



# THE STATUTES OF THE REPUBLIC OF SINGAPORE

## PENSIONS ACT 1956

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# Pensions Act 1956

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An Act to regulate the granting of pensions, gratuities and other allowances to officers in the public service of Singapore.

[1 July 1956]

**Short title**

1. This Act is the Pensions Act 1956.

**Interpretation**

2. In this Act, unless the context otherwise requires —

“officer” includes a judge and a police officer of any rank;

“officer on the pensionable establishment” means an officer who has been confirmed in his or her appointment as the holder of a pensionable office;

“other public service” means public service not under the Government of Singapore;

“Pension Authority”, in relation to any officer or retired officer, means a Pension Authority appointed under section 4 for that officer or the class to which that officer belongs;

“Pension Fund” means the Pension Fund established by the Pension Fund Act 1995;

“pensionable emoluments” means —

(a) in respect of public service in Singapore —

(i) the basic salary attached to a pensionable office or, in the case of an officer serving in a pensionable class, the basic salary payable to that officer as an officer of that class;

(ii) any personal pensionable allowance; and

(iii) such other allowances as may be prescribed by regulations to be pensionable allowances; and

(b) in respect of other public service, emoluments which count for pension under any law or regulation in force relating to such service;

“pensionable office” means —

(a) in respect of public service in Singapore, an office or class of office declared by the President, by notification in the *Gazette*, to be pensionable and

not likewise declared, by subsequent notification in the *Gazette*, to be non-pensionable; but where by virtue of any such declaration any office ceases to be a pensionable office, then so long as any person holding that office at the time of the declaration continues therein, the office, as respects that person, continues to be a pensionable office; and

- (b) in respect of other public service, an office which is a pensionable office under any law or regulation in force relating to such service;

“public service” means service in a civil capacity under the Government of Singapore or in such other service as the President may determine to be public service for the purpose of any provision of this Act;

“repealed Ordinance” means any Ordinance repealed by section 21;

“Singapore” means —

- (a) in relation to any period ending before 3 June 1959 — the Colony of Singapore; and
- (b) in relation to any period beginning on or after 3 June 1959 and ending before 9 August 1965 — the State of Singapore.

### **Application of this Act**

3.—(1) Subject to subsections (2) and (4), the provisions of this Act shall apply —

- (a) to all officers appointed to the public service in Singapore; and
- (b) to all officers who have been transferred from Singapore to any other public service before 1 July 1956.

(2) Nothing in this Act diminishes the amount of pension, gratuity (other than a gratuity under section 20) or other allowance for which an officer in the public service in Singapore on 1 July 1956 would have been eligible had this Act not been enacted or adversely affect

the conditions which would have been applicable to such pension, gratuity or other allowance.

(3) In the application of this Act to officers who were officers on the Malayan Establishment within the meaning of section 2 of the Malayan Establishment Pensions Ordinance 1948 (M 12/48) immediately before 1 July 1954, the following provisions have effect:

- (a) where any such officer was in the public service in Singapore immediately before 1 July 1954, all rights accrued to such officer in respect of pensions, gratuities or other allowances under the Malayan Establishment Pensions Ordinance 1948 or the Minutes made thereunder continue to subsist under this Act as if service in respect of which those rights accrued had been public service in Singapore; and
- (b) nothing in this Act —
  - (i) diminishes the amount of pension, gratuity or other allowance for which any such officer as is referred to in paragraph (a) would have been eligible under the Malayan Establishment Pensions Ordinance 1948 or the Minutes made thereunder had the Ordinance not been repealed and had the officer continued to serve on the Malayan Establishment; or
  - (ii) adversely affects conditions that would have been applicable to such pension, gratuity or other allowances under that Ordinance or Minutes.

(4) Unless otherwise expressly provided, the provisions of this Act shall not apply —

- (a) to all officers appointed on or after 1 April 1986 to the public service in Singapore, except officers who are appointed to such schemes of service as may be designated by the President; and
- (b) to all officers appointed on or after 1 December 1972 to any office in the public service in Singapore being an office designated as falling within Division 3 or 4, except officers

who are so appointed to the Police (Junior) and the Narcotics schemes of service.

### **Pension Authorities**

4.—(1) The President may, for the purposes of this Act, appoint by order in the *Gazette* one or more Pension Authorities comprising any public officer or group of public officers.

(2) Any order under subsection (1) shall specify the class or classes of public officers in respect of which a Pension Authority may exercise its powers or perform its functions under this Act.

(3) A Pension Authority may depute any public officer to exercise or perform on its behalf any power or function conferred on the Pension Authority by this Act subject to such conditions as may be specified by the Pension Authority.

(4) A Pension Authority may exercise any power or perform any function conferred on it by this Act notwithstanding the delegation by it of that power or function under subsection (3).

### **Delegation of powers to Pension Authorities**

5.—(1) Subject to subsection (2), the President may depute any Pension Authority to exercise or perform on the President's behalf any power or function conferred on the President by this Act subject to such conditions as may be specified by the President.

(2) Nothing in subsection (1) authorises the President to depute any Pension Authority to exercise on the President's behalf any of the following powers:

- (a) to make regulations under this Act;
- (b) to declare any office or class of office to be pensionable or non-pensionable (as the case may be) under section 2;
- (c) to determine any service to be public service for the purpose of any provision of this Act;
- (d) to vary the commutation factor or discount rate under section 20;
- (e) to designate schemes of service under section 3(4)(a).

(3) Where by virtue of subsection (1) any power or function of the President under this Act may be exercised or performed on the President's behalf by a Pension Authority, then, unless the President otherwise directs, the Pension Authority may arrange for the exercise or performance of that power or function by any other public officer.

(4) Any arrangement made by a Pension Authority under subsection (3) for the exercise or performance of any power or function by a public officer does not prevent the Pension Authority by whom the arrangement was made from exercising or performing that power or function.

(5) The President may also exercise any power or perform any function conferred on the President by this Act despite the delegation by the President of that power or function under subsection (1).

### **President may make pensions regulations**

**6.—(1)** The President may make regulations for the granting of pensions, gratuities and other allowances to persons who have been in the public service in Singapore or to their legal personal representatives or dependants.

(2) The regulations contained in the First Schedule are in force until varied or revoked by any regulation made under subsection (1).

(3) The President may, in making regulations under this section, provide for any officer or class of officers holding pensionable offices to opt for the provident fund scheme applicable to non-pensionable employees of the Government under the Central Provident Fund Act 1953 and for the terms and conditions of such option.

(4) Any pension or gratuity granted under this Act must be computed in accordance with the provisions in force at the actual date of an officer's retirement.

(5) Where the President is satisfied that it is equitable that any regulation made under this Act should have retrospective effect in order to confer a benefit upon, or remove a disability attaching to, any person, that regulation may be given retrospective effect to any date, whether before or after 1 July 1956, for that purpose.

(6) All regulations made under this section and any regulation varying or revoking the same have the same force and effect for all purposes as if they were contained in this Act.

(7) Regulations made under this section may provide that —

- (a) where a person has rendered full-time national service under section 12 of the Enlistment Act 1970, or under the provisions of any written law repealed by that Act (whether the service was rendered before or after the person became the holder of a pensionable office), the period of the person's entire full-time national service may be treated, to such extent and on any conditions that may be specified in the regulations, as pensionable service;
- (b) the service referred to in paragraph (a) be deemed to be public service; and
- (c) the person referred to in paragraph (a) be deemed to have been or to have continued to be (as the case may be) an officer in the public service for the period of that full-time national service for the purposes of this Act.

### **Pensions, etc., to be charged on Pension Fund**

7. There shall be charged on and paid out of the Pension Fund all such sums of money as may from time to time be granted by way of pension, gratuity or other allowance in accordance with this Act.

### **Pensions, etc., not of right**

8.—(1) No officer shall have an absolute right to compensation for past services or to any pension, gratuity or other allowance under this Act, nor shall anything in this Act limit the right of the Government to dismiss any officer without compensation.

(2) Subject to Article 113 of the Constitution, where it is established to the satisfaction of a Pension Authority that an officer over which it has jurisdiction has been guilty of negligence, irregularity or misconduct, it is lawful for the Pension Authority to withhold the pension, gratuity or other allowance for which the officer would have become eligible but for this section.

**Service not counting for pension, etc.**

9. A pension, gratuity or other allowance must not be granted under this Act to any officer —

- (a) in respect of any service while on probation or agreement, unless without break of service he or she is confirmed in a pensionable office in Singapore or in an office in other public service which is at the time of confirmation pensionable in accordance with any law or regulation in force in such service, except that any interruption in service caused by temporary suspension of employment not arising from misconduct or voluntary resignation must be disregarded for the purposes of this paragraph;
- (b) in respect of any service as a pupil, apprentice or volunteer, during which he or she is undergoing whole time training and for which he or she is not remunerated or receives only a subsistence allowance or a special apprentice pay and the President may, by notification in the *Gazette*, declare what service is to be service as a pupil, apprentice or volunteer for the purposes of this paragraph;
- (c) in respect of any service, while below the age of 18 years, except that this paragraph does not apply to any officer or other person in the public service in Singapore on 1 July 1956 to whom, under any repealed Ordinance, a pension, gratuity or other allowance may be granted in respect of service while below the age of 18 years; or
- (d) in respect of any service, including service deemed under any written law for the time being in force to be service with the Government for the purposes of this Act, during which the officer was —
  - (i) a member of any fund mentioned in the Second Schedule, except upon the condition that there must be first paid to the Government the total amount paid by the Government to that fund excluding the amount paid on account of the officer if he or she is on the pensionable establishment with respect to the service or an

equivalent amount if he or she is not on the pensionable establishment with respect to such service, together with the interest, if any, thereon; or

- (ii) eligible for any benefits on retirement under the Singapore City Council Superannuation Fund for Subordinate Employees Rules 1954 except upon the condition that he or she has to first relinquish all rights to the benefits under those Rules.

### **Payment into Pension Fund**

**10.** Any amount that is required under section 9(d)(i) to be first paid to the Government before any pension, gratuity or other allowance may be granted under this Act must be paid into the Pension Fund.

### **Cases in which pensions, etc., may be granted**

**11.—(1)** A pension, gratuity or other allowance must not be granted under this Act to any officer until the officer has retired from the public service.

(2) A pension, gratuity or other allowance must not be granted under this Act to any officer who has retired from the public service in Singapore, unless the officer has retired —

- (a) in the case of male officers in the public service in Singapore on 1 July 1956, with the consent of the President, on or after attaining the age of 50 years, and in other cases, on or after attaining the age of 55 years if a man, or of 45 years if a woman, except that in the case of a female officer she was in the service before 1 March 1962 and has opted to retire on or after attaining the age of 45 years;
- (b) on or after attaining the age of 45 years if the officer is a police officer, including a police officer of such Auxiliary Police Force as may be specified by the President by notification in the *Gazette*, below the rank of assistant superintendent or a prison officer below the rank of superintendent;

- (c) on a certificate from the head of the officer's department and on medical evidence to the satisfaction of the President that the officer is incapable, by reason of some infirmity of mind or body, of discharging the duties of his or her office and that such infirmity is likely to be permanent;
- (d) on the abolition of his or her office;
- (e) in the case of termination of employment in the public interest as provided in section 12;
- (f) on compulsory retirement for the purpose of facilitating improvement in the organisation of the department to which the officer belongs by which greater efficiency or economy may be effected;
- (g) with the consent of the President, on or after completing 15 years of service as a Gurkha serving in the Gurkha Contingent of the Singapore Police Force;
- (h) in the case of a female officer appointed to the public service on or after 1 July 1956 or re-appointed after resignation on account of marriage, with the consent of the President, on or after attaining the age of 50 years; or
- (i) with the consent of the President, on or after completing 15 years of service, in special circumstances not falling within any of the preceding paragraphs.

[4/2010]

(3) Notwithstanding subsection (2), a pension, gratuity or other allowance may be granted under this Act to —

- (a) any officer on his or her attaining the minimum age of retirement applicable to the officer specified in subsection (2)(a), (b) or (h) who, having retired from the public service of Singapore under the provisions of the Instruction Manual for the time being in force in order to be nominated as a candidate for election as a member of Parliament or of any local government authority in Singapore, has not subsequently been re-employed in the public service of Singapore, except that —

- (i) where the President is satisfied that such an officer is physically or mentally incapacitated so as to be unable to continue in any employment before the officer has attained the minimum age of retirement applicable to the officer, he or she may be granted a pension, gratuity or other allowance with effect from the date the officer satisfies the President that he or she is so physically or mentally incapacitated; or
  - (ii) where such an officer dies before the officer has attained the minimum age of retirement applicable to the officer, his or her dependants or legal personal representatives may be paid a gratuity in accordance with section 20(3); or
- (b) any officer who, not being an officer to whom paragraph (a) applies, having either completed 15 years of public service or attained the age of 40 years and completed 10 years of public service, has retired with the permission of the Chief Secretary, granted before 1 September 1958 in order to be nominated as a candidate for election as a member of the Legislative Assembly or of any local government authority in Singapore.

(4) The President may direct that any pension, gratuity or other allowance granted to an officer retired under subsection (2)(e) or (i) be suspended until and take effect from such date, not being later than the date the officer attains the minimum age, as the President may determine.

(5) Notwithstanding subsection (4) —

- (a) where the President is satisfied that an officer referred to in that subsection is physically or mentally incapacitated so as to be unable to continue in any employment before the officer has attained the minimum age, the officer may be granted a pension, gratuity or other allowance with effect from the date the officer satisfies the President that he or she is so physically or mentally incapacitated;

- (b) where the officer dies before he or she has attained the minimum age, the officer's dependants or legal personal representatives may be paid a gratuity in accordance with section 20(3); and
  - (c) no right shall accrue in respect of any pension, gratuity or other allowance during the period such pension, gratuity or other allowance has been suspended.
- (6) In subsections (4) and (5), “minimum age” means —
- (a) in the case of an officer who is entitled to retire at the age of 45 years — 45 years;
  - (b) in the case of an officer appointed to the public service before 12 September 1986 other than an officer referred to in paragraph (a) — 50 years; and
  - (c) in the case of an officer appointed to the public service on or after 12 September 1986 other than an officer referred to in paragraph (a) —
    - (i) 50 years if he or she is entitled to retire at the age of 50 or 55 years; and
    - (ii) 55 years if he or she is entitled to retire at the age of 60 years.
- (7) The pension granted to an officer under subsection (4) must be computed on the basis of the officer's pensionable service up to the date of retirement as though the officer had retired on medical grounds under subsection (2)(c) except that an officer retired in the public interest under subsection (2)(e) may have his or her pension reduced under section 8(2).

### **Retirement in public interest**

**12.—**(1) Where an officer's service is terminated on the ground that, having regard to the conditions of the public service, the usefulness of the officer thereto and all the other circumstances of the case, such termination is desirable in the public interest, and a pension, gratuity or other allowance cannot otherwise be granted to the officer under the provisions of this Act, the relevant Pension Authority may, if the Pension Authority thinks fit, grant such pension,

gratuity or other allowance as the Pension Authority thinks just and proper, not exceeding in amount that for which the officer would be eligible if the officer retired from the public service in the circumstances described in section 11(2)(c).

(2) Where in the exercise of its powers of disciplinary control over public officers the Public Service Commission or the Legal Service Commission (as the case may be) has ordered an officer to be retired in the public interest, the officer's service shall be deemed to have been terminated under subsection (1).

### **Compulsory retirement**

**13.** The President may require any officer to retire from the public service in Singapore —

- (a) who has attained, in the case of a male officer in the public service in Singapore on 1 July 1956, the age of 55 years, and in the case of any other male officer the age of 60 years or 55 years if the President in any individual case so directs;
- (b) who, being a police officer below the rank of assistant superintendent or a prison officer below the rank of superintendent, has attained the age of 45 years;
- (c) whose retirement appears to the President to be desirable in the public interest;
- (d) who, being a woman appointed to the public service before 1 March 1962, is married or marries and has opted to remain eligible for a gratuity on marriage;
- (e) on the abolition of the office of the officer;
- (f) for the purpose of facilitating improvement in the organisation of the department to which the officer belongs by which greater efficiency or economy may be effected; or
- (g) who has attained, in the case of a female officer appointed to the public service on or after 1 March 1962, the age of

60 years or 55 years if the President in any individual case so directs.

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### **Maximum pension from all public service**

**14.**—(1) A pension granted to an officer under this Act must not exceed two-thirds of the highest pensionable emoluments drawn by the officer at any time in the course of his or her public service in Singapore.

(2) Where an officer has been or is granted a pension or pensions in respect of other public service, the officer may be granted the full pension for which the officer is eligible in respect of his or her public service in Singapore.

(3) No person may at any time draw from the Pension Fund an amount of pension which, when added to the amount of any pension or pensions drawn in respect of other public service, exceeds two-thirds of the highest pensionable emoluments drawn by that person at any time in the course of his or her public service in Singapore or in other public service.

(4) Where a person referred to in subsection (3) receives, in respect of some period of public service, both a gratuity and a pension, the amount of the pension is deemed, for the purpose of subsections (2) and (3), to be the amount of pension which would have been payable had the officer received a pension only and not a gratuity and a pension.

(5) In a case falling under subsection (3), the amount of pension to be drawn from the Pension Fund is subject to the approval of the relevant Pension Authority, in order that it may be determined with due regard to the amount of any pension or pensions similarly to be drawn in respect of other public service.

(6) For the purpose of this section, an allowance granted in respect of injury or disease must not be taken into account; but where the officer is granted such an allowance, the amount of the allowance which the officer may draw must not exceed one-sixth of his or her highest pensionable emoluments at any time in the course of his or her public service by more than the sum by which the amount of his or

her pension or pensions, apart from such allowance, falls short of two-thirds of such highest pensionable emoluments.

### **Pensions, etc., not to be assignable**

**15.** A pension, gratuity or other allowance granted under this Act is not assignable or transferable, except for the purpose of satisfying —

- (a) a debt due to the Government; or
- (b) an order of any court for the payment of periodical sums of money towards the maintenance of the wife or former wife or minor child, whether legitimate or not, of the officer to whom the pension, gratuity or other allowance has been granted,

and is not liable to be attached, sequestered or levied upon for or in respect of any debt or claim except a debt due to the Government.

### **Liability of pensioners to be called upon to take further employment**

**16.—**(1) Every pension granted under this Act is subject to the condition that unless and until the officer has reached the age of 50 years if a man, and of 45 years if a woman, he or she may, if physically fit for service, be called upon by the President to accept an office, in Singapore, not less in value than the office which he or she held at the date of retirement.

(2) If a pensioner so called upon declines to accept such office, the payment of his or her pension may be suspended until he or she has attained the age of 50 years if a man, and of 45 years if a woman.

(3) This section does not apply to officers in the public service in Singapore on 1 July 1956 who retire otherwise than in the circumstances described in section 11(2)(d) or (f).

### **Pensions, etc., to cease on bankruptcy**

**17.—**(1) A pension, gratuity or other allowance which would be granted under this Act to an officer must not be so granted if, at the date of his or her retirement from the public service, the officer has been adjudged a bankrupt or declared insolvent by judgment of a

court of competent jurisdiction, whether in Singapore or elsewhere, and has not obtained his or her discharge from such adjudication or declaration.

(2) If any person to whom a pension or other allowance has been granted under this Act is adjudicated a bankrupt or is declared insolvent by judgment of the court, whether in Singapore or elsewhere, then the pension or allowance immediately ceases.

(3) In any case where —

(a) by reason of bankruptcy or insolvency of an officer, a pension, gratuity or allowance is not granted; or

(b) by reason of bankruptcy or insolvency of a pensioner, a pension or allowance ceases,

the relevant Pension Authority may, from time to time, during the remainder of such person's life, or during such shorter period or periods, either continuous or discontinuous, as the Pension Authority thinks fit, cause all or any part of the moneys to which the person would have been entitled by way of pension, gratuity or allowance, had the person not become a bankrupt or insolvent, to be paid to, or applied for the maintenance and personal support or benefit of, all or any (to the exclusion of the other or others) of the following persons in such proportions and manner as the Pension Authority thinks proper, and such moneys must be paid or applied accordingly:

(c) such person himself or herself;

(d) any wife, child or children of the person.

(4) Moneys applied under subsection (3) for the discharge of the debts of the officer or pensioner referred to in that subsection must, for the purposes of that subsection, be regarded as applied for his or her benefit.

(5) When a person to whom a pension or allowance has not been granted or whose pension or allowance has ceased under this section obtains a full and proper discharge from his or her bankruptcy or insolvency, his or her pension or allowance shall be restored to him or her with effect from the date of that discharge.

**Pensions, etc., to cease on conviction**

**18.**—(1) If any person to whom a pension or other allowance has been granted under this Act is sentenced to death or penal servitude or any term of imprisonment by any court of competent jurisdiction, whether in Singapore or elsewhere, for any crime or offence, the relevant Pension Authority may direct that the pension or allowance immediately cease, and thereupon the pension or allowance ceases accordingly.

(2) Any pension or allowance that ceases under subsection (1) must be restored with retrospective effect in the case of a person who after conviction at any time receives a free pardon.

(3) Where a pension or allowance ceases by virtue of a direction under subsection (1), the relevant Pension Authority may cause all or any part of moneys to which the pensioner would have been entitled by way of pension or allowance to be paid to or applied for the benefit of any wife, child or children of the pensioner and, after the expiration of the pensioner's sentence, also for the benefit of the pensioner, in the same manner precisely and subject to the same qualifications and restrictions as in the case of bankruptcy or insolvency provided under section 17.

**Pensions, etc., may cease on accepting employment in certain companies, or in engaging in certain occupations for gain**

**19.**—(1) If any person to whom a pension or other allowance has been granted under this Act —

- (a) becomes a director of any company, the principal part of whose business is in any way directly concerned with Singapore or Malaysia;
- (b) becomes an officer or employee employed in Singapore or in Malaysia by any such company; or
- (c) engages in any occupation for gain in Singapore or in Malaysia,

without the permission of the President in writing first had and obtained, the President may direct that the pension or allowance

granted to the person immediately cease, and thereupon the pension or allowance ceases accordingly.

(2) The President may, on being satisfied that the person in respect of whose pension or allowance any direction under subsection (1) shall have been given has ceased —

- (a) to be a director of a company referred to in that subsection;
- (b) to be employed as an officer or employee of such company in Singapore or in Malaysia; or
- (c) to be engaged in an occupation referred to in that subsection,

to give directions for the restoration of the pension or allowance, with retrospective effect if he or she sees fit, to such date as he or she shall specify, and the pension or allowance shall be restored accordingly.

(3) This section shall cease to apply to any person to whom a pension or other allowance has been granted under this Act after a period of 5 years from the date of his or her retirement.

### **Gratuity where officer dies in service**

**20.**—(1) Where an officer dies in the public service in Singapore, there shall be paid to such of the officer's dependants as the relevant Pension Authority may think fit, or if there are no dependants, to the officer's legal personal representative, a gratuity —

- (a) in the case of an officer holding a pensionable office who has not exercised an option mentioned in section 6(3), of an amount equal to one of the following capital sums:
  - (i) where the officer has attained the minimum age at the time of the officer's death — an amount ascertained by multiplying the relevant commutation factor by the amount of such pension that may have been granted to the officer under this Act if the officer had retired on the date of the officer's death in the circumstances described in section 11(2)(c);

- (ii) where the officer has not attained the minimum age at the time of the officer's death — the amount ascertained in accordance with sub-paragraph (i), from which amount there must be a discount at the relevant discount rate in respect of each year or part thereof falling between the date of the officer's death and the date he or she would have attained his or her minimum age had the officer not died (both dates inclusive),

but that gratuity must in no case be less than one year's pensionable emoluments;

- (b) in the case of a Gurkha serving in the Gurkha Contingent of the Singapore Police Force, of an amount equal to  $\frac{1}{120}$  of one year's pensionable emoluments for each complete month of service but such gratuity must not be less than one year's or more than 3 years' pensionable emoluments;
- (c) in the case of an officer holding a pensionable office who has exercised an option mentioned in section 6(3), of an amount equal to one year's salary as at the date immediately prior to the officer's option taking effect or the commuted pension gratuity which might have been granted to the officer if the officer had retired at the date of the officer's death in the circumstances described in section 11(2)(c), whichever is the greater; or
- (d) in any other case, of an amount equal to one year's salary or the officer's commuted annual allowance gratuity, whichever is the greater.

(2) Where —

- (a) an officer who has retired from the public service in Singapore dies within one year of his or her retirement; or

- (b) a retired officer, being an officer who opted under any regulations made under this Act to receive a full pension without any gratuity and whose pension had been suspended under section 11(4), dies within one year of his or her pension taking effect,

there shall be paid to such of his or her dependants as the relevant Pension Authority may think fit, or if there are no dependants, to his or her legal personal representative, a gratuity of an amount equal to —

- (c) in the case of an officer holding a pensionable office who has not exercised an option mentioned in section 6(3) — one year's pensionable emoluments; and
- (d) in any other case — one year's salary,

from which gratuity there must be deducted the amount of the gratuity (if any) which has been paid or is payable under this Act and any payment or payments of pension or allowance, other than any allowance granted in respect of an injury, which may already have been made.

(3) Despite subsection (2), where an officer whose pension, gratuity or other allowance is suspended under section 11(4) dies before his or her pension, gratuity or allowance takes effect (whether or not within one year of his or her retirement), there shall be paid to such of his or her dependants as the relevant Pension Authority may think fit, or if there are no dependants, to his or her legal personal representative, a gratuity of an amount ascertained by multiplying the relevant commutation factor by the amount of the pension that may have been granted to the officer under this Act, from which amount there must be a discount at the relevant discount rate in respect of each year or part thereof falling between the date he or she would have attained his or her minimum age had he or she not died and the date of his or her death (both dates inclusive) but that gratuity must in no case be less than one year's pensionable emoluments.

(4) In this section —

“commutation factor” means 175.14 or such other factor as the President, by order in the *Gazette*, prescribes in variation thereof;

“commuted annual allowance gratuity” means the gratuity which might have been granted to the officer under any regulation providing for the grant of a reduced annual allowance and a gratuity, if the officer’s public service had been wholly in Singapore and if he or she had retired at the date of his or her death in the circumstances described in section 11(2)(c); and for the purpose of calculating the same the officer is deemed to have elected to be paid an annual allowance at the rate of three-fourths of the annual allowance granted to the officer;

“discount rate” means 5% or such other rate as the President, by order in the *Gazette*, prescribes in variation thereof;

“minimum age” has the meaning given by section 11(6);

“one year’s salary” means the emoluments which would be taken for the purpose of computing any allowance or gratuity, or in the case of an officer holding a pensionable office who has exercised an option mentioned in section 6(3) any pension, which may be granted to the officer if he or she had retired at the date of his or her death in the circumstances described in section 11(2)(c);

“pensionable emoluments”, in relation to an officer who had exercised an option mentioned in section 6(3), means the officer’s pensionable emoluments at the date immediately prior to his or her option taking effect;

“relevant commutation factor” and “relevant discount rate”, in relation to an officer or a retired officer, mean the commutation factor and discount rate, respectively, in force on either the date of the officer’s death or his or her appointment to the public service in Singapore, whichever is the more favourable; and for this purpose, all officers appointed to the public service in Singapore before

1 January 1995 shall be deemed to be appointed to the public service in Singapore on that date.

(5) This section applies to all officers appointed to the public service in Singapore, whether appointed before or after 1 April 1986, but not a Supreme Court Judge, an Attorney-General, an Auditor-General, a Deputy Attorney-General or a member of the Public Service Commission who is eligible to be granted a death gratuity under any other written law.

[38/2014; 40/2019]

### **Repeal and saving**

**21.**—(1) The Ordinances set out in the Third Schedule are repealed.

(2) Despite subsection (1) —

- (a) all notifications declaring offices to be pensionable offices or classes to be pensionable classes made under any repealed Ordinance are deemed to have been made under this Act and continue in force until cancelled or varied by notifications in the *Gazette* made under this Act;
- (b) all pensions, gratuities or other allowances granted under any repealed Ordinance are deemed to have been granted under this Act, and continue to be payable until determined under and in accordance with this Act; and
- (c) all rights accrued in respect of pensions, gratuities or other allowances under any repealed Ordinance continue to subsist under this Act as if service in respect of which such rights accrued had been service under the Government.

## FIRST SCHEDULE

Section 6(2)

## PENSIONS REGULATIONS

## ARRANGEMENT OF REGULATIONS

## PART 1

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20. Allowance for injured officers
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25. Transfer from pensionable to non-pensionable office
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Table A — Scale of pensions

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PART 1

## PRELIMINARY

**Citation**

1. These Regulations are the Pensions Regulations.

**Regulations subject to Act**

2. These Regulations shall in all respects be subject to the provisions of the Act.

FIRST SCHEDULE — *continued*

## PART 2

## RECKONABLE SERVICE AND PENSIONABLE EMOLUMENTS

**Period of service qualifying for pension, etc.**

3. Subject to these Regulations, service qualifying for pension, gratuity or other allowance, as the case may be, shall be the inclusive period between the date from which an officer commences to draw salary or half salary from the funds of the Government and the date of the officer leaving the service of the Government without deduction of any period during which he or she has been absent on leave.

**Pensions to whom and at what rates to be granted**

4.—(1) Every officer holding a pensionable office in Singapore, who has been in the service of the Government for not less than 10 years, may on his or her retirement be granted a pension at the rate of one six-hundredth ( $\frac{1}{600}$ th) of his or her annual pensionable emoluments in respect of each complete month of pensionable service subject to the limit prescribed in section 14 of the Act.

(2) Notwithstanding paragraph (1), an officer in the public service in Singapore on 1 July 1956 may be permitted to draw pension at the rate of one seven-hundred-and-twentieth ( $\frac{1}{720}$ th) of his or her pensionable emoluments in respect of each complete month of pensionable service with an addition of sixty seven-hundred-and-twentieths ( $\frac{60}{720}$ ths) of his or her pensionable emoluments subject to the limit prescribed in section 14 of the Act.

**Pensionable service**

5. For the purpose of computing the amount of a pension or gratuity to be granted to an officer, the following periods, subject to any deduction to be made under regulation 8, must be taken into account as pensionable service:

- (a) the periods during which he or she has been on duty;
- (b) any period during which he or she was proceeding to Singapore, on first appointment and in respect of which he or she was paid half or full salary from the funds of the Government;
- (c) any period during which he or she has been absent from duty on leave with full salary or half salary;
- (d) any period during which he or she has been absent from duty on leave without salary, granted on grounds of public policy with the approval of the President, and during which he or she has not qualified for pension or gratuity in respect of other public service;

FIRST SCHEDULE — *continued*

- (e) any period during which an officer shall have been seconded for other public service or for service under a public body with the approval of the President;
- (f) any period during which an officer has been granted leave without salary to serve under a private body with the approval of the President unless the officer has exercised an irrevocable option not to have the period taken into account as pensionable service;
- (g) any period during which he or she is required to serve in a non-pensionable office established under the Constitution and regulation 25 does not apply.

**Service to be unbroken**

6.—(1) Service in respect of which pensions or gratuities may be granted must be unbroken, except in cases where —

- (a) the service has been interrupted by abolition of office or other temporary suspension of employment not arising from misconduct or voluntary resignation; or
- (b) the break in service is caused by retirement under the provisions of the Instruction Manual for the time being in force on the election of an officer as a Member of Parliament or of any local government authority.

(2) Notwithstanding paragraph (1), an officer —

- (a) whose pension has been suspended under regulation 17; or
- (b) who has retired from the public service without pension on account of ill health, abolition of office or reorganisation designed to effect greater efficiency and economy, and has subsequently been re-employed in the public service,

may, if the relevant Pension Authority thinks fit, be granted the pension or gratuity for which the officer would have been eligible if any break in his or her public service immediately prior to such suspension, re-employment or employment had not occurred and such pension shall be in lieu of —

- (c) any pension previously granted to him or her in respect of his or her service under the Government; and
- (d) any gratuity so granted which is required to be refunded as a condition of the application to the officer of this paragraph,

but in addition to any gratuity so granted which is not required to be refunded.

FIRST SCHEDULE — *continued*

(3) In calculating a pension or gratuity granted under paragraph (2), no account is to be taken for any purposes of the period during which the officer was not in public service.

**Acting service**

7. Where an officer has performed acting service in a pensionable office under the Government, the period of the service may be taken into account as pensionable service if the period of such acting service —

- (a) was not part of the pensionable service of a substantive holder of the office and is not taken into account as part of the officer's own pensionable service in other public service; and
- (b) is immediately preceded or followed by service in a substantive capacity in a pensionable office under the Government or in an office which is a pensionable office as regards previous service, and not otherwise.

**Non-pensionable service when to count**

8.—(1) Only service in a pensionable office is to be taken into account as pensionable service.

(2) Notwithstanding paragraph (1) —

- (a) where a period of service in a civil capacity otherwise than in a pensionable office is immediately followed by service in a pensionable office and the officer is confirmed therein, the whole of such period may be taken into account as pensionable service;
- (b) any break in service which may be disregarded under regulation 6(2) may likewise be disregarded in determining for the purposes of sub-paragraph (a) whether one period of service immediately follows another period of service;
- (c) any period during which an officer on the pensionable establishment has served on duty in Malaya or in Brunei Darussalam, whether in a pensionable office or not, may be regarded as pensionable service; and
- (d) any period during which an officer has served in the Singapore Armed Forces immediately prior to the officer's transfer to the public service and which period would have counted as pensionable service under the Singapore Armed Forces (Pensions) Regulations, may be regarded as pensionable service.

FIRST SCHEDULE — *continued***War service how reckoned**

9. Any period during which an officer absent on leave from Singapore has, with the consent of the President, served with the Singapore Armed Forces or in any capacity connected with a state of war, may be reckoned as service on full pay for the purposes of these Regulations.

**Full-time national service is deemed to be public service and period of such service may be reckoned as pensionable service**

10.—(1) Full-time national service under section 12 of the Enlistment Act 1970 or under the provisions of any written law repealed by that Act, is deemed to be public service and a person who has rendered such service, either before or after the person became the holder of a pensionable office, is deemed to have been or to have continued to be (as the case may be) an officer in the public service for the period of such full-time national service for the purposes of the Act.

(2) Any period during which a person has rendered full-time national service under section 12 of the Enlistment Act 1970 or under the provisions of any written law repealed by that Act, may be reckoned as service qualifying for pension, gratuity or other allowance, as the case may be.

(3) The period between the effective date of a person's release from full-time national service and the date of the person's assumption of duty or resumption of duty (as the case may be) in the public service may be deemed to be a period of temporary suspension of employment for the purposes of the Act.

**Officers seconded to public body**

11. Where an officer has been seconded from a pensionable office to an office or class of office which is not pensionable or to service under a public body, the period of the temporary employment must be reckoned for the purpose of pension, gratuity or other allowance, provided that —

- (a) the officer retires in circumstances in which he or she would otherwise be eligible for a pension; and
- (b) for the purposes of these Regulations he or she is deemed to hold and to have held, during the period of such seconded service, a pensionable office to which are attached pensionable emoluments equal to those of the pensionable office from which he or she was seconded.

FIRST SCHEDULE — *continued***Emoluments on which pensions to be computed**

12.—(1) Pensions and gratuities shall be computed —

- (a) where an officer has held one office, the pensionable emoluments of which are not based on a scale of increments, for a period of not less than 3 years immediately preceding the date of the officer's retirement, on the pensionable emoluments payable to him or her at that date in respect of that office;
- (b) where an officer has at any time during such period of 3 years been transferred from one such office to another, but the officer's pensionable emoluments have not been changed by reason of such transfer or transfers, on the pensionable emoluments payable to him or her at the date of his or her retirement in respect of the office then held by him or her;
- (c) where an officer has held an office or has served as an officer of a class, the pensionable emoluments of which are based on a scale of increments, for a period of not less than 3 years immediately preceding the date of the officer's retirement, on the pensionable emoluments payable to him or her at that date in respect of that office or as an officer of that class, except that where 2 or more classes are subject to one time scale, they must be treated for this purpose as one class; and
- (d) in all other cases, on the average amount of the pensionable emoluments payable to the officer during a period of 3 years immediately preceding the date of the officer's retirement, except that —
  - (i) in the case of an officer who has received promotion within 3 years of the date of the officer's retirement, any services in an office or class of office in which the officer served within those 3 years must, for the purposes of computation under this regulation, be deemed to be service on the highest pensionable emoluments paid to the officer in that office or class; and
  - (ii) in the case of an officer who has received promotion within 3 years of the date of the officer's retirement, his or her pension may be calculated as if the officer had not been so promoted if this should be to his or her advantage.

(2) Pensions and gratuities computed under this regulation shall, where applicable, be computed subject to the following conditions:

FIRST SCHEDULE — *continued*

- (a) that where the pensionable emoluments attached to the posts held by an officer during the 3 years immediately preceding the date of the officer's retirement have been increased at any time during that period, the pension or gratuity shall be computed on one-third ( $\frac{1}{3}$ rd) of the aggregate increased pensionable emoluments attached to those posts, as if the increased pensionable emoluments had been in force and payable during the whole of such period;
- (b) that in the case of an officer who has less than 3 years' pensionable service, the pension or gratuity shall be computed on the average amount of the pensionable emoluments payable to the officer during his or her pensionable service;
- (c) that where the pensionable emoluments attached to the post held by an officer at the date of the officer's retirement have been reduced for misconduct, the pension or gratuity shall be computed on the pensionable emoluments payable to him or her at that date or on the average amount of the pensionable emoluments payable to the officer during a period of 3 years immediately preceding that date, whichever is the less.

## (3) Notwithstanding paragraphs (1) and (2) —

- (a) any gratuity to be granted under section 20 of the Act in respect of an officer who dies in the public service shall be computed on the basis of the pensionable emoluments payable to the officer on the date of his or her death; and
- (b) any pension or gratuity to be granted to an officer in the public service under section 11(2)(c) of the Act in circumstances where that officer would be eligible for any benefit under regulation 20 or 22 shall be computed on the basis of the pensionable emoluments payable to that officer immediately preceding the date of his or her retirement.

**Pensions granted for whole-time and part-time service**

**13.—**(1) Subject to paragraph (2), no pension, gratuity or other allowance shall be granted under these Regulations to any officer whose whole-time is not given to the public service.

(2) Part-time service shall qualify as pensionable service but it shall be counted on the basis of the proportion the part-time service bears to whole-time service over the same period.

FIRST SCHEDULE — *continued*

## PART 3

## PENSION, GRATUITY AND ALLOWANCE

**Gratuity and reduced pension for Gurkha**

14.—(1) Subject to this regulation, a Gurkha serving in the Gurkha Contingent of the Singapore Police Force (referred to in this regulation as an officer) to whom a pension is granted under the Act may —

- (a) in the case of an officer retiring before 7 December 1984, be paid a reduced pension at the rate of three-fourths ( $\frac{3}{4}$ ths) of such pension together with a commuted pension gratuity equal to  $12\frac{1}{2}$  times the annual value of the reduction so made in the pension; or
- (b) in the case of an officer retiring on or after 7 December 1984, be paid a reduced pension together with a commuted pension gratuity of an amount equal to one one-hundred-and-twentieth ( $\frac{1}{120}$ th) of the officer's one year's pensionable emoluments in respect of each complete month of pensionable service subject to a maximum of the officer's pensionable emoluments for 3 years.

(2) The reduced pension to be granted under paragraph (1)(b) is the amount of the officer's annual pension less two twenty-fifths ( $\frac{2}{25}$ ths) of the gratuity granted to him or her.

(3) An officer who is paid a reduced pension under paragraph (1) shall, after the expiration of 12 years and 6 months from the date the officer is granted the reduced pension, be eligible for the full pension as if there had been no reduction.

(4) An officer to whom a reduced pension together with a gratuity is granted under the Act may, at the officer's option exercisable in accordance with this regulation, be paid in lieu of the reduced pension together with a gratuity the full pension without any gratuity.

(5) The option shall be exercisable, and if it has already been exercised may be revoked, not later than the day immediately preceding the date of the officer's retirement.

(6) Notwithstanding paragraph (5), if the officer has not exercised the option under paragraph (4) before the day preceding the date of the officer's retirement, the relevant Pension Authority may, if it appears in the circumstances equitable to do so, allow the officer to exercise the option at any time between that date and the date of award of a pension to the officer.

(7) If an officer who has exercised the option under paragraph (4) dies after the officer has finally retired but before a pension has been awarded to him or her, it is

FIRST SCHEDULE — *continued*

lawful for the relevant Pension Authority to grant a gratuity and a reduced pension, as if the officer before his or her death had not exercised the option.

**Pension options**

**15.**—(1) Subject to these Regulations, an officer to whom a pension is granted under the Act may, at his or her option exercisable in accordance with this regulation, be paid —

(a) in the case of an officer appointed before and retiring on or after 1 January 1995 —

- (i) a full pension without any gratuity;
- (ii) a reduced pension together with a gratuity ascertained in accordance with regulation 16; or
- (iii) a commuted pension gratuity ascertained in accordance with regulation 16 without any pension; or

(b) in the case of an officer appointed on or after 1 January 1995 —

- (i) a full pension without any gratuity; or
- (ii) a commuted pension gratuity ascertained in accordance with regulation 16 without any pension.

(2) The option must be exercisable not later than the day immediately preceding the date of the officer's retirement, except that if the officer has not exercised the option before the day preceding the date of his or her retirement, the relevant Pension Authority may, if it appears in the circumstances equitable to do so, allow the officer to exercise the option at any time between that date and the day prior to the date of payment of a pension or gratuity to him or her.

(3) If an officer has exercised the option, the officer's decision is, subject to paragraph (5), irrevocable so far as concerns any pension or gratuity to be granted to him or her under the Act.

(4) An officer who has not exercised an option in accordance with this regulation is deemed to have opted to receive a commuted pension gratuity ascertained in accordance with regulation 16 without any pension.

(5) An officer who is paid a reduced pension pursuant to his or her option exercised in accordance with this regulation shall, after the expiration of 12 years and 6 months from the date he or she was granted the reduced pension, be eligible for the full pension as if there had been no reduction.

(6) Where an officer opts in accordance with this regulation to receive a commuted pension gratuity ascertained in accordance with regulation 16, the commuted pension gratuity is, unless suspended, payable as follows:

FIRST SCHEDULE — *continued*

- (a) subject to paragraph (7), part of the commuted pension gratuity, being a sum equal to the difference between the total amount paid by the Government to the Central Provident Fund on account of the officer with respect to the officer's service, and the total amount payable by the Government to the Central Provident Fund on account of the officer with respect to the same service if the officer had not been on the pensionable establishment, together with the interest thereon, must be paid to the officer's account in the Central Provident Fund; and
- (b) the balance of the commuted pension gratuity must be paid to the officer.

(7) Where the commuted pension gratuity ascertained in accordance with regulation 16 is less than the sum referred to in paragraph (6)(a), the entire commuted pension gratuity must be paid to the officer's account in the Central Provident Fund.

(8) For the purposes of paragraph (6)(a), the reference to the total amount paid or payable by the Government to the Central Provident Fund in respect of any officer must not include reference to any amount thereof which is recoverable from the officer's salary under the Central Provident Fund Act 1953.

(9) This regulation does not apply to a Gurkha serving in the Gurkha Contingent of the Singapore Police Force.

**Reduced pension plus gratuity and commuted pension gratuity**

**16.—**(1) The reduced pension and gratuity referred to in regulation 15(1)(a)(ii) is —

- (a) a reduced pension equal to the amount of the officer's annual pension less two twenty-fifths ( $\frac{2}{25}$ ths) of the gratuity specified in sub-paragraph (b); and
- (b) a gratuity equal to one one-hundred-and-twentieth ( $\frac{1}{120}$ ths) of his or her one year's pensionable emoluments in respect of each complete month of pensionable service subject to a maximum of his or her pensionable emoluments for 3 years.

(2) The commuted pension gratuity referred to in regulation 15(1)(a)(iii) and (b)(ii) is —

- (a) a capital sum ascertained by multiplying the commutation factor by the amount of such pension that may be granted to an officer under the Act; or
- (b) in the case of an officer retiring before attaining his or her minimum age in the circumstances described in section 11(2)(e) or (i) of the Act,

FIRST SCHEDULE — *continued*

a capital sum ascertained in accordance with sub-paragraph (a), from which sum there must be a discount at the relevant discount rate in respect of each year or part thereof falling between the day he or she will attain his or her minimum age and either the date of his or her retirement or the date to which the gratuity is suspended under section 11(4) of the Act, whichever is the later date.

(3) In this regulation —

“commutation factor” means 175.14;

“discount rate” means 5%;

“minimum age” has the same meaning as in section 11(6) of the Act;

“relevant commutation factor” and “relevant discount rate”, in relation to an officer, mean the commutation factor and discount rate specified in this paragraph as in force on either the date of the officer’s retirement from the public service in Singapore or his or her appointment to such public service, whichever is the more favourable; and for this purpose, all officers appointed to the public service in Singapore before 1 January 1995 are deemed to be appointed to the public service in Singapore on that date.

**Case of pensioner re-employed**

17.—(1) If an officer to whom a pension has been granted under the Act is appointed to another office in the public service in Singapore, the payment of his or her pension may, if the relevant Pension Authority thinks fit, be suspended during the period of his or her re-employment.

(2) If an officer to whom a pension or a gratuity has been granted under the Act or under any written law repealed by the Act or, in respect of other public service, under the law or regulations applicable thereto, is appointed to another office in the public service in Singapore and subsequently retires in circumstances in which he or she may be granted a pension, he or she may be granted, subject to paragraph (3) and in lieu of his or her previous pension or gratuity, a pension computed as if the periods of his or her service had been continuous, and such pension may be based on his or her pensionable emoluments at the date of his or her previous or his or her final retirement from the service of the Government, whichever is the greater.

(3) Notwithstanding paragraph (2) —

(a) if on his or her previous retirement the officer was granted a gratuity and reduced pension, there must be refunded to the Government the amount, if any, by which such gratuity together with the total amount

FIRST SCHEDULE — *continued*

of such reduced pension paid during the period of retirement exceeds the total amount of the pension at full pension rate which would have been payable during such period if the officer had not elected to receive gratuity and reduced pension; or

- (b) if on his or her previous retirement the officer was granted a gratuity only, there must be refunded to the Government the amount, if any, by which such gratuity exceeds the total amount of the pension at the full pension rate which would have been payable during the period of retirement, if no regard had been had to the minimum period of service qualifying for a pension and the officer had been granted a pension in respect of the service on account of which the gratuity was granted.

**Abolition or reorganisation of office**

**18.—**(1) If an officer holding a pensionable office retires or is removed from the public service in consequence of the abolition of his or her office or for the purpose of facilitating improvement in the department in which he or she belongs by which greater efficiency or economy can be effected, he or she may be granted a pension at the rate of —

- (a) one five-hundredth ( $\frac{1}{500}$ th) of his or her annual pensionable emoluments in respect of each complete month of pensionable service until two-hundred-and-forty five-hundredths ( $\frac{240}{500}$ ths) is reached; and
- (b) one six-hundredth ( $\frac{1}{600}$ th) in respect of each complete month of pensionable service in excess of 240 months.

(2) A pension must not be granted under this regulation exceeding in amount the pension for which the officer would have been eligible under regulation 4 if he or she had continued to hold his or her office until he or she reached the age at which he or she might be required to retire, or the maximum pension prescribed in section 14 of the Act.

(3) The grant of any pension under this regulation shall be subject to the condition that the officer shall be liable to be recalled for service in Singapore.

(4) If an officer is not qualified for other employment in the service of Singapore or if there is no reason in the opinion of the relevant Pension Authority to expect that he or she can shortly be re-employed, a pension may be granted to him or her free from the condition mentioned in paragraph (3).

FIRST SCHEDULE — *continued***Application of regulations 20 to 23 to all officers**

19. Unless otherwise expressly provided, regulations 20 to 23 apply to all officers in the public service in Singapore, whether appointed before or after 1 April 1986.

**Allowance for injured officers**

20.—(1) Where a person (other than a police officer) employed in the public service of the Government, whether serving in a pensionable or non-pensionable office —

- (a) has been permanently injured in the actual discharge of his or her duty, without his or her own fault, by some injury specifically attributable to the nature of his or her duty;
- (b) has been permanently injured in special circumstances which, in the opinion of the relevant Pension Authority, justify exceptional treatment; or
- (c) contracts a disease to which he or she is specifically exposed by the nature of his or her duty, not being a disease wholly or mainly due to or seriously aggravated by his or her own serious and culpable negligence or misconduct,

and his or her retirement, on the recommendation of a medical board or of a medical practitioner approved by the relevant Pension Authority, is thereby necessitated or materially accelerated, the person may be granted in respect of such injury or disease, in addition to any pension, gratuity or other allowance granted under these Regulations, an annual allowance at the rate of the proportion of his or her emoluments at the date of his or her injury or contraction of the disease, as shown in the following table:

where his or her capacity to contribute to his or her support is —

- |                           |   |   |
|---------------------------|---|---|
| (i) slightly impaired     | — | five-sixtieths ( $\frac{5}{60}$ ths);     |
| (ii) impaired             | — | ten-sixtieths ( $\frac{10}{60}$ ths);     |
| (iii) materially impaired | — | fifteen-sixtieths ( $\frac{15}{60}$ ths); |
| (iv) totally destroyed    | — | twenty-sixtieths ( $\frac{20}{60}$ ths).  |

(2) No allowance granted under paragraph (1), together with any pension granted under these Regulations, shall exceed the limit prescribed in section 14 of the Act.

(3) The amount of the annual allowance must be reduced to such an extent as the relevant Pension Authority thinks reasonable in the following cases:

FIRST SCHEDULE — *continued*

- (a) where the person so injured or suffering from ill health or disease has continued to serve for not less than one year after such injury, or after contracting such ill health or disease in respect of which he or she retires;
- (b) where the person so injured or suffering from ill health or disease is —
  - (i) in the case of officers in the public service in Singapore on 1 July 1956, not less than 50 years old at the date of such injury, or contraction of such ill health or disease; and
  - (ii) in the case of other officers not less than 45 years old at the date of such injury, or contraction of such ill health or disease; or
- (c) where such injury, ill health or disease is not the sole cause of retirement, but the retirement is caused partly by age or infirmity not due to such injury, ill health or disease.

(4) Where the person so injured or suffering from ill health or disease holds a pensionable office and his or her length of service is not such as to qualify him or her for a pension under regulation 4, but he or she is qualified for a gratuity under regulation 26, he or she may be granted in lieu of such gratuity an annual allowance of one six-hundredth ( $\frac{1}{600}$ th) of his or her annual pensionable emoluments for each complete month of pensionable service in addition to the allowance which may be awarded to him or her under this regulation.

(5) An officer so injured or suffering from ill health or disease who is not qualified for either a pension under regulation 4 or a gratuity under regulation 26 may nevertheless be granted a pension of the same amount as the additional allowance which he or she might have been granted if he or she had been so qualified.

(6) Where it appears that the person so injured would, but for this paragraph, in respect of the same injury, be —

- (a) entitled to compensation under the Work Injury Compensation Act 2019 or the Work Injury Compensation Act (Cap. 354, 2009 Revised Edition) repealed by that Act (called in these Regulations the relevant Work Injury Compensation Act); and

- (b) eligible to receive an allowance under this regulation,

he or she shall be required to elect whether he or she will receive compensation under that Act or an allowance under this regulation.

(7) If the person elects under paragraph (6) to receive compensation under the relevant Work Injury Compensation Act, he or she must receive no allowance under this regulation.

FIRST SCHEDULE — *continued*

(8) Where the person so injured, having elected to receive an allowance under this regulation and having been granted such allowance, subsequently institutes proceedings under the relevant Work Injury Compensation Act in respect of the same injury on account of which such allowance was granted, such allowance may be cancelled at any time.

(9) If —

- (a) an officer proceeding by a route approved by the Minister to or from Singapore at the commencement or termination of his or her service therein or of a period of leave therefrom, is permanently injured as the result of damage to the vessel, aircraft or vehicle in which he or she is travelling or of any act of violence directed against himself or herself or against such vessel, aircraft or vehicle; and
- (b) the relevant Pension Authority is satisfied that such damage or act is attributable to circumstances arising out of a war in which Singapore may be engaged,

the officer is deemed, for the purposes of this regulation, to have been injured in the circumstances described in paragraph (1).

(10) Where an officer is permanently injured as a result of an accident occurring to any aircraft in which he or she is being carried in pursuance of official instructions, he or she is deemed for the purposes of this regulation to have been injured in the actual discharge of his or her duty and by some injury specifically attributable to the nature of his or her duty.

(11) Where an allowance may be granted in accordance with paragraph (1) when read in conjunction with paragraph (10) to any person to whom paragraph (10) may apply, the following table shall be substituted for that appearing in paragraph (1):

where his or her capacity to contribute to his or her support is —

- |                            |   |   |
|----------------------------|---|---|
| (a) slightly impaired      | — | seven and a half-sixtieths ( $7\frac{1}{2}/60$ ths);          |
| (b) impaired               | — | fifteen-sixtieths ( $15/60$ ths);                             |
| (c) materially<br>impaired | — | twenty-two and a half-sixtieths<br>( $22\frac{1}{2}/60$ ths); |
| (d) totally destroyed      | — | thirty-sixtieths ( $30/60$ ths).                              |

(12) A person shall be deemed to be carried in an aircraft in pursuance of official instructions where —

- (a) he or she is under a duty to be carried in such aircraft either as a member of the crew or as a passenger;

FIRST SCHEDULE — *continued*

- (b) he or she has received instructions to be carried in such aircraft from the Minister or the Head of his or her Department;
- (c) he or she is entitled to travel by such aircraft in accordance with any general circular issued by authority from the office of the Minister.

(13) This regulation, other than paragraphs (10), (11) and (12), is deemed to have come into operation on 3 September 1939.

(14) This regulation does not apply in the case of a person employed or selected for employment by the Government on or after 30 April 1955 who, in consequence of injury, is entitled to compensation under the relevant Work Injury Compensation Act.

**Pensions, etc., to dependants when officer is killed on duty**

**21.**—(1) Where an officer (other than a police officer) dies as a result of injuries received —

- (a) in the actual discharge of his or her duty;
- (b) without his or her own default; and
- (c) on account of circumstances specifically attributable to the nature of his or her duty,

while in the public service in Singapore, whether serving in a pensionable or non-pensionable office, the relevant Pension Authority may grant, in addition to the gratuity, if any, granted in accordance with section 20 of the Act —

- (d) if the deceased officer leaves a widow, a pension to the widow, while unmarried and of good character, at a rate not exceeding ten-sixtieths ( $\frac{10}{60}$ ths) of the deceased's annual pensionable emoluments at the date of the injury or \$240 a year, whichever is the greater;
- (e) if the deceased officer leaves a widow to whom a pension is granted under sub-paragraph (d) and a child or children, a pension in respect of each child, until such child attains the age of 18 years, of an amount not exceeding one-thirtieth ( $\frac{1}{30}$ th) of the deceased's annual pensionable emoluments but not less than \$60 a year;
- (f) if the deceased officer leaves a child or children, but does not leave a widow or no pension is granted to the widow, a pension in respect of each child, until such child attains the age of 18 years, of double the amount prescribed by sub-paragraph (e);
- (g) if the deceased officer leaves a child or children and a widow to whom a pension is granted under sub-paragraph (d), and the widow

FIRST SCHEDULE — *continued*

subsequently dies or remarries, a pension in respect of each child as from the date of the death or remarriage of the widow, until such child attains the age of 18 years, of double the amount prescribed in sub-paragraph (e); or

- (h) if the deceased officer does not leave a widow, or if no pension is granted to the deceased's widow, and if the deceased's mother was wholly or mainly dependent on the deceased for her support, a pension to the mother, while of good character and without adequate means of support, of an amount not exceeding the pension which might have been granted to the deceased's widow.

(2) Notwithstanding paragraph (1) —

- (a) in the case of a pension granted under paragraph (1)(h), if the mother is a widow at the time of the grant of the pension and subsequently remarries, the pension must cease as from the date of remarriage; and if it appears to the relevant Pension Authority at any time that the mother is adequately provided with other means of support, the pension must cease as from such date as the relevant Pension Authority may determine;
- (b) a pension granted to a female child under paragraph (1) must cease upon the marriage of such child below the age of 18 years;
- (c) a pension must not be payable under this regulation at any time in respect of more than 6 children, but the relevant Pension Authority may in cases of hardship authorise payment of pensions in respect of more than 6 children; and
- (d) paragraph (1) does not apply in the case of the death of an officer if —
  - (i) any dependant of the officer (within the meaning of the Work Injury Compensation Act (Cap. 354, 2009 Revised Edition) repealed by the Work Injury Compensation Act 2019) is entitled to compensation under the repealed Work Injury Compensation Act (Cap. 354, 2009 Revised Edition); or
  - (ii) any relative of the officer (within the meaning of the Work Injury Compensation Act 2019) is entitled to compensation under that Act.

(3) In this regulation —

“child” includes —

- (a) a posthumous child;

FIRST SCHEDULE — *continued*

- (b) a stepchild or illegitimate child born before the date of the injury and wholly or mainly dependent upon the deceased officer for support; and
- (c) an adopted child, adopted in accordance with any statutory provision before the date of injury, and dependent upon the deceased officer for support;

“pensionable emoluments”, in relation to an officer not holding a pensionable office, means the emoluments enjoyed by the officer which would have been pensionable emoluments if the office held by the officer had been a pensionable office.

(4) If —

- (a) an officer proceeding by a route approved by the Minister to or from Singapore at the commencement or termination of his or her service therein, or of a period of leave therefrom dies as a result of damage to the vessel, aircraft or vehicle, in which he or she is travelling or of any act of violence directed against himself or herself or against such vessel, aircraft or vehicle; and
- (b) the relevant Pension Authority is satisfied that such damage or act is attributable to circumstances arising out of a war in which Singapore may be engaged,

the officer is deemed, for the purposes of this regulation, to have died in the circumstances described in paragraph (1).

(5) When an officer dies as a result of injuries received in an accident occurring to any aircraft in which the officer is being carried in pursuance of official instructions, as defined in regulation 20(12), the officer is deemed to have died as a result of injuries received in the actual discharge of his or her duty and on account of circumstances specifically attributable to the nature of his or her duty.

(6) In calculating any pension payable under this regulation in respect of an officer referred to in paragraph (5), paragraph (1) must be read as if —

- (a) the words “fifteen-sixtieths ( $\frac{15}{60}$ ths)” had been substituted for the words “ten-sixtieths ( $\frac{10}{60}$ ths)” appearing in sub-paragraph (d) of that paragraph; and
- (b) the words “one-sixth ( $\frac{1}{6}$ th)” had been substituted for the words “one-thirtieth ( $\frac{1}{30}$ th)” appearing in sub-paragraph (e) of that paragraph.

(7) This regulation, other than paragraphs (5) and (6), is deemed to have come into operation on 3 September 1939.

FIRST SCHEDULE — *continued*

(8) Where an officer other than a police officer —

- (a) sustains a partial disablement or total disablement from an injury; or
- (b) dies as a result of the injuries received in special circumstances,

which, in the opinion of the relevant Pension Authority, justify exceptional treatment, regulations 22 and 23 apply in lieu of this regulation as if the officer were a police officer.

**Allowance for injured police officers and pensions, etc., when police officer is killed on duty**

22.—(1) Where a police officer is injured in any of the following circumstances:

- (a) while on duty or whilst on a journey necessary to enable him or her to report for duty or to return home after duty;
- (b) while not on duty in the performance of some act which is within the scope of a constable's ordinary duties;
- (c) in consequence of some act performed in the execution of his or her duty;
- (d) while acting as a fireman, or assisting in the extinguishment of fire, or in protecting life or property from fire,

the police officer is deemed to have sustained an injury in the execution of his or her duty.

(2) Any injury intentionally inflicted, or incurred in the performance of a duty involving special risks, is deemed to be a non-accidental injury.

(3) Where a police officer sustains a total disablement from an injury received in the execution of his or her duty, the relevant Pension Authority may grant the police officer —

- (a) if the injury is non-accidental, such proportion of the annual pay as is specified in Scale No. 1 in Table A;
- (b) if the injury is accidental, such proportion of the annual pay as is specified in Scale No. 2 in Table A; or
- (c) if it is not possible to determine definitely whether the injury is accidental or non-accidental, such rate intermediate between the rates specified in sub-paragraphs (a) and (b) as the Commissioner of Police may determine.

(4) Where a police officer sustains a partial disablement from an injury received in the execution of his or her duty, it shall be lawful for the relevant Pension Authority to grant the police officer any of the following:

FIRST SCHEDULE — *continued*

- (a) such proportion of the pension applicable in case of total disablement as the degree of disablement bears to total disablement, except that —
- (i) the pension must not be less than such proportion of the annual pay as is specified if the injury was non-accidental in Scale No. 3 in Table A, and otherwise in Scale No. 4 in that Table; and
  - (ii) the minimum pension so payable must be \$20 per month plus such amount as would from time to time be payable to a member of the Singapore Police Force in the same rank in respect of children's allowances;
- (b) in cases recommended by the Commissioner of Police on the grounds of exceptional merit, a gratuity of an amount not exceeding one year's salary calculated at the rate of salary drawn by the disabled member of the Singapore Police Force at the time of the receipt of the injury.
- (5) Where a police officer dies as a result of injuries received in the execution of the police officer's duties, the relevant Pension Authority may grant, in addition to the gratuity, if any, granted in accordance with section 20 of the Act —
- (a) if the deceased officer leaves a widow, a pension to the widow, while unmarried and of good character, at the rate of one-third ( $\frac{1}{3}$ rd) of the deceased's annual pensionable emoluments at the date of the injury, except that the minimum amount of pension so payable must be \$240 a year;
  - (b) if the deceased officer leaves a widow to whom a pension is granted under sub-paragraph (a) and a child or children, a pension in respect of each child, until the child attains the age of 18 years, at the rate of one-fifteenth ( $\frac{1}{15}$ th) of the deceased's annual pensionable emoluments;
  - (c) if the deceased officer leaves a child or children but does not leave a widow or no pension is granted to the widow, a pension in respect of each child, until such child attains the age of 18 years, at the rate of two-fifteenths ( $\frac{2}{15}$ ths) of the deceased's annual pensionable emoluments;
  - (d) if the deceased officer leaves a child or children and a widow to whom a pension is granted under sub-paragraph (a), and the widow subsequently dies or remarries, a pension in respect of each child as from the date of the death or remarriage of the widow, until the child attains the age of 18 years, at the rate of two-fifteenths ( $\frac{2}{15}$ ths) of the deceased's annual pensionable emoluments;

FIRST SCHEDULE — *continued*

- (e) if the deceased officer leaves a widow to whom a pension is granted under sub-paragraph (a), a pension at the rate of one-eighth ( $\frac{1}{8}$ th) of the deceased's annual pensionable emoluments may be paid to the deceased's mother, or, where the deceased's mother is dead, to the deceased's father, while of good character and without adequate means of support, if the mother or (as the case may be) the father was wholly or mainly dependent on the deceased for support at the time of the deceased's death; or
  - (f) if the deceased officer does not leave a widow, or if no pension is granted to the deceased's widow, a pension at the rate of one-fourth ( $\frac{1}{4}$ th) of the deceased's annual pensionable emoluments may be paid to the deceased's mother, or, where the deceased's mother is dead, to the deceased's father, while of good character and without adequate means of support, if the mother or (as the case may be) the father was wholly or mainly dependent on the deceased for support at the time of the deceased's death.
- (6) Despite paragraph (5) —
- (a) in the case of a pension granted under paragraph (5)(e) and (f), if the mother is a widow at the time of the grant of the pension and subsequently remarries, the pension must cease as from the date of remarriage; and if it appears to the relevant Pension Authority at any time that the mother or (as the case may be) the father is adequately provided with other means of support, the pension must cease as from such date as the relevant Pension Authority may determine;
  - (b) a pension granted to a female child under this regulation must cease upon the marriage of the child below the age of 18 years;
  - (c) a pension is not payable under this regulation at any time in respect of more than 6 children, but the relevant Pension Authority may in cases of hardship authorise payment of pensions in respect of more than 6 children; and
  - (d) this regulation does not apply in the case of the death of an officer if —
    - (i) any dependant of the officer (within the meaning of the Work Injury Compensation Act (Cap. 354, 2009 Revised Edition) repealed by the Work Injury Compensation Act 2019) is entitled to compensation under the repealed Work Injury Compensation Act (Cap. 354, 2009 Revised Edition); or
    - (ii) any relative of the officer (within the meaning of the Work Injury Compensation Act 2019) is entitled to compensation under that Act.

FIRST SCHEDULE — *continued*

(7) In this regulation, “total disablement” means total loss of earning capacity in any employment, and, in the case of partial disablement, the degree of disablement must be based upon the degree to which earning capacity is affected.

**Additional compensation for injured police officer or when police officer is killed on duty**

**23.**—(1) Where a police officer dies as a result of injuries received in the execution of the police officer’s duties, the relevant Pension Authority may grant to such of the police officer’s dependants as the Pension Authority may think fit, or if there are no dependants to the police officer’s legal personal representatives, in addition to the gratuity payable under section 20 of the Act and any pension payable to the police officer’s dependants in accordance with regulation 22(5), compensation equivalent to the difference between —

- (a) the sum which the police officer would be entitled to under the relevant Work Injury Compensation Act, as if the police officer were an employee under that Act; and
- (b) the gratuity granted to the police officer under section 20 of the Act.

(2) Where a police officer who has completed 10 years of service sustains a permanent total disablement from an injury received in the execution of the police officer’s duty which enables the police officer to qualify for a pension under regulation 22(3), he or she may elect to be paid a compensation in lieu of such pension, in which event the relevant Pension Authority may grant to the police officer as compensation —

- (a) a sum equivalent to the amount calculated under the relevant Work Injury Compensation Act, as if the police officer were an employee under that Act; or
- (b) a sum equivalent to the gratuity computed under section 20 of the Act as if the police officer had died from the injury,

whichever is the greater.

(3) If a police officer, who has completed 10 years of service, has been retired on account of a permanent total disablement arising from an injury received in the execution of the police officer’s duty and has been receiving a pension under regulation 22, dies within 5 years from the date the police officer received the injury, the relevant Pension Authority may grant, subject to paragraph (4), to such of the police officer’s dependants as the Pension Authority may think fit, or if there are no dependants, to the police officer’s legal personal representatives —

- (a) a pension in accordance with regulation 22(5) as if the police officer had died from the injury; and

FIRST SCHEDULE — *continued*

(b) as compensation —

- (i) a sum equivalent to the amount which the police officer would have received under the relevant Work Injury Compensation Act, as if the police officer had died from the injury and as if the police officer were an employee under that Act; or
- (ii) a sum equivalent to the gratuity computed under section 20 of the Act as if the police officer had died from the injury,

whichever is the greater.

(4) Any compensation payable to the dependants or the legal personal representatives of a deceased police officer under paragraph (3)(b) must be reduced by the aggregate amount of the pension already paid to the deceased police officer under regulation 4 from the date of his or her retirement to the date of his or her death.

(5) Where the aggregate amount of the pension referred to in paragraph (4) exceeds the compensation payable under paragraph (3)(b), the excess amount is, subject to paragraph (6), recoverable by regular monthly deductions from the pension payable to the dependants of the deceased pensioner under regulation 22(5).

(6) Any deduction made from the pension payable to the dependants of a deceased pensioner under paragraph (5) should, if it is reasonably practicable, leave a balance adequate for the maintenance of the dependants.

(7) Where a police officer in the pensionable service who has completed less than 10 years of service sustains a permanent total disablement from an injury received in the execution of the police officer's duty, the relevant Pension Authority may grant to the officer, in addition to a pension payable under regulation 22, as compensation —

- (a) a sum equivalent to the amount calculated under the relevant Work Injury Compensation Act, as if the police officer had died from the injury and as if the police officer were an employee under that Act; or
- (b) a sum equivalent to the gratuity computed under section 20 of the Act as if the police officer had died from the injury,

whichever is the greater.

(8) Any police officer who receives any compensation payable under paragraph (7) is not entitled to receive any benefits payable under regulation 26.

(9) Where a police officer, who is on the provident fund scheme applicable to non-pensionable employees of the Government under the Central Provident Fund Act 1953 and who has completed less than 10 years of service, sustains a

FIRST SCHEDULE — *continued*

permanent total disablement from an injury received in the execution of his or her duty which enables the police officer to qualify for a pension under regulation 22(3), he or she may elect to be paid a compensation in lieu of such pension, in which event the relevant Pension Authority may grant to the police officer as compensation —

- (a) a sum equivalent to the amount calculated under the relevant Work Injury Compensation Act as if the police officer were an employee under that Act; or
- (b) a sum equivalent to the gratuity computed under section 20 of the Act as if the police officer had died from the injury,

whichever is the greater.

(10) Where a police officer sustains a permanent partial disablement from an injury received in the execution of the police officer's duty and is entitled to a pension payable under regulation 22(4), the police officer may elect to be paid a compensation in lieu of such pension, in which event the relevant Pension Authority may grant to the officer as compensation a sum equivalent to the amount calculated for permanent partial incapacity under the relevant Work Injury Compensation Act, as if the police officer were an employee under that Act.

(11) Where a police officer, or on his or her death his or her dependants or legal personal representatives, is or are entitled to receive any benefits under section 20 of the Act or under these Regulations, the relevant Pension Authority may on the grounds of exceptional circumstances increase the amount of benefits payable by another 30%.

(12) The aggregate amount of any pension and the additional 30% of such pension payable to the police officer or his or her dependants under paragraph (11) must not exceed the officer's last drawn pensionable emoluments.

**Allowance for service in non-pensionable office**

**24.—**(1) An officer holding a non-pensionable office or a pensionable office on a temporary month-to-month basis or on monthly salary who retires in circumstances in which the officer might have been granted a pension had the officer held a pensionable office may, if he or she has continuously served in the Government for not less than 15 years, be granted an annual allowance not exceeding three-fourths ( $\frac{3}{4}$ ths) of the pension which he or she might have been granted had he or she been employed in a pensionable office.

(2) In lieu of the annual allowance under paragraph (1) there may be paid to such officer, with the approval of the relevant Pension Authority, a capital sum equal to the amount of 5 of such annual payments.

FIRST SCHEDULE — *continued*

(3) No capital sum under paragraph (2) shall —

- (a) ordinarily be paid in any case of retirement on the ground of ill health; or
- (b) be paid to any officer who elects to receive a gratuity and a reduced annual allowance in accordance with paragraph (4).

(4) Regulation 14 applies to an annual allowance granted under paragraph (1), and in its application references to “pension” in that regulation must be read as references to “annual allowance”, except that —

- (a) the reduced annual allowance to be granted to an officer must be at the rate of three-fourths ( $\frac{3}{4}$ ths) of his or her annual allowance; and
- (b) his or her commuted annual allowance gratuity must be equal to  $12\frac{1}{2}$  times the annual value of the reduction so made in his or her allowance.

(5) This regulation does not apply to any officer appointed to the public service on or after 7 December 1984.

## PART 4

## MISCELLANEOUS

**Transfer from pensionable to non-pensionable office**

**25.**—(1) Where an officer has been transferred from a pensionable office to a non-pensionable office then at the option of such officer —

- (a) his or her service in the non-pensionable office may be reckoned as though it were service in a pensionable office at the pensionable emoluments payable to the officer immediately prior to the transfer; or
- (b) his or her service in the pensionable office may be reckoned as though it were service in a non-pensionable office.

(2) This regulation does not apply to an officer who, immediately before 1 January 2015, is in a pensionable office established under the Constitution and who is transferred, on or after that date to a non-pensionable office established under the Constitution.

**Gratuity where service insufficient for pension**

**26.** Every officer, otherwise qualified for a pension, who has not completed the minimum period of service qualifying for a pension, may be granted on retirement a gratuity not exceeding five-six-hundredths ( $\frac{5}{600}$ ths) of his or her annual

FIRST SCHEDULE — *continued*

pensionable emoluments in respect of each complete month of pensionable service.

**Gratuity when nothing else is provided**

**27.**—(1) A gratuity or an annual allowance may, on his or her retirement in the circumstances described in the first column of Table B, be granted to any officer holding a non-pensionable office or a pensionable office on a temporary month-to-month basis to whom regulation 24 does not apply.

(2) The gratuity or annual allowance must be computed in accordance with Table B.

(3) Paragraphs (1) and (2) are deemed to have come into operation on 1 July 1956.

(4) This regulation does not apply to any officer appointed to the public service on or after 7 December 1984.

**Conditions of pension**

**28.** It shall be a condition of the grant of every pension or other allowance that the relevant Pension Authority may cancel or reduce it if it be shown to have been obtained by the wilful suppression of material facts or to have been granted in ignorance of facts which, had they been known before the retirement of the officer, would have justified his or her dismissal or a reduction of his or her salary.

**Temporary reduction of salary not to affect rate of pension**

**29.** Where the salary attached to any office is temporarily reduced for reasons of public economy, all pensions, gratuities and other allowances must be calculated on the normal rate of salary and not on the rate to which such salary has been temporarily reduced.

FIRST SCHEDULE — *continued*

## TABLE A

Regulation 22

## SCALE OF PENSIONS

Completed years of approved service	Proportion of Pension to Pay on Retirement			
	<i>Scale No. 1</i> On total disablement from non-accidental injury received in execution of duty	<i>Scale No. 2</i> On total disablement from accidental injury received in execution of duty	<i>Scale No. 3</i> On partial disablement from non-accidental injury	<i>Scale No. 4</i> On partial disablement from accidental injury
	60ths	60ths	60ths	60ths
1 or less	45	30	20	10
2	45	30	20	10
3	45	30	20	10
4	45	30	20	10
5	45	30	20	10
6	45	30	20	10
7	45	30	20	10
8	45	30	20	10
9	45	30	20	10
10	45	30	20	10
11	48	32	21	11
12	48	32	21	12
13	48	32	23	13
14	48	32	24	14
15	48	32	25	15
16	51	34	26	16
17	51	34	27	17
18	51	34	28	18
19	51	34	29	19

FIRST SCHEDULE — *continued*

Completed years of approved service	Proportion of Pension to Pay on Retirement			
	<i>Scale No. 1</i> On total disablement from non-accidental injury received in execution of duty	<i>Scale No. 2</i> On total disablement from accidental injury received in execution of duty	<i>Scale No. 3</i> On partial disablement from non-accidental injury	<i>Scale No. 4</i> On partial disablement from accidental injury
20	51	34	30	20
21	54	36	32	22
22	54	36	34	24
23	54	36	36	26
24	54	36	38	28
25	54	36	40	30
26	57	38	40	32
27	57	38	40	34
28	57	38	40	36
29	57	38	40	38
30 or over	60	40	40	40

FIRST SCHEDULE — *continued*

## TABLE B

Regulation 27

## GRATUITIES AND ALLOWANCES

<i>First column</i>	<i>Second column</i>
Years of Service of Officer	Gratuity or Allowance Payable
1. 10 years service or above but below 15 years in a non-pensionable office or a pensionable office on a temporary month-to-month basis	An annual allowance equal to one-half ( $\frac{1}{2}$ ) of the pension which might have been granted had the officer retired in similar circumstances while holding a pensionable office; or a capital sum equal to the amount of 5 of such annual payments with the consent of the relevant Pension Authority, except that no capital sum shall, unless in all the circumstances of the case seem reasonable to the relevant Pension Authority, be paid if the officer retired on the ground of ill health.
2. Below 10 years service in a non-pensionable office or a pensionable office on a temporary month-to-month basis	A gratuity equal to one-half ( $\frac{1}{2}$ ) of one-tenth ( $\frac{1}{10}$ th) of a month's salary for each complete month of service, if the officer retired on the ground of ill health or on account of age limit or, if the officer was holding a non-pensionable office, on account of the abolition of any office in or reorganisation of the department to which he or she was attached to effect greater efficiency or economy.

FIRST SCHEDULE — *continued*

<i>First column</i>	<i>Second column</i>
Years of Service of Officer	Gratuity or Allowance Payable
3. 10 years service or above as a daily-rated officer	A gratuity equal to one and two-thirds ( $1\frac{2}{3}$ rds) days' basic pay for each completed month of service. No gratuity is payable to daily-rated officers retiring below the age of 45 years, unless pronounced medically unfit for further service, and no gratuity is payable to daily-rated officers retiring below the age of 50 years unless it appears proper to the Government that they should through age or infirmity be retired, except that where the wife of a daily-rated officer who has died while in service or retired has herself not less than 10 years' continuous service as a daily-rated officer, she will not be debarred from receiving a gratuity merely because she is below the age of 45 years, but will receive a gratuity where she herself decides to retire within one month of her husband's death or retirement.
4. More than one year's service but less than 10 years' service as a daily-rated officer	A gratuity equal to seven-eighths ( $\frac{7}{8}$ ths) days' basic pay for each complete month of service, only in circumstances where the daily-rated officer retired on the ground of ill health.
5. Continuous service partly on monthly pay and partly on daily pay and —	An annual allowance or gratuity, in respect of the aggregate service on monthly pay calculated in accordance with the method specified in the second column of item 1 or 2 of this Table or regulation 24 to which may be added a gratuity in respect of his or her service on daily pay calculated in accordance with the method specified in the second column of item 3 of this Table.
(a) the aggregate service is not less than 10 years; or	
(b) the officer has retired on the ground of ill health	

[5/2008; 27/2019; S 846/2014]

## SECOND SCHEDULE

Section 9

## FUNDS

The Central Provident Fund established under the Central Provident Fund Act 1953.

## THIRD SCHEDULE

Section 21(1)

## ORDINANCES REPEALED

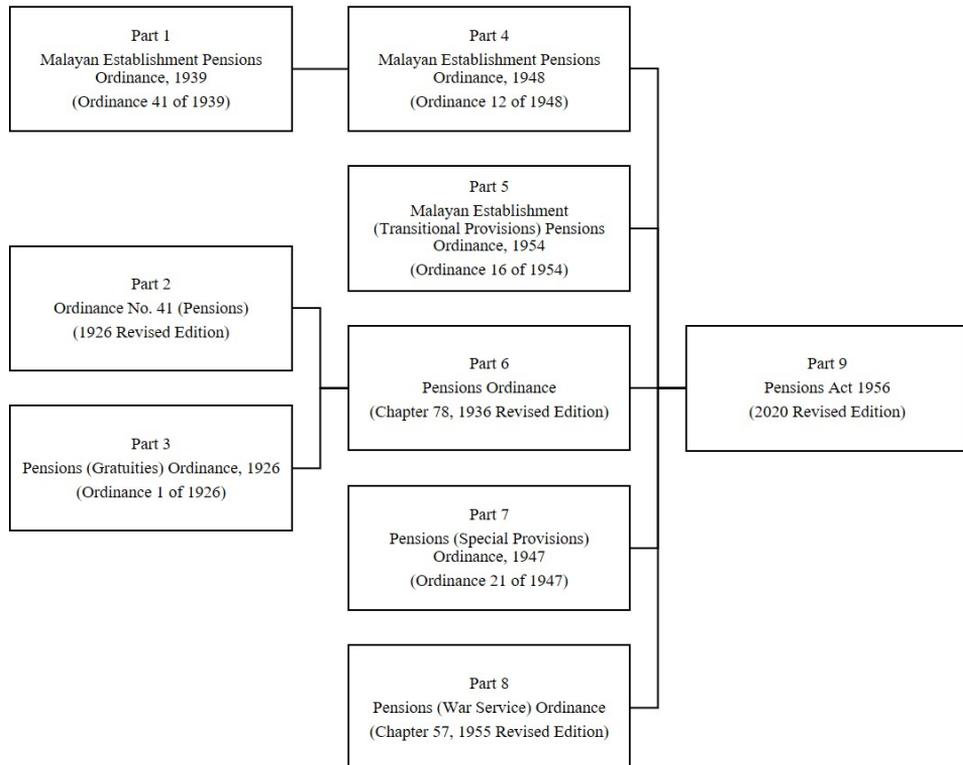
<i>Number</i>	<i>Short title</i>
1936 Edition, Chapter 78	The Pensions Ordinance.
No. 21 of 1947	The Pensions (Special Provisions) Ordinance 1947.
No. 12 of 1948	The Malayan Establishment Pensions Ordinance 1948.
No. 16 of 1954	The Malayan Establishment (Transitional Provisions) Pensions Ordinance 1954.
1955 Edition, Chapter 57	The Pensions (War Service) Ordinance.

# LEGISLATIVE HISTORY

## PENSIONS ACT 1956

This Legislative History is a service provided by the Law Revision Commission on a best-efforts basis. It is not part of the Act.

### PICTORIAL OVERVIEW OF PREDECESSOR ACTS



### LEGISLATIVE HISTORY DETAILS

#### PART 1

#### MALAYAN ESTABLISHMENT PENSIONS ORDINANCE, 1939 (ORDINANCE 41 OF 1939)

#### 1. Ordinance 41 of 1939 — Malayan Establishment Pensions Ordinance, 1939

Bill	:	G.N. No. 2211/1939
First Reading	:	28 August 1939
Second and Third Readings	:	16 October 1939
Commencement	:	1 January 1934

PART 2  
ORDINANCE NO. 41 (PENSIONS)  
(1926 REVISED EDITION)

**2. Ordinance IX of 1870 — Pensions Ordinance, 1870**

Bill	:	S.S.G.G. No. 34/1870
First and Second Readings	:	22 August 1870
Notice of Amendments	:	27 September 1870
Third Reading	:	27 September 1870
Commencement	:	27 September 1870 (passed)

**3. Ordinance I of 1871 — Pensions Ordinance, 1871**

Bill	:	G.N. No. 102/1871
First, Second and Third Readings	:	17 May 1871
Commencement	:	17 May 1871 (passed)

**4. Ordinance VIII of 1887 — The Pensions Ordinance 1887**

Bill	:	G.N. No. 201/1887
First Reading	:	2 May 1887
Second Reading	:	4 August 1887
Third Reading	:	11 August 1887
Commencement	:	11 August 1887

**5. Ordinance 23 of 1920 — Pensions (Amendment) Ordinance, 1920**

Bill	:	G.N. No. 1382/1920
First Reading	:	3 September 1920
Second Reading	:	13 October 1920
Notice of Amendments	:	13 October 1920
Third Reading	:	25 October 1920
Commencement	:	10 November 1920

**6. 1920 Revised Edition — Ordinance No. 41 (Pensions)**

Operation	:	28 November 1921
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**7. Ordinance 26 of 1921 — Statute Laws (Revised Edition) Operation Ordinance, 1921**

(Amendments made by section 3(a) read with Schedule B to the above Ordinance)

Bill	:	G.N. No. 1854/1921
First and Second Readings	:	22 November 1921
Notice of Amendments	:	22 November 1921
Third Reading	:	22 November 1921
Commencement	:	28 November 1921 (section 3(a) read with Schedule B)

**8. Ordinance 21 of 1922 — Ordinance No. 41 (Pensions) Amendment Ordinance, 1922**

Bill	:	G.N. No. 332/1922
First Reading	:	27 March 1922
Second Reading	:	24 April 1922
Notice of Amendments	:	24 April 1922
Third Reading	:	12 June 1922
Commencement	:	30 June 1922

**9. Ordinance 7 of 1923 — Ordinance No. 41 (Pensions) Amendment Ordinance, 1923**

Bill	:	G.N. No. 246/1923
First Reading	:	26 February 1923
Second Reading	:	23 April 1923
Third Reading	:	28 May 1923
Commencement	:	9 June 1923

**10. Ordinance 9 of 1924 — Pensions Amendment Ordinance, 1924**

Bill	:	G.N. No. 626/1924
First Reading	:	14 April 1924
Second Reading	:	30 June 1924
Notice of Amendments	:	15 September 1924
Third Reading	:	15 September 1924
Commencement	:	26 September 1924

**11. Ordinance 4 of 1926 — The Pensions (Amendment) Ordinance, 1926**

Bill	:	G.N. No. 774/1926
First and Second Readings	:	17 May 1926
Notice of Amendments	:	17 May 1926
Third Reading	:	17 May 1926
Commencement	:	1 January 1926

**12. 1926 Revised Edition — Ordinance No. 41 (Pensions)**

Operation	:	1 August 1926
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**13. Ordinance 6 of 1926 — The Statute Laws (Revised Edition) Operation Ordinance, 1926**

(Amendments made by section 3 read with Schedule *B* to the above Ordinance)

Bill	:	G.N. No. 1151/1926
First and Second Readings	:	12 July 1926
Notice of Amendments	:	12 July 1926
Third Reading	:	12 July 1926
Commencement	:	1 August 1926 (section 3 read with Schedule <i>B</i> )

## PART 3

PENSIONS (GRATUITIES) ORDINANCE, 1926  
(ORDINANCE 1 OF 1926)**14. Ordinance 1 of 1926 — Pensions (Gratuities) Ordinance, 1926**

Bill	:	G.N. No. 2074/1925
First Reading	:	7 December 1925
Second Reading	:	1 February 1926
Notice of Amendments	:	1 February 1926
Third Reading	:	1 February 1926
Commencement	:	9 February 1926

## PART 4

MALAYAN ESTABLISHMENT PENSIONS ORDINANCE, 1948  
(ORDINANCE 12 OF 1948)**15. Ordinance 12 of 1948 — Malayan Establishment Pensions Ordinance, 1948**

Bill	:	G.N. No. S 73/1948
First, Second and Third Readings	:	Information not available
Commencement	:	1 April 1946

## PART 5

MALAYAN ESTABLISHMENT (TRANSITIONAL PROVISIONS)  
PENSIONS ORDINANCE, 1954  
(ORDINANCE 16 OF 1954)**16. Ordinance 16 of 1954 — Malayan Establishment (Transitional Provisions) Pensions Ordinance, 1954**

Bill	:	G.N. No. S 200/1954
First Reading	:	15 June 1954
Second Reading	:	20 July 1954
Third Reading	:	17 August 1954
Commencement	:	1 July 1954

## PART 6

PENSIONS ORDINANCE  
(CHAPTER 78, 1936 REVISED EDITION)**17. Ordinance 22 of 1928 — Pensions Ordinance, 1928**

Bill	:	G.N. No. 1581/1928
First Reading	:	27 August 1928
Second Reading	:	8 October 1928
Notice of Amendments	:	8 October 1928
Third Reading	:	29 October 1928
Commencement	:	10 November 1928

**18. Ordinance 21 of 1930 — Pensions (Amendment) Ordinance, 1930**

Bill	:	G.N. No. 2026/1930
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First Reading	:	13 October 1930
Second and Third Readings	:	8 December 1930
Commencement	:	27 March 1929

**19. Ordinance 9 of 1931 — Pensions (Amendment) Ordinance, 1931**

Bill	:	G.N. No. 349/1931
First Reading	:	23 March 1931
Second Reading	:	6 July 1931
Notice of Amendments	:	6 July 1931
Third Reading	:	31 August 1931
Commencement	:	18 September 1931

**20. Ordinance 9 of 1934 — The Pensions (Amendment) Ordinance, 1934**

Bill	:	G.N. No. 45/1934
First Reading	:	12 February 1934
Second and Third Readings	:	16 April 1934
Commencement	:	8 May 1934

**21. Ordinance 63 of 1935 — Statute Law Revision Ordinance, 1935**  
(Amendments made by section 2 read with paragraph (aa) of the First Schedule to the above Ordinance)

Bill	:	G.N. No. 3043/1935
First Reading	:	20 November 1935
Second Reading	:	9 December 1935
Notice of Amendments	:	9 December 1935
Third reading	:	9 December 1935
Commencement	:	31 December 1935 (section 2 read with paragraph (aa) of the First Schedule)

**22. 1936 Revised Edition — Pensions Ordinance (Chapter 78)**

Operation	:	1 September 1936
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**23. Ordinance 15 of 1936 — Pensions (Amendment) Ordinance, 1936**

Bill	:	G.N. No. 2325/1936
First Reading	:	24 August 1936

Second and Third Readings : 26 October 1936

Commencement : 10 November 1936

**24. Ordinance 53 of 1941 — Pensions (Amendment) Ordinance, 1941**

Bill : G.N. No. 1835/1941

First Reading : 25 August 1941

Second and Third Readings : 13 October 1941

Commencement : 2 September 1939

**25. Ordinance 9 of 1954 — Pensions (Amendment) Ordinance, 1954**

Bill : 12/1954

First Reading : 13 April 1954

Second Reading : 18 May 1954

Third Reading : 15 June 1954

Commencement : 29 June 1954

**26. Ordinance 2 of 1955 — Pensions (Amendment) Ordinance, 1955**

Bill : G.N. No. S 9/1955

First, Second and Third  
Readings : 28 January 1955

Commencement : 4 February 1955

PART 7

PENSIONS (SPECIAL PROVISIONS) ORDINANCE, 1947  
(ORDINANCE 21 OF 1947)

**27. Ordinance 21 of 1947 — Pensions (Special Provisions) Ordinance, 1947**

Bill : G.N. No. S 153/1947

First and Second Readings : Information not available

Third Reading : 29 May 1947

Commencement : 1 July 1947

PART 8  
PENSIONS (WAR SERVICE) ORDINANCE  
(CHAPTER 57, 1955 REVISED EDITION)

**28. Ordinance 42 of 1941 — Pensions (War Service) Ordinance, 1941**

Bill	:	G.N. No. 1085/1941
First Reading	:	9 June 1941
Second and Third Readings	:	25 August 1941
Commencement	:	10 September 1941

**29. 1955 Revised Edition — Pensions (War Service) Ordinance (Chapter 57)**

Operation	:	1 July 1956
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**30. G.N. No. S 223/1959 — Singapore Constitution (Modification of Laws) Order, 1959**

Commencement	:	3 June 1959
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PART 9  
PENSIONS ACT 1956  
(2020 REVISED EDITION)

**31. Ordinance 22 of 1956 — Pensions Ordinance, 1956**

Bill	:	47/1956
First Reading	:	7 March 1956
Second Reading	:	4 April 1956
Third Reading	:	6 June 1956
Commencement	:	1 July 1956

**32. G.N. No. S 23/1963 — Pensions (Amendment) Regulations, 1963**

Commencement	:	1 July 1956 (regulation 2) 1 February 1963 (except regulation 2)
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**33. Ordinance 27 of 1958 — Pensions (Amendment) Ordinance, 1958**

Bill	:	Information not available
First, Second and Third Readings	:	13 August 1958
Commencement	:	21 August 1958

**34. G.N. No. S 197/1959 — Pensions (Amendment) Regulations, 1959**

Commencement	:	1 May 1959
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**35. G.N. No. S (N.S.) 26/1959 — The Pensions (Amendment) Regulations, 1959**

Commencement : 1 May 1959

**36. G.N. No. S 223/1959 — Singapore Constitution (Modification of Laws) Order, 1959**

Commencement : 3 June 1959

**37. G.N. No. S (N.S.) 178/1959 — Singapore Constitution (Modification of Laws) (No. 4) Order, 1959**

Commencement : 20 November 1959

**38. G.N. No. S (N.S.) 179/1959 — Singapore Constitution (Modification of Laws) (No. 5) Order, 1959**

Commencement : 20 November 1959

**39. Ordinance 21 of 1962 — Pensions (Amendment) Ordinance, 1962**

Bill : 184/1962  
 First Reading : 27 June 1962  
 Second Reading : 6 July 1962  
 Notice of Amendments : 6 July 1962  
 Third Reading : 6 July 1962  
 Commencement : 20 July 1962

**40. Ordinance 8 of 1963 — Pensions (Amendment) Ordinance, 1963**

Bill : 189/1963  
 First Reading : 5 April 1963  
 Second and Third Readings : 15 June 1963  
 Commencement : 1 September 1963

**41. G.N. No. S 215/1966 — Pensions (Amendment) Regulations, 1966**

Commencement : 30 September 1966

**42. Act 15 of 1968 — Pensions (Amendment) Act, 1968**

Bill : 23/1968  
 First Reading : 22 May 1968  
 Second and Third Readings : 10 July 1968  
 Commencement : 20 July 1968

**43. G.N. No. S 68/1969 — Pensions (Amendment) Regulations, 1969**

Commencement : 1 January 1969

**44. Act 14 of 1969 — Statute Law Revision Act, 1969**

(Amendments made by section 2 read with the First Schedule to the above Act)

Bill : 22/1969

First Reading : 15 October 1969

Second Reading : 22 December 1969

Notice of Amendments : 22 December 1969

Third Reading : 22 December 1969

Commencement : 2 January 1970 (section 2 read with the First Schedule)

**45. Act 2 of 1970 — Pensions (Amendment) Act, 1970**

Bill : 30/1969

First Reading : 23 December 1969

Second and Third Readings : 27 January 1970

Commencement : 10 February 1970

**46. Act 32 of 1970 — Pensions (Amendment No. 2) Act, 1970**

Bill : 27/1970

First Reading : 26 June 1970

Second and Third Readings : 22 July 1970

Commencement : 7 August 1970

**47. G.N. No. S 268/1970 — Pensions (Amendment) Regulations, 1970**

Commencement : 25 September 1970

**48. 1970 Revised Edition — Pensions Act (Chapter 55)**

Operation : 1 April 1971

**49. G.N. No. S 250/1971 — Pensions (Amendment) Regulations, 1971**

Commencement : 24 September 1971

**50. Act 21 of 1971 — Pensions (Amendment) Act, 1971**

Bill : 18/1971

First Reading : 19 October 1971

- Second and Third Readings : 2 December 1971  
 Commencement : 17 December 1971
- 51. Act 26 of 1972 — Pensions (Amendment) Act, 1972**
- Bill : 41/1972  
 First Reading : 3 November 1972  
 Second and Third Readings : 22 November 1972  
 Commencement : 1 April 1972
- 52. G.N. No. S 281/1975 — Pensions (Amendment) Regulations, 1975**
- Commencement : 17 October 1975
- 53. Act 20 of 1978 — Pensions (Amendment) Act, 1978**
- Bill : 12/1978  
 First Reading : 27 February 1978  
 Second and Third Readings : 23 March 1978  
 Commencement : 28 April 1978
- 54. G.N. No. S 283/1978 — Pensions (Amendment) Regulations, 1978**
- Commencement : 22 December 1978
- 55. Act 5 of 1982 — Pensions (Amendment) Act, 1982**
- Bill : 29/1981  
 First Reading : 22 December 1981  
 Second and Third Readings : 3 March 1982  
 Commencement : 1 January 1982
- 56. G.N. No. S 318/1984 — Pensions (Amendment) Regulations 1984**
- Commencement : 7 December 1984
- 57. Act 36 of 1984 — Pensions (Amendment) Act 1984**
- Bill : 31/1984  
 First Reading : 19 October 1984  
 Second and Third Readings : 20 November 1984  
 Commencement : 7 December 1984
- 58. G.N. No. S 97/1985 — Pensions (Amendment) Regulations 1985**
- Commencement : 19 April 1985

**59. 1986 Reprint — Pensions Act (Chapter 55)**

Reprint : 10 April 1986

**60. Act 26 of 1986 — Pensions (Amendment) Act 1986**

Bill : 17/1986

First Reading : 29 July 1986

Second and Third Readings : 25 August 1986

Commencement : 12 September 1986

**61. G.N. No. S 236/1986 — Pensions (Amendment) Regulations 1986**

Commencement : 12 September 1986

**62. 1985 Revised Edition — Pensions Act (Chapter 225)**

Operation : 30 March 1987

**63. G.N. No. S 484/1989 — Pensions (Amendment) Regulations 1989**

Commencement : 15 December 1989

**64. G.N. No. S 31/1993 — Pensions (Amendment) Regulations 1993**

Commencement : 19 February 1993

**65. G.N. No. S 19/1995 — Pensions (Amendment) Regulations 1995**

Commencement : 1 January 1995

**66. Act 12 of 1995 — Pensions (Amendment) Act 1995**

Bill : 6/1995

First Reading : 1 March 1995

Second and Third Readings : 23 March 1995

Commencement : 1 January 1995

**67. Act 8 of 1995 — Pension Fund Act 1995**

(Amendments made by section 16 of the above Act)

Bill : 2/1995

First Reading : 23 January 1995

Second and Third Readings : 1 March 1995

Commencement : 1 April 1995 (section 16)

**68. Act 7 of 1997 — Statutes (Miscellaneous Amendments) Act 1997**

(Amendments made by section 3 of the above Act)

Bill : 6/1997

First Reading	:	11 July 1997
Second and Third Readings	:	25 August 1997
Commencement	:	1 September 1998 (section 3)

**69. G.N. No. S 451/1998 — Pensions (Amendment) Regulations 1998**

Commencement	:	1 September 1998
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**70. Act 11 of 2003 — Street Works (Amendment) Act 2003**

(Amendments made by section 23 read with item (2) of the Schedule to the above Act)

Bill	:	9/2003
First Reading	:	24 April 2003
Second and Third Readings	:	30 June 2003
Commencement	:	1 August 2003 (section 23 read with item (2) of the Schedule)

**71. 2004 Revised Edition — Pensions Act (Chapter 225)**

Operation	:	1 January 2004
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**72. Act 5 of 2008 — Workmen’s Compensation (Amendment) Act 2008**

(Amendments made by section 40 read with item (14) of the Schedule to the above Act)

Bill	:	50/2007
First Reading	:	12 November 2007
Second and Third Readings	:	22 January 2008
Commencement	:	1 April 2008 (section 40 read with item (14) of the Schedule)

**73. Act 4 of 2010 — Statutes (Miscellaneous Amendments) Act 2010**

(Amendments made by section 3 of the above Act)

Bill	:	26/2009
First Reading	:	23 November 2009
Second and Third Readings	:	12 January 2010
Commencement	:	17 February 2010 (section 3)

**74. Act 38 of 2014 — Judges’ Remuneration (Amendment) Act 2014**

(Amendments made by section 4 of the above Act)

Bill	:	31/2014
First Reading	:	7 October 2014

Second and Third Readings : 4 November 2014

Commencement : 1 January 2015 (section 4)

**75. G.N. No. S 846/2014 — Pensions (Amendment) Regulations 2014**

Commencement : 1 January 2015

**76. Act 27 of 2019 — Work Injury Compensation Act 2019**

(Amendments made by section 83(5) of the above Act)

Bill : 21/2019

First Reading : 5 August 2019

Second and Third Readings : 3 September 2019

Commencement : 1 September 2020 (section 83(5))

**77. Act 40 of 2019 — Supreme Court of Judicature (Amendment) Act 2019**

(Amendments made by section 28(1) read with item 114 of the Schedule to the above Act)

Bill : 32/2019

First Reading : 7 October 2019

Second Reading : 5 November 2019

Notice of Amendments : 5 November 2019

Third Reading : 5 November 2019

Commencement : 2 January 2021 (section 28(1) read with item 114 of the Schedule)

Abbreviations

C.P.	Council Paper
G.N. No. S (N.S.)	Government Notification Number Singapore (New Series)
G.N. No.	Government Notification Number
G.N. No. S	Government Notification Number Singapore
G.N. Sp. No. S	Government Notification Special Number Singapore
L.A.	Legislative Assembly
L.N.	Legal Notification (Federal/Malaysian Subsidiary Legislation)
M. Act	Malayan Act/Malaysia Act
M. Ordinance	Malayan Ordinance
Parl.	Parliament
S.S.G.G. (E) No.	Straits Settlements Government Gazette (Extraordinary) Number
S.S.G.G. No.	Straits Settlements Government Gazette Number