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No. S 249

CHILD DEVELOPMENT CO-SAVINGS ACT (CHAPTER 38A)

CHILD DEVELOPMENT CO-SAVINGS (PAID MATERNITY LEAVE, MATERNITY BENEFIT, ADOPTION LEAVE, SHARED PARENTAL LEAVE AND PATERNITY LEAVE) (AMENDMENT) REGULATIONS 2014

In exercise of the powers conferred by section 20 of the Child Development Co-Savings Act, the Minister for Social and Family Development hereby makes the following Regulations:

Citation and commencement

1. These Regulations may be cited as the Child Development Co-Savings (Paid Maternity Leave, Maternity Benefit, Adoption Leave, Shared Parental Leave and Paternity Leave) (Amendment) Regulations 2014 and shall come into operation on 1st April 2014.

Amendment of regulation 4A

2. Regulation 4A of the Child Development Co-Savings (Paid Maternity Leave, Maternity Benefit, Adoption Leave, Shared Parental Leave and Paternity Leave) Regulations (Rg 1) is amended by deleting paragraph (4) and substituting the following paragraph:

“(4) The amount of payment that a woman referred to in paragraph (1)(b) (referred to as a former female employee) is entitled to claim from the Government shall be calculated in accordance with the following formula:

$$\frac{(GP + ECPF)}{365 \text{ days}} \times [D - (A + B)],$$

where GP is the aggregate gross rate of pay of the former female employee, for the period in which she was a female employee, for

12 months immediately preceding the date on which the child is delivered;

ECPF is the contribution which the employer of the former female employee was liable to make to the Central Provident Fund under the Central Provident Fund Act in respect of the amount of the former female employee's GP and which was not recoverable from the monthly wages of that former female employee;

D is 56 (for the former female employee's first or second confinement) or 112 (for the former female employee's third or subsequent confinement);

A is the number of days falling any time before the former female employee's employment was terminated upon completion of her contract of service, being days on which the former female employee exercised her entitlement to absent herself from work or to receive payment from that same employer under section 9(1), (1A), (1B), (1C), (1D), (1E) or (1F) of the Act or under section 76(1) or (1A) of the Employment Act (Cap. 91); and

B is the number of days falling any time before the former female employee's employment was terminated upon completion of her contract of service, being days on which the former female employee's entitlement to absent herself from work under section 9 of the Act has been reduced under section 12E(5) of the Act by virtue of her election for her child's father to take shared parental leave and

such election has not been revoked and the leave returned to her in accordance with section 12E of the Act.

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[G.N. Nos. S 549/2008; S 699/2008; S 180/2009; S 227/2011; S 359/2012; S 547/2012; S 283/2013]

Made this 18th day of March 2014.

CHAN HENG KEE
*Permanent Secretary,
Ministry of Social and Family
Development,
Singapore.*

[132-020-359 v12; AG/LLRD/SL/38A/2010/3 Vol. 2]