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EDUCATION SERVICE INCENTIVE PAYMENT ACT 2001  
(ACT 36 OF 2001)

EDUCATION SERVICE INCENTIVE PAYMENT  
(CONNECT PLAN) REGULATIONS 2002

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In exercise of the powers conferred by section 3 (1) of the Education Service Incentive Payment Act 2001, the Minister for Education hereby makes the following Regulations:

PART I  
PRELIMINARY

**Citation and commencement**

1. These Regulations may be cited as the Education Service Incentive Payment (CONNECT Plan) Regulations 2002 and shall be deemed to have come into operation on 1st January 2002.

**Definitions**

2.—(1) In these Regulations, unless the context otherwise requires —

“aided school teacher” means a person who is employed by the manager of an aided school for teaching duties;

“Award Administrator” means any public officer appointed under regulation 3 to be an Award Administrator;

“contribution”, in relation to any member, means the annual sum payable by the Government in respect of the member in accordance with regulation 8;

“Education Service” means the Education Scheme of Service of the Singapore Civil Service;

“Forfeiture Account” has the same meaning as in the Education Service Incentive Payment (CONNECT Fund) Rules 2002 (G.N. No. S 129/2002);

“leave” means leave of absence;

“length of service”, in relation to a member, means the period beginning on the date he or she —

(a) is appointed (whether before, on or after 1st January 2002) to the Education Service to any grade below Superscale grade (but not Grade 1.2 or 2.2 or its equivalent); or

(b) is employed as an aided school teacher (whether before, on or after 1st January 2002) on remuneration terms equivalent to a person referred to in paragraph (a),

and ending on 1st January of every year thereafter;

“member” means any member of the CONNECT Plan, being either —

(a) a public officer appointed (whether before, on or after 1st January 2002) to the Education Service to any grade below Superscale grade (but not Grades 1.2 and 2.2); or

(b) an aided school teacher (whether employed before, on or after 1st January 2002) and on remuneration terms equivalent to any member referred to in paragraph (a);

“member’s account”, in relation to a member, means the subsidiary account within the CONNECT Fund which is maintained in respect of the member in accordance with the Education Service Incentive Payment (CONNECT Fund) Rules 2002 (G.N. No. S 129/2002);

“qualifying service” has the meanings assigned in regulations 4 and 5;

“serving member” means any member who, immediately before 1st January 2002, is —

(a) a public officer appointed to the Education Service to any grade below Superscale grade (but not Grade 1.2 or 2.2); or

(b) an aided school teacher on remuneration terms equivalent to a person referred to in paragraph (a).

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(2) For the purposes of these Regulations, a person shall not be regarded as being appointed to the Education Service or employed for teaching duties if the person is appointed or employed under a contract of service for a term.

(3) In calculating the number of years of a member's length of service, any fraction of a year shall be rounded up to the next whole number.

### **Award Administrators**

3. The Minister may appoint one or more public officers as Award Administrators to assess and pay awards to be granted or granted under these Regulations, and may give such directions as he thinks fit to these Award Administrators in the discharge of their duties.

## **PART II**

### **QUALIFYING SERVICE**

#### **Reckoning qualifying service**

4. For the purposes of section 3 (3) of the Act, the following periods of service between 1st January and 15th November (both dates inclusive) in 2002 and every year thereafter, less any such period or periods deductible under regulation 5, shall be counted as qualifying service:

- (a) any period of service in the Education Service (whether in a full-time or part-time capacity) on or after 1st January 2002;
- (b) the whole of any period of teaching service in any aided school (whether in a full-time or part-time capacity) on or after 1st January 2002;
- (c) any period of service on or after 1st January 2002 on posting, secondment or loan to any department or Ministry of the Government or to any other body (whether or not on teaching duties) in accordance with prevailing instructions of the Government;
- (d) any period during which a member is on leave with full pay or partial pay; and
- (e) any period during which a member is sponsored by the Government for further in-service studies.

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**Service not reckoned as qualifying service**

5. None of the following periods of service shall be counted as qualifying service under these Regulations:

- (a) the whole of any period of absence from duty without leave;
- (b) the whole of any period during which a member has been granted leave without pay;
- (c) the whole of any period of imprisonment as a result of the member's conviction on any charge by a court of law;
- (d) the whole of any period of detention of the member in accordance with any written law;
- (e) the whole of any period of remand, custody, detention, suspension or interdiction from duty pending trial of the member by a court of law, or pending disciplinary proceedings against the member, on a charge for which the member is subsequently convicted or (as the case may be) found guilty; and
- (f) any period of service during which the member's work performance is assessed as being unsatisfactory in relation to the requirements of his or her grade.

**Length of service must be continuous**

6.—(1) Length of service in respect of which any contribution may be made, or any award may be granted, under these Regulations must be unbroken and continuous, except in cases where —

- (a) the service has been interrupted by temporary suspension of employment not arising from the member's 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 the member as a Member of Parliament.

(2) A member shall be deemed not to break, or not to have broken, the continuity of his or her length of service —

- (a) by reason of his or her having been on leave without pay, or on leave with full pay or partial pay; or
- (b) by reason of having been employed as an aided school teacher in any aided school or appointed to the Education Service prior to his or her current employment or

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appointment, as the case may be, so long as the periods of service for which he or she was so employed or appointed are continuous with one another and with his or her period of service in his or her current employment or (as the case may be) appointment.

### **Cessation of membership**

**7.—(1)** A member shall cease to be a member of the CONNECT Plan when —

- (a) the member retires or is required to retire from the Education Service or from employment as an aided school teacher, as the case may be;
- (b) the member's teaching service in the Education service or in an aided school, as the case may be, is terminated;
- (c) the member resigns from the Education Service (other than for the purpose of being employed as an aided school teacher without break in service) or from employment as an aided school teacher (other than for the purpose of being appointed to the Education Service without break in service), as the case may be;
- (d) the member is on probation and his or her teaching service is terminated at or before the end of the period of probation;
- (e) the member dies in service;
- (f) the member is dismissed from the Education Service or from employment as an aided school teacher, or has vacated his or her office;
- (g) the member, being a public officer, is transferred (by any written law or otherwise) from the Education Service to another Scheme of Service in the Singapore Civil Service or to the employ of any other body; or
- (h) the member is promoted to the Superscale grade in the Education Service or, in the case of an aided school teacher, to a grade equivalent thereto.

(2) A member's account shall be closed with effect from the date he or she ceases to be a member of the CONNECT Plan and, except as provided in the circumstances referred to in regulation 13, no further contributions shall be payable to the member's account in respect of that member.

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PART III  
CONTRIBUTIONS AND AWARDS

**Contributions**

8.—(1) Subject to these Regulations, an annual contribution shall be credited to the member's account of each member as soon as practicable after 15th November every year in respect of the member's qualifying service in the year.

(2) Subject to these Regulations, the annual contribution in respect of a member's qualifying service in any year shall be such amount as is specified in the second column of the First Schedule in relation to the member's length of service on 1st January of that year.

(3) Contributions in respect of qualifying service in a year comprising —

- (a) any period of part-time qualifying service; or
- (b) any period of leave on half pay,

shall be reduced on the basis of the proportion that period of part-time qualifying service or leave, as the case may be, bears to full-time qualifying service in that same year.

(4) Contributions shall still be credited in respect of the qualifying service of a member who, during any year, ceases to be a member in any of the circumstances referred to in regulation 10 (1), except that the contribution in respect of the member shall —

- (a) be reduced on the basis of the proportion the period of the member's qualifying service in that year prior to his or her cessation of membership, as the case may be, bears to full-time qualifying service in that same year; and
- (b) be credited to the member's account concerned immediately before the closure of his or her member's account.

**Awards based on length of service**

9.—(1) Subject to the Act and these Regulations, a member may be granted an award out of the contributions standing to the member's credit in his or her member's account if the member's length of service on 1st January 2002, or on 1st January of any year thereafter, is as specified in the Second Schedule.

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(2) An award to a member under paragraph (1) shall be inclusive of any contributions payable or recoverable (if any) under section 7 of the Central Provident Fund Act (Cap. 36).

(3) Subject to the provisions of these Regulations, an award in any year to a member under paragraph (1) shall not exceed —

- (a) such maximum amount as is specified in the second column of the Second Schedule opposite the length of service of that member on 1st January of that year; or
- (b) such amount of the contributions standing to the credit of the member in his or her member's account on the date immediately before the award is granted,

whichever is the lower.

(4) Subject to these Regulations, an award under this regulation shall be paid to the member concerned as soon as practicable but before the end of the year in which the award is granted, except that where, on the payment date, the member is on leave without pay, the award shall be paid to that member in November of the year he or she resumes teaching duties.

(5) Paragraphs (1) and (3) shall not apply to any serving member.

### **Awards on cessation of membership**

**10.—**(1) Subject to the Act and these Regulations, the balance of all contributions standing to the credit of a member in his or her account may be awarded to the member where he or she ceases to be a member of the CONNECT Plan on one of the following grounds, and no other:

- (a) the member retires or is required to retire (other than following disciplinary proceedings) from the Education Service or from employment as an aided school teacher, as the case may be;
- (b) the member's teaching service in the Education Service or as an aided school teacher, as the case may be, is terminated;
- (c) the member dies in service;
- (d) the member, being a public officer, is transferred to another Scheme of Service in the Singapore Civil Service at the instance of the Ministry of Education;

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- (e) the member, being a public officer, is transferred by any written law to the employ of any public authority established by written law or any corporation; or
  - (f) the member is promoted to the Superscale grade in the Education Service or, in the case of an aided school teacher, to a grade equivalent thereto.

(2) Subject to these Regulations, an award made under any of the circumstances referred to in paragraph (1) shall be paid to the member concerned as soon as practicable after the member's account is closed.

### **Forfeiture of awards**

**11.** Notwithstanding regulations 8 and 9 but subject to regulations 12 and 13, all contributions standing to the credit of any member in his or her member's account shall be forfeited and transferred to the Forfeiture Account if the member —

- (a) resigns from the Education Service (other than for the purpose of being employed as an aided school teacher without break in service) or from employment as an aided school teacher (other than for the purpose of being appointed to the Education Service without break in service), as the case may be;
- (b) is dismissed from the Education Service or from employment as an aided school teacher, or has vacated his or her office;
- (c) is required to retire in the public interest from the Education Service following disciplinary proceedings;
- (d) is on probation and his or her teaching service is terminated at or before the end of the period of probation; or
- (e) being a public officer, is transferred, at his or her request from the Education Service to another Scheme of Service in the Singapore Civil Service.

### **Withholding etc., of contributions and awards**

**12.** Notwithstanding regulations 8 and 9 but without prejudice to section 8 of the Act, the Minister may direct that any award or contribution which, if not for this regulation, is payable or to be credited to the member's account of any member be withheld or reduced if, on the date of payment of the award or contribution, as the case may be —

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- (a) disciplinary proceedings are pending against the member;
  - (b) the member has been retired in the public interest following any disciplinary proceedings;
  - (c) a stoppage or deferment of increment, a fine or reprimand, or a combination of such penalties has been imposed on the member following disciplinary proceedings;
  - (d) proceedings in a court of competent jurisdiction, whether in Singapore or elsewhere, are pending against the member in respect of an offence for which the member may be sentenced to death or penal servitude or any term of imprisonment; or
  - (e) the member has been adjudicated a bankrupt.

### **Restoration of contributions and awards**

**13.—**(1) Subject to paragraph (4), any contribution or award in respect of a member which has been withheld or reduced under section 8 of the Act or regulation 12 on the ground of —

- (a) disciplinary proceedings being pending against the member; or
- (b) proceedings in a court of competent jurisdiction, whether in Singapore or elsewhere, being pending against the member in respect of an offence for which the member may be sentenced to death or penal servitude or any term of imprisonment,

shall be restored with retrospective effect (but without interest) if the member is not retired in the public interest, dismissed, reduced in rank or imposed with any lesser punishment following the disciplinary proceedings, or (as the case may) is not convicted of an offence by that court.

(2) Any contribution or award which has been withheld from or reduced under section 8 of the Act or regulation 12 on the ground of the member —

- (a) being convicted and 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; or
- (b) being dismissed, reduced in rank or retired in the public interest following any disciplinary proceedings,

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shall be restored with retrospective effect (but without interest) if, within 6 months after the contribution or award is withheld or reduced, the conviction is overturned on appeal or the member receives a free pardon after conviction, or (as the case may be) such disciplinary punishment is quashed by a court of competent jurisdiction.

(3) Any contribution or award which has been withheld or reduced under regulation 12 on the ground of the member being adjudicated a bankrupt shall be restored with retrospective effect (but without interest) if no disciplinary proceedings are instituted against the member within a period of 6 months after the contribution or award was withheld or reduced, as the case may be.

(4) No contribution which has been withheld or reduced under section 8 of the Act or regulation 12 on the ground of disciplinary proceedings being pending against the member shall be restored with retrospective effect (but without interest) if the member is issued with a letter or warning or other similar lesser punishment following the disciplinary proceedings.

### **Payment arrangements**

**14.**—(1) Except as otherwise provided in paragraphs (2) and (3), every award shall be paid to the member concerned in the following manner:

- (a) by crediting the award to the member's bank account in accordance with the written instructions of that member; or
- (b) in such other manner as the Minister thinks fit in any particular case or class of cases.

(2) Where a committee of a member's person or his or her estate is appointed under the provisions of the Mental Disorders and Treatment Act (Cap. 178), an Award Administrator may, on the application of the committee to withdraw the award, pay the award to the committee.

(3) In the case of a member who dies in service or dies before the award is made, an Award Administrator may, on the application of the personal representative of the deceased member to withdraw the award, pay the award to the personal representative of the deceased member.

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**Unclaimed moneys**

**15.**—(1) Where the account of any member has been closed under regulation 7, and no person authorised under regulation 14 (2) or (3) has applied to withdraw the award within 12 months after the date of such closure, the moneys in those accounts shall be accounted for as unclaimed moneys and shall be transferred to the Forfeiture Account.

(2) Where any amount has been transferred to the Forfeiture Account under paragraph (1), the Minister shall, upon the application of any person eligible to the whole amount or any part thereof, authorise withdrawal by that person of the amount due to the applicant as if it had not been transferred out of the member's account or (as the case may be) the former member's account.

**PART IV****VARIATION OF CONNECT PLAN  
AND SERVING MEMBERS****Serving members**

**16.**—(1) Subject to these Regulations, every serving member may be granted an award out of contributions standing to the member's credit in his or her member's account if the serving member has, on 1st January 2002, or on 1st January of any year thereafter, such number of years of length of service as an Award Administrator shall, with the approval of the Minister, specify from time to time by notice in writing to the serving member.

(2) Every notice under paragraph (1) to any serving member shall —

(a) specify a number of years of length of service equal to or lower than that specified in the Second Schedule if that Schedule applied to the serving member; and

(b) specify the maximum amount of the award.

**Amendment of Schedules**

**17.**—(1) Subject to paragraph (2), any amendment to the First or Second Schedule and any amendment by way of a subsequent notice under regulation 16 shall apply to any person who is a member immediately before the amendment comes into force.

(2) No amendment to the First or Second Schedule and no amendment by way of a subsequent notice under regulation 16 shall reduce the amount of any award already paid to, or the amount of contributions already credited or due to the account of, any person who is a member immediately prior to the amendment coming into force.

## FIRST SCHEDULE

Regulation 8 (2)

## CONTRIBUTIONS

<i>First column</i> <i>Length of service on</i> <i>1st January 2002 or</i> <i>1st January every subsequent year</i>	<i>Second column</i> <i>Amount of</i> <i>annual contribution</i>	
	<i>Category A</i> <i>Member</i>	<i>Category B</i> <i>Member</i>
At least one year but not more than 4 years	\$3,200	\$2,200
At least 5 years but not more than 7 years	\$4,000	\$2,800
At least 8 years but not more than 10 years	\$4,600	\$3,200
At least 11 years but not more than 14 years	\$4,800	\$3,700
At least 15 years but not more than 40 years	\$2,700	\$2,000.

In this Schedule and the Second Schedule —

“Category A member” means a member who has attained the grade of —

- (a) General Education Officer 1 (salary scale 1.1);
- (b) General Education Officer Grade 1A1;
- (c) General Education Officer Grade 1A2; or
- (d) Senior Education Officer (Timescale),

or in the case of an aided school teacher, who is remunerated according to terms equivalent thereto;

“Category B member” means a member other than a Category A member.

## SECOND SCHEDULE

Regulation 9 (1), (2) and (3)

## AWARDS

<i>First column</i>	<i>Second column</i>	
<i>Length of service on 1st January 2002 or 1st January every subsequent year</i>	<i>Award</i>	
	<i>Category A Member</i>	<i>Category B Member</i>
	<i>Maximum amount</i>	<i>Maximum amount</i>
4 years	\$ 6,400	\$ 4,400
7 years	\$ 9,200	\$ 6,400
10 years	\$11,500	\$ 8,000
15 years	\$23,300	\$17,300
20 years	\$16,400	\$12,200
25 years	\$14,300	\$10,600
30 years	\$13,500	\$10,000
35 years	\$13,500	\$10,000
40 years	\$19,900	\$14,700.

Made this 19th day of March 2002.

CHIANG CHIE FOO  
*Permanent Secretary,  
Ministry of Education,  
Singapore.*

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