

HRSINGAPORE

Question - Retirement Employment - Update 2

Dear all,

Can share how you administer the re-employment of staff who reached the age of 62?

Did you offer the same job title, job scope and pay package or changed totally from job title, job and pay package as well?

I am asking as I need to know what is the general practice here in Singapore.

Thank you for sharing.

PL

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REPLY 1

We offer staff who are eligible for re-employment on reaching the age of 62 the same job title, job scope and salary package. There is no change in terms & benefits for them except their leave starts from their contract period instead of beginning of the year. Leave entitlement remains unchanged.

MN

REPLY 2

We maintain everything as per the current package. In fact, we don't re-contract at all. Contract remains evergreen.

HH

The Employment Act & Its Practical Applications Workshop

- 24 August 2016

The Employment Act (EA) was enacted in 1968. It is Singapore's main labour law that seeks to provide for the basic terms and working conditions for all types of employees except those employed in managerial or executive positions, seamen and domestic workers. It also seeks to ensure reasonable employment standards while balancing businesses' need to stay competitive.

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.

During the seminar, participants will be able to differentiate Contract of Service and Contract for Service, Termination and Dismissal, to identify when an employment contract is broken, to handle no show cases for recruitment, as well as the legal requirements for public holidays, sick leaves, annual leave and maternity leave.

The trainer will also cover on the Key Employment Terms (KETs) which has come into effect on 1 April 2016.

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



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