefits - Update 2

Hi all,

Would like to check what is the current practice for re-employment benefits (Example: Annual Leave, Long Service Leave, Medical).

Wenyan

REPLY 1

Staff on re-employment scheme enjoy the same benefits as per our staff on permanent scheme.

EQ

REPLY 2

Re-employed staff usually do not get the same benefits as permanent staff.

For instance:

- Annual leave will be pegged back to the job grade cos majority of re-employed staff may be enjoying max no. of days.
- Not entitled to Long Service Award. Last payout will be computed before converting them to contract staff.
- Dependents not covered under Medical scheme.
- No AWS payout. Re-employed staff gets a 1 month bonus upon completion of their contract.

Hope this helps.

JO

REPLY 3

If you are referring to re-employment due to retirement - it would be on yearly basis and subject to medical clearance. All benefits entitlement would be the same as permanent employees.

AC

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HRLAW™ Update - Retirement and Re-Employment Act & Employment (Part-Time Employees) Regulations

- 27 January 2016

This one day seminar provides participants with a good knowledge of the legal requirements for retirement, re-employment of eligible employees, regulation of engaging part-timers and their entitlements, employee assistance payment, special employment credit, avoidance of re-employment dispute and also comply with the various recommendations under the Tripartite Guidelines.

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