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## **No. S 227**

### **CHILD DEVELOPMENT CO-SAVINGS ACT 2001**

#### **CHILD DEVELOPMENT CO-SAVINGS (APPLICATION OF EMPLOYMENT ACT PROVISIONS) (AMENDMENT) ORDER 2025**

In exercise of the powers conferred by section 12(2) and (3) of the Child Development Co-Savings Act 2001, the Minister for Manpower makes the following Order:

#### **Citation and commencement**

1.—(1) This Order is the Child Development Co-Savings (Application of Employment Act Provisions) (Amendment) Order 2025 and, except for paragraph 6, comes into operation on 1 April 2025.

(2) Paragraph 6 is deemed to have come into operation on 31 December 2021.

#### **Amendment of paragraph 2**

2. In the Child Development Co-Savings (Application of Employment Act Provisions) Order (O 1) (called in this Order the principal Order), in paragraph 2, replace the definition of “applicable provisions of the Employment Act” with —

““applicable provisions of the Employment Act” means the provisions of the Employment Act 1968 mentioned in section 12(2) and (3) of the principal Act, with the exceptions, adaptations and modifications prescribed in paragraph 3(1) and (2)(a), (b) and (c);”.

#### **Replacement of paragraph 3**

3. In the principal Order, replace paragraph 3 with —

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**“Prescribed exceptions, adaptations and modifications for purposes of section 12(2) and (3) of principal Act**

**3.—**(1) For the purposes of section 12(2) of the principal Act, Parts 13 and 16 and sections 124, 125 and 126 of the Employment Act 1968 apply in relation to the matters described in section 12(2)(a), (b) and (c) of the principal Act, with the following exceptions, adaptations and modifications:

- (a) sections 128, 138, 139 and 140 of the Employment Act 1968 do not apply;
- (b) the modifications prescribed in paragraphs 3A, 3B, 7, 8, 9, 10, 11, 12, 14, 16 and 17 apply.

(2) For the purposes of section 12(3) of the principal Act, sections 115 to 123 of the Employment Act 1968 apply in relation to a claim lodged before 1 April 2017 under section 119 of the Employment Act 1968, with the following exceptions, adaptations and modifications:

- (a) sections 116 and 121 of the Employment Act 1968 do not apply (called in this sub-paragraph the excluded provisions);
- (b) sections 115 to 123 of the Employment Act 1968 (other than the excluded provisions) are to be read with the Second Schedule to that Act;
- (c) the modifications prescribed in paragraph 4 apply;
- (d) the specified subsidiary legislation apply.

(3) In sub-paragraph (2)(d), “specified subsidiary legislation” means —

- (a) the Employment (Notes of Evidence — Fees) Regulations (Rg 2); and
- (b) the Employment (Prescribed Form) Regulations (Rg 4).”.

**Amendment of paragraph 7**

4. In the principal Order, in paragraph 7 —
- (a) in sub-paragraphs (b)(ii) and (d), replace “sections 77 to 86” with “sections 77 to 82, 84, 84A and 86”; and
  - (b) in sub-paragraph (b)(vi), replace “section 12E” with “section 12DA or 12E”.

**Miscellaneous amendments relating to shared parental leave, etc.**

5. In the principal Order, in the following provisions, after “12D,”, insert “12DA,”:

Paragraph 3A(a)

Paragraph 7(a) and (d)

Paragraph 9(b)

Paragraph 10

Paragraph 11(b)

Paragraph 12

Paragraph 16(a)

Paragraph 17.

**Other miscellaneous amendments**

6. In the principal Order —
- (a) in the following provisions, replace “Employment Act (Cap. 91)” wherever it appears with “Employment Act 1968”:
    - Paragraph 2, definition of “applicable provisions of the Employment Act”
    - Paragraph 3A
    - Paragraph 3B
    - Paragraph 4

Paragraph 7

Paragraph 9

Paragraph 12

Paragraph 16;

(b) in paragraph 2, in the definition of “principal Act”, replace “(Cap. 38A)” with “2001”;

(c) in the following provisions, after “Employment Act” wherever it appears, insert “1968”:

Paragraph 3(1)

Paragraph 4(a)(i)(B)

Paragraph 7(b)(ii)

Paragraph 8

Paragraph 17;

(d) in the following provisions, replace “Part III” with “Part 3”:

Paragraph 3(1)(b)

Paragraph 3A(b) and (c);

(e) in paragraph 3(2)(a), replace “Part XIII” with “Part 13”;

(f) in paragraph 3(2)(b), replace “Part XV” with “Part 15”;

(g) in paragraph 3(2)(c), replace “Part XVI” with “Part 16”;

(h) in paragraph 3(2)(d) and (e), delete “Cap. 91,”;

(i) in the following provisions, in the paragraph heading, after “**Employment Act**”, insert “**1968**”:

Paragraph 3A

Paragraph 3B

Paragraph 4

Paragraph 7

Paragraph 8

Paragraph 9

Paragraph 10

Paragraph 11

Paragraph 12

Paragraph 14

Paragraph 16

Paragraph 17;

- (j) in paragraph 10, after “Sections 127, 130, 132 and 134 of the Employment Act”, insert “1968”;
- (k) in paragraph 11, after “Section 129 of the Employment Act”, insert “1968”;
- (l) in paragraph 12, replace “Part XV of the Employment Act” with “Part 15 of the Employment Act 1968”; and
- (m) in paragraph 14, after “Section 133 of the Employment Act”, insert “1968”.

*[G.N. Nos. S 551/2008; S 700/2008; S 230/2011;  
S 284/2013; S 714/2016]*

Made on 25 March 2025.

NG CHEE KHERN  
*Permanent Secretary,  
Ministry of Manpower,  
Singapore.*

[HQ/Legis/Apr2025\_2; AG/LEGIS/SL/38A/2020/6]