

HRSINGAPORE

Question - Reviewing Training Bond - Update 2

Dear all,

We are thinking of reviewing our training bond structure (see table below) as anecdotal feedback from our staff suggests that the trigger amount of \$5,000 for a 3 month bond is too low and the bond period is also too short to be meaningful and does not justify the administrative work needed to issue the bond.

As such, we were wondering if you could share with us **what is the minimum training bond period (and the trigger amount) for your company?** Would you recommend bonding staff only if training costs exceed \$10,000 and a minimum bond period of 6 months?

Training costs*	Bond period	Proposed changes
\$5,000 and below	No bond	No bond
\$5,001 to \$10,000	3 months	No bond
\$10,001 to \$20,000	6 months	
\$20,001 to \$50,000	9 months	No change
More than \$50,000	1 year	

*For overseas training, the total cost of training includes course fees, airfare, subsistence allowance and any other approved travel expenses.

Secondly, if an employee is currently serving a scholarship bond of 6 years but also signed a training bond of 1 year (while still serving the aforementioned bond), would your company practice **consecutive or concurrent** serving of both bonds?

Appreciate your advice and kind sharing please.

Thank you!

DL

Our company practices the following as far as training bond is concerned, however, the programme is only meant for technical certification programmes.

FEES	COMPULSORY SERVICE DURATION
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Up to RM5,000.00	3 years service
RM5,001.00 – RM10,000.00	5 years service
RM10,000.00 and above	10 years service

Putri Mazura

REPLY 2

Years back, we tried to implement a year bond for our usual overseas training costing >\$20k. In the end, we did not execute it.

For educational assistance program (courses and dips and degrees, etc), it's a standard one year after graduation.

We don't have scholarship bond issuance so far.

Hope this helps.

Nancy

REPLY 3

This is from one of my ex-coy.

Course Duration - Above 6 months and/or Course Fee:-

Above \$800 to \$2,000 (in local currency) = 6 months

Above \$2,000 to \$5,000 (in local currency) = Total course duration (from start date to the date stated on the certificate

Above \$5,000 (in local currency) = Total course duration (from start date to the date stated on the certificate) plus another 6 months

TL

REPLY 4

Cost of the course Bond Period

Less than \$2,000 1-year

\$2,001 to \$5,000 2 years

\$5,001 to \$10,000 3 years

Above \$10,001 4 years

MN

REPLY 5

\$5000 – 1 year bond

Every subsequent \$2000 - +1 year

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HR Communication Workshop (5th Run)

- 16 March 2016

HR personnel are involved in several activities that require effective communication: recruitment, new employee orientation, explaining pay, benefits, and other company policies, and assisting line managers with employee performance management, and the handling of resignations, dismissals, or layoffs.

People at work communicate regardless of the intentions of their managers or leaders, and communications is intrinsic to the work of any employee - it is the very essence of work in many situations - conversations that HR should be involved in facilitating "upwards", "downwards" and "across" the organisation cultivating positive employee relations, encourage employee goal-setting, limit turnover, increase competencies and develop skill levels.

For details, please click on: <http://hrsingapore.net/hrcommunication/>



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