

HRSINGAPORE

Question - Re-employment after 65

Hi all,

I would like to know what majority of the industry practice for reemployment of staff after the age of 65.

What if we want to extend the contract of the staff who have already reached 65? If a company term and condition for reemployment after 65 is salary of 60%-70% of previous salary received, bonuses given will be half of what the other staff received and a minimum annual leave of 14 -18 days be considered reasonable? Would we breach any of the EA regulation and guidelines?

Also, can we not extend the staff when they reached 65?

Thank you in advance.

MW

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

- 28 April 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.

The trainer is Mr Lawrence Png who was the HR Director for Polo Ralph Lauren Sourcing

Pte Ltd and DTZ Debenham Tie Leung (SEA) Pte Ltd, Senior Consultant for Singapore Sports Council and Senior HR Manager for SMRT.

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