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## No. S 198

### EMPLOYMENT (AMENDMENT) ACT 2018 (ACT 55 OF 2018)

### EMPLOYMENT (AMENDMENT) ACT 2018 (SAVING AND TRANSITIONAL) REGULATIONS 2019

#### ARRANGEMENT OF REGULATIONS

##### Regulation

1. Citation and commencement
  2. Saving of authorised deductions before 1 April 2019
  3. Maternity benefits for female employee on or after 1 April 2019
  4. Saving provision for Child Development Co-Savings Act  
The Schedule
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In exercise of the powers conferred by section 29(4) of the Employment (Amendment) Act 2018, the Minister for Manpower makes the following Regulations:

#### **Citation and commencement**

1. These Regulations are the Employment (Amendment) Act 2018 (Saving and Transitional) Regulations 2019 and come into operation on 1 April 2019.

#### **Saving of authorised deductions before 1 April 2019**

2.—(1) Subject to paragraph (2), where an arrangement exists between an employer and an employee for a recurring deduction from the employee's salary under any provision of the Employment Act (Cap. 91) as in force immediately before 1 April 2019 set out in the first column of the Schedule, that deduction may continue to be made by the employer under that arrangement on or after 1 April 2019, and is deemed to be a deduction with the written consent of the employee under the corresponding provision of the Employment Act set out opposite in the second column of the Schedule.

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(2) Paragraph (1) ceases to apply if the employee by written notice to the employer objects to, or withdraws the employee's consent for, the deduction.

(3) Any deduction approved by the Minister under section 27(1)(k) of the Employment Act as in force immediately before 1 April 2019 (called in this regulation an approved deduction), continues on or after 1 April 2019 to be an approved deduction as if section 27(1)(k) had not been amended by section 4(e) of the Employment (Amendment) Act 2018 (Act 55 of 2018) until —

- (a) if the approved deduction is for a specified period, the expiry of that period; or
- (b) if no period is specified for the approval, 30 September 2019.

### **Maternity benefits for female employee on or after 1 April 2019**

**3.—**(1) This regulation applies to a female employee who, by virtue of section 2(c) and (f) of the Employment (Amendment) Act 2018, is an employee within the meaning given by section 2 of the Employment Act on or after 1 April 2019.

(2) A female employee mentioned in paragraph (1) who delivers a child on or after 1 April 2019 is entitled to the benefits under section 76 of the Employment Act in respect of her confinement, in respect of any period on or after 1 April 2019.

### **Saving provision for Child Development Co-Savings Act**

**4.** Despite section 25(b) of the Employment (Amendment) Act 2018, section 9(8) of the Child Development Co-Savings Act (Cap. 38A) as in force immediately before 1 April 2019 continues to apply in any case where a referral to the Minister for Manpower under section 14(2) or 84(2) of the Employment Act was made before 1 April 2019.

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THE SCHEDULE

Regulation 2(1)

AUTHORISED DEDUCTIONS

<i>First column</i>	<i>Second column</i>
<i>Provision of Employment Act as in force immediately before 1 April 2019</i>	<i>Provision of Employment Act as in force on or after 1 April 2019</i>
Section 27(1)(c)	Section 27(1)(i)
Section 27(1)(d)	Section 27(1)(d)
Section 27(1)(e)	Section 27(1)(e)
Section 27(1)(i)	Section 27(1)(i)

Made on 29 March 2019.

AUBECK KAM  
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 Ministry of Manpower,  
 Singapore.*

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