

EDUCATION SERVICE INCENTIVE PAYMENT ACT
(CHAPTER 87B, SECTION 3(1))

EDUCATION SERVICE INCENTIVE PAYMENT (CONNECT
PLAN) REGULATIONS

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[1st January 2002]

PART I
PRELIMINARY

Citation

1. These Regulations may be cited as the Education Service Incentive Payment (CONNECT Plan) Regulations.

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;

[Deleted by S 779/2015 wef 01/10/2015]

“Category A member of the old scheme” means a member who, on or before 1 October 2015, did not opt to become a Category C member, and who is —

(a) a public officer appointed to the Education Service who has attained the grade of —

- (i) General Education Officer 1 (Trained);
- (ii) General Education Officer 1A1;
- (iii) General Education Officer 1A2;
- (iv) General Education Officer 1A3; or
- (v) Senior Education Officer 1; or

- (b) an aided school teacher on remuneration terms equivalent to those of a public officer referred to in paragraph (a);

[S 779/2015 wef 01/10/2015]

[Deleted by S 779/2015 wef 01/10/2015]

“Category B member of the old scheme” means a member who, on or before 1 October 2015, did not opt to become a Category C member, and who is —

- (a) a public officer appointed to the Education Service who has attained the grade of —
- (i) General Education Officer 2 (Trained);
 - (ii) General Education Officer 2A2;
 - (iii) General Education Officer 2A3; or
 - (iv) General Education Officer II; or

- (b) an aided school teacher on remuneration terms equivalent to those of a public officer referred to in paragraph (a);

[S 779/2015 wef 01/10/2015]

“Category C member” means any member who is neither a Category A member of the old scheme nor a Category B member of the old scheme;

[S 779/2015 wef 01/10/2015]

“contribution”, in relation to any member, means a sum payable by the Government in respect of the member in accordance with regulation 8 or 16;

[S 442/2008 wef 01/01/2008]

“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 (R 1);

“leave” means leave of absence;

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

- (a) is appointed (whether before, on or after 1st January 2002) to the Education Service to any grade below Superscale grade (but not the grade of General Education Officer 1 (Untrained), General Education Officer 2 (Untrained) or their equivalent); or

[S 779/2015 wef 01/10/2015]

- (b) is employed as an aided school teacher (whether before, on or after 1st January 2002) on remuneration terms equivalent to those of a public officer appointed to the Education Service to any grade below Superscale grade (but not the grade of General Education Officer 1 (Untrained), General Education Officer 2 (Untrained) or their equivalent),

[S 442/2008 wef 01/01/2008]

[S 779/2015 wef 01/10/2015]

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 the grade of General Education Officer 1 (Untrained), General Education Officer 2 (Untrained) or their equivalent); or

[S 442/2008 wef 01/01/2008]

[S 779/2015 wef 01/10/2015]

- (b) an aided school teacher (whether employed before, on or after 1st January 2002) on remuneration terms equivalent to those of a public officer referred to in paragraph (a);

[S 442/2008 wef 01/01/2008]

“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 (R 1);

“non-qualifying leave without pay” means any leave without pay that is not qualifying leave without pay;

[S 860/2020 wef 17/08/2008]

“qualifying leave without pay” means any leave without pay that is regarded, under the provisions of the Instruction Manual relating to the types of leave of a member for the time being in force, as counting towards a member’s length of service for the purpose of determining service benefits;

[S 860/2020 wef 17/08/2008]

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

“serving member”, as at any specified date, means any member who, immediately before that date, is —

(a) a public officer appointed to the Education Service to any grade below Superscale grade (but not the grade of General Education Officer 1 (Untrained), General Education Officer 2 (Untrained) or their equivalent);
or

[S 779/2015 wef 01/10/2015]

(b) an aided school teacher on remuneration terms equivalent to those of a public officer referred to in paragraph (a);

[S 442/2008 wef 01/01/2008]

[S 539/2018 wef 04/09/2018]

“specified employment” means —

(a) employment with an employer that is specified in Part 1 of the Third Schedule; or

(b) employment with an employer that is specified in the first column of Part 2 of the Third Schedule at a place

of employment that is specified opposite in the second column;

[S 861/2020 wef 01/01/2021]

“written warning” means a warning issued under direction 5(2) of the Public Service Commission (Delegation of Disciplinary Functions) Directions (Const., Dir 1).

[S 539/2018 wef 04/09/2018]

(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 —

- (a) appoint one or more public officers as Award Administrators to assess and pay awards to be granted or granted under these Regulations; and
- (b) give such directions as he thinks fit to the Award Administrators in the discharge of their duties.

PART II

QUALIFYING SERVICE

Reckoning qualifying service

4.—(1) For the purposes of section 3(3) of the Act, the following periods of service falling within the period between 1 January and 15 November (both dates inclusive) in 2002 and every subsequent year, less any period or periods deductible under regulation 5, are to be counted as qualifying service:

- (a) any period of service in the Education Service (whether in a full-time or part-time capacity);

- (b) the whole of any period of teaching service in any aided school (whether in a full-time or part-time capacity);
- (c) any period of service 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;
- (e) any period during which a member is sponsored by the Government for further in-service studies.

(2) For the purposes of section 3(3) of the Act, any period of service —

- (a) during which a member is on qualifying leave without pay; and
- (b) that falls within —
 - (i) the period between 17 August 2008 and 15 November 2008 (both dates inclusive); or
 - (ii) the period between 1 January and 15 November (both dates inclusive) in 2009 or any subsequent year,

less any period or periods deductible under regulation 5, is also to be counted as qualifying service.

[S 860/2020 wef 17/08/2008]

Service not reckoned as qualifying service

5. The following periods of service shall not 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, where the period is not counted as qualifying service under regulation 4(2);

[S 860/2020 wef 17/08/2008]

- (c) the whole of any period of imprisonment as a result of a member's conviction on any charge by a court of law;
- (d) the whole of any period of detention of a 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 a 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 a member's work performance is assessed as being unsatisfactory in relation to the requirements of his 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 a member's misconduct or voluntary resignation;

[S 442/2008 wef 01/01/2008]

- (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 a member as a Member of Parliament; or

[S 442/2008 wef 01/01/2008]

- (c) a member whose service has been interrupted for whatever reason is subsequently —

- (i) appointed or reappointed to the Education Service to any grade below Superscale grade (but not the grade of General Education Officer 1 (Untrained), General Education Officer 2 (Untrained) or their equivalent);
or

[S 779/2015 wef 01/10/2015]

- (ii) employed or re-employed as an aided school teacher on remuneration terms equivalent to those of a public officer appointed to the Education Service to any grade below Superscale grade (but not the grade of General Education Officer 1 (Untrained), General Education Officer 2 (Untrained) or their equivalent).

[S 442/2008 wef 01/01/2008]

[S 779/2015 wef 01/10/2015]

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

- (a) by reason of his 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 current employment or appointment, as the case may be, so long as the periods of service for which he was so employed or appointed are continuous with one another and with his period of service in his 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 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 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;
[S 673/2003 wef 01/01/2004]
- (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; or
[S 673/2003 wef 01/01/2004]
- (i) the member, being an aided school teacher, ceases to be an aided school teacher on account of the aided school by which he is employed becoming an independent school.
[S 673/2003 wef 01/01/2004]

(2) A member's account shall be closed with effect from the date he 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 his member's account.

Restoration of membership

7A. Notwithstanding regulation 7, where a person who has ceased to be a member under regulation 7(1)(a), (b), (c), (d), (f), (g), (h) or (i) is subsequently —

- (a) appointed or reappointed to the Education Service to any grade below Superscale grade (but not the grade of General Education Officer 1 (Untrained), General Education Officer 2 (Untrained) or their equivalent); or

[S 779/2015 wef 01/10/2015]

- (b) employed or re-employed as an aided school teacher on remuneration terms equivalent to those of a public officer appointed to the Education Service to any grade below Superscale grade (but not the grade of General Education Officer 1 (Untrained), General Education Officer 2 (Untrained) or their equivalent),

[S 779/2015 wef 01/10/2015]

he shall be restored as a member, and his member's account shall be reopened, with effect from the date of his appointment, reappointment, employment or re-employment, as the case may be, and contributions may be credited to his member's account from that date.

[S 442/2008 wef 01/01/2008]

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 from 1 January 2015 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.

[S 442/2008 wef 01/01/2008]

[S 779/2015 wef 01/10/2015]

(2A) Subject to these Regulations, the annual contribution in respect of an old scheme transition member's qualifying service in any year from 1 January 2016 is to be computed in accordance with the formula:

$$\left(A \times \frac{B}{E} \right) + \left(C \times \frac{D}{E} \right),$$

where A is the amount applicable to a Category B member of the old scheme, specified in the second column of the First Schedule, relating to the old scheme transition member's length of service on 1 January of that year;

B is the number of days of qualifying service in respect of the old scheme transition member's service as a Category B member of the old scheme in that year;

C is the amount applicable to a Category C member, specified in the second column of the First Schedule, relating to the old scheme transition member's length of service on 1 January of that year;

D is the number of days of qualifying service in respect of the old scheme transition member's service as a Category C member in that year; and

E is the number of days between 1 January and 15 November (both dates inclusive) in that year.

[S 779/2015 wef 01/10/2015]

(2B) In paragraph (2A), "old scheme transition member" means a member who ceases to be a Category B member of the old scheme and who becomes a Category C member, on or after 16 November 2015.

[S 779/2015 wef 01/10/2015]

(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 cessation of membership, 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 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 the member's account if the member's length of service on 1 January 2023, or on 1 January of any subsequent year, is as specified in the Second Schedule.

[S 996/2022 wef 01/01/2023]

(2) An award to a member under paragraph (1) or regulation 16 shall be inclusive of any contributions payable or recoverable (if any) under section 7 of the Central Provident Fund Act 1953.

[S 442/2008 wef 01/01/2008]

[S 996/2022 wef 31/12/2021]

(3) Subject to the provisions of these Regulations, an award to a member in any year from 1 January 2023 under paragraph (1) must not exceed the lower of the following:

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

[S 996/2022 wef 01/01/2023]

(4) Subject to these Regulations, an award under this regulation or regulation 16 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 non-qualifying leave without pay or on leave with pay, the award shall be paid to that member in December of the year he resumes teaching duties.

[S 860/2020 wef 01/01/2002]

[S 860/2020 wef 13/10/2003]

[S 442/2008 wef 01/01/2008]

[S 860/2020 wef 17/08/2008]

(5) Paragraphs (1) and (3) shall not apply to any serving member as at 1st January 2002.

[S 442/2008 wef 01/01/2008]

Awards on cessation of membership

10.—(1) Subject to the Act and these Regulations, the balance of all contributions, or any part of the contributions, standing to the credit of a member in his account may be awarded to the member where he 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 from the Education Service or from employment as an aided school teacher (as the case may be) other than in either of the following circumstances:
 - (i) the member is required to retire in the public interest following disciplinary proceedings;
 - (ii) the member is required to retire in the public interest due to the member's poor performance;

[S 861/2020 wef 01/01/2021]

- (b) the member's teaching service in the Education Service or as an aided school teacher (as the case may be) is terminated for a reason other than the following:
 - (i) the member's poor performance;

- (ii) the member is on probation and the member's teaching service is terminated at or before the end of the period of probation;

[S 861/2020 wef 01/01/2021]

- (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;

[S 861/2020 wef 01/01/2021]

- (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;

[S 673/2003 wef 01/01/2004]

- (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;

[S 673/2003 wef 01/01/2004]

- (g) the member, being an aided school teacher, ceases to be an aided school teacher on account of the aided school by which he is employed becoming an independent school;

[S 673/2003 wef 01/01/2004]

- (h) the member resigns from the Education Service or from employment as an aided school teacher, as the case may be, for the purpose of being employed as a teacher in an independent school;

[S 673/2003 wef 01/01/2004]

[S 861/2020 wef 01/01/2021]

- (i) the member resigns from the Education Service or from employment as an aided school teacher (as the case may be) for the purpose of —

- (i) taking up employment with the Singapore Examinations and Assessment Board; or
- (ii) taking up employment with the Nanyang Technological University but only if the member is

deployed to work with the National Institute of Education;

[S 861/2020 wef 01/01/2021]

- (j) the member resigns from the Education Service or from employment as an aided school teacher (as the case may be) after having completed at least 11 years of service, for the purpose of taking up specified employment, and the member —
- (i) completes at least 6 months of continuous specified employment; and
 - (ii) after completing 6 months of continuous specified employment, the member, within a period of 3 months, or such longer period as the Award Administrator may allow in any particular case, applies for payment of the award.

[S 861/2020 wef 01/01/2021]

[S 861/2020 wef 01/01/2021]

(2) Subject to these Regulations —

- (a) an award made under any of the circumstances mentioned in paragraph (1)(a) to (i) must be paid to the member concerned as soon as practicable after the member's account is closed; or
- (b) an award made under any of the circumstances mentioned in paragraph (1)(j) must be paid to the member concerned as soon as practicable after the member's application for payment of the award is granted.

[S 861/2020 wef 01/01/2021]

Forfeiture of awards

11. Notwithstanding regulations 8 and 9 but subject to regulations 12 and 13, all contributions or the balance of all contributions (as the case may be), standing to the credit of any member in his 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 —

(i) being employed as an aided school teacher without break in service;

(ii) being employed as a teacher in an independent school;

[S 861/2020 wef 01/01/2021]

(iii) taking up employment with the Singapore Examinations and Assessment Board;

[S 861/2020 wef 01/01/2021]

(iv) taking up employment with the Nanyang Technological University where the member is deployed to work with the National Institute of Education; or

[S 861/2020 wef 01/01/2021]

(v) taking up specified employment where an award has been made to the member under regulation 10;

[S 861/2020 wef 01/01/2021]

(aa) resigns from employment as an aided school teacher, other than for the purpose of —

(i) being appointed to the Education Service without break in service;

(ii) being employed as a teacher in an independent school;

[S 861/2020 wef 01/01/2021]

(iii) taking up employment with the Singapore Examinations and Assessment Board;

[S 861/2020 wef 01/01/2021]

(iv) taking up employment with the Nanyang Technological University where the member is deployed to work with the National Institute of Education; or

[S 861/2020 wef 01/01/2021]

(v) taking up specified employment where an award has been made to the member under regulation 10;

[S 861/2020 wef 01/01/2021]

(b) is dismissed from the Education Service following disciplinary proceedings or from employment as an aided school teacher, or has vacated his office;

[S 539/2018 wef 04/09/2018]

(ba) is terminated from the teaching service in the Education Service or as an aided school teacher (as the case may be) for poor performance;

[S 861/2020 wef 01/01/2021]

(c) is required to retire in the public interest from the Education Service following disciplinary proceedings or due to the member's poor performance;

[S 861/2020 wef 01/01/2021]

(d) is on probation and his teaching service is terminated at or before the end of the period of probation;

[S 861/2020 wef 01/01/2021]

(e) has ceased to be a member of the CONNECT Plan on one of the grounds mentioned in regulation 10(1) but has not been awarded any contributions under that regulation; or

[S 861/2020 wef 01/01/2021]

(f) has received part of the contributions standing to the credit of the member in his account under regulation 10(1).

[S 861/2020 wef 01/01/2021]

[S 861/2020 wef 01/01/2021]

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 —

- (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;
- (ca) a written warning has been issued to the member following disciplinary proceedings;

[S 539/2018 wef 04/09/2018]

- (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 (1A), 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 without interest if the member is not punished following the disciplinary proceedings, or (as the case may be) is not convicted of the offence by that court.

[S 539/2018 wef 04/09/2018]

(1A) Where a member is punished with any of the following after disciplinary proceedings against the member:

- (a) reduced in rank;

(b) stoppage or deferment of increment, a fine or reprimand, or a combination of such penalties;

(c) written warning,

a part (but not the whole) of any contribution or award in respect of a member which has been withheld or reduced under section 8 of the Act or regulation 12 may be restored with retrospective effect without interest, being a part determined by the Minister as he thinks fit.

[S 539/2018 wef 04/09/2018]

(2) Any contribution or award which has (in whole or in part) been withheld from or reduced under section 8 of the Act or regulation 12 or paragraph (1A) 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,

shall be restored with retrospective effect 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.

[S 539/2018 wef 04/09/2018]

(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 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) *[Deleted by S 539/2018 wef 04/09/2018]*

Payment arrangements

14.—(1) Subject to 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 deputy is appointed or deemed to be appointed for the member by the court under the Mental Capacity Act 2008 with power in relation to the member for the purposes of these Regulations, or a donee under a lasting power of attorney registered under the Mental Capacity Act with power in relation to the member for the purposes of these Regulations, an Award Administrator may, on the application of the deputy or donee to withdraw the award, pay the award to the deputy or donee, as the case may be.

[S 861/2020 wef 01/01/2021]

[S 996/2022 wef 31/12/2021]

(3) Where a member 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.

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 the account 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 member who is a serving member as at 1st January 2002 may be granted an award out of contributions standing to the member's credit in his member's account if the 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 member.

[S 442/2008 wef 01/01/2008]

(2) Every notice under paragraph (1) to any member who is a serving member as at 1st January 2002 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 member; and

[S 442/2008 wef 01/01/2008]

- (b) specify the maximum amount of the award.

[S 442/2008 wef 01/01/2008]

(3) Subject to paragraphs (4) and (5), where, on 1st January 2008, the length of service of a serving member as at that date is not more than 40 years, a contribution may be credited to his member's account in any year in which, on 1st January of that year, his length of service is more than 30 years but not more than 40 years, in respect of his qualifying service in that year.

[S 442/2008 wef 01/01/2008]

(4) Where, on 1st January 2008, the length of service of a serving member as at that date is not more than 30 years, there shall be credited to his member's account a contribution of such amount in each such year as an Award Administrator shall, with the approval of the Minister, specify from time to time by notice in writing to the member.

[S 442/2008 wef 01/01/2008]

(5) Where, on 1st January 2008, the length of service of a serving member as at that date is more than 30 years but not more than 40 years, there shall be credited to his member's account a contribution of such amount, being an amount of not less than —

(a) \$3,200, if he is a Category A member of the old scheme or a Category C member; or

[S 779/2015 wef 01/10/2015]

(b) \$2,400, if he is a Category B member of the old scheme,

[S 779/2015 wef 01/10/2015]

in each such year as an Award Administrator shall, with the approval of the Minister, specify from time to time by notice in writing to the member.

[S 442/2008 wef 01/01/2008]

(6) Where any contribution has been credited under paragraph (4) or (5) to the member's account of a member who is a serving member as at 1st January 2008, the member may be granted an award out of those contributions of such amount in such year as an Award Administrator shall, with the approval of the Minister, specify from time to time by notice in writing to the member.

[S 442/2008 wef 01/01/2008]

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.

*Education Service Incentive
Payment (CONNECT Plan)*

p. 24 2003 Ed.]

Regulations

[CAP. 87B, Rg 1

FIRST SCHEDULE

Regulations 8(2) and (2A) and 17

CONTRIBUTIONS

| <i>First column</i> | <i>Second column</i> | | | |
|---|--|--|--|--|
| <i>Length of service on 1 January 2015 or 1 January every subsequent year</i> | <i>Category A member of the old scheme</i> | <i>Category B member of the old scheme</i> | <i>Category C member</i> | |
| | <i>Annual contribution</i> | <i>Annual contribution</i> | <i>Annual contribution from 1 January 2015 but before 1 January 2023</i> | <i>Annual contribution from 1 January 2023</i> |
| 1. One year to 4 years | \$6,320 | \$4,480 | \$6,320 | \$9,000 |
| 2. 5 to 7 years | \$7,320 | \$5,280 | \$7,320 | \$9,000 |
| 3. 8 to 10 years | \$8,120 | \$5,680 | \$8,120 | \$9,000 |
| 4. 11 to 14 years | \$8,320 | \$6,380 | \$8,320 | \$9,000 |
| 5. 15 to 20 years | \$5,320 | \$3,980 | \$5,320 | \$6,000 |
| 6. 21 to 30 years | \$3,200 | \$2,400 | \$3,200 | \$3,700 |

[S 996/2022 wef 01/01/2023]

SECOND SCHEDULE

Regulations 9(1) and (3), 16(2) and 17

AWARDS

| <i>First column</i> | <i>Second column</i> |
|---------------------|----------------------|
|---------------------|----------------------|

SECOND SCHEDULE — *continued*

| <i>Length of service on 1 January 2023 or 1 January every subsequent year</i> | <i>Category A member of the old scheme</i> | <i>Category B member of the old scheme</i> | <i>Category C member</i> |
|---|--|--|------------------------------|
| 1. 4 years | \$15,200 | \$10,800 | \$28,800 |
| 2. 7 years | \$24,000 | \$17,200 | \$27,500 |
| 3. 10 years | \$25,900 | \$18,200 | \$26,800 |
| 4. 15 years | \$36,100 | \$27,300 | \$39,000 |
| 5. 20 years | \$28,500 | \$21,400 | \$31,800 |
| 6. 25 years | \$18,500 | \$13,800 | \$21,200 |
| 7. 30 years | \$20,600 | \$15,500 | \$23,900 |

[S 996/2022 wef 01/01/2023]

THIRD SCHEDULE

Regulation 2(1)

EMPLOYERS

PART 1

1. Any Singapore public sector agency within the meaning of the Public Sector (Governance) Act 2018 except the Singapore Examinations and Assessment Board.

[S 996/2022 wef 31/12/2021]

2. Monetary Authority of Singapore.
3. Any of the following university companies:
 - (a) Nanyang Technological University (except where the member is deployed to work with the National Institute of Education);
 - (b) National University of Singapore;
 - (c) Singapore Institute of Technology;
 - (d) Singapore Management University;
 - (e) Singapore University of Social Sciences;
 - (f) Singapore University of Technology and Design.

THIRD SCHEDULE — *continued*

4. MOH Holdings Pte Ltd and any of its subsidiaries, whether or not wholly-owned.

PART 2

| <i>First column</i> | <i>Second column</i> |
|---------------------------------------|--|
| <i>Employer</i> | <i>Place of employment</i> |
| 1. APSN Education Services Ltd. | (a) APSN Chaoyang School (formerly known as Chaoyang School) (b) APSN Delta Senior School (formerly known as Delta Senior School) (c) APSN Katong School (formerly known as Katong School) (d) APSN Tanglin School (formerly known as Tanglin School) |
| 2. Autism Association (Singapore) | (a) Eden School (b) Eden School (Campus 2) |
| 3. Autism Resource Centre (Singapore) | Pathlight School |
| 4. AWWA LTD. | (a) AWWA School @ Napiri (formerly known as AWWA School) (b) AWWA School @ Bedok |
| 5. Canossa Mission Singapore | Canossian School |
| 6. Cerebral Palsy Alliance Singapore | (a) Cerebral Palsy Alliance Singapore School (East) (formerly known as Cerebral Palsy Alliance Singapore School) (b) Cerebral Palsy Alliance Singapore School (West) |
| 7. Metta Welfare Association | Metta School |

THIRD SCHEDULE — *continued*

| <i>First column</i> | <i>Second column</i> |
|---|--|
| <i>Employer</i> | <i>Place of employment</i> |
| 8. MINDSG Ltd. | (a) MINDS Fernvale Gardens School (formerly known as Fernvale Gardens School) (b) MINDS Lee Kong Chian Gardens School (formerly known as Lee Kong Chian Gardens School) (c) MINDS Towner Gardens School (formerly known as Towner Gardens School) (d) MINDS Woodlands Gardens School (formerly known as Woodlands Gardens School) |
| 9. Presbyterian Community Services | Grace Orchard School |
| 10. Rainbow Centre, Singapore | (a) Rainbow Centre Margaret Drive School (formerly known as Rainbow Centre — Margaret Drive School) (b) Rainbow Centre Yishun Park School (formerly known as Rainbow Centre — Yishun Park School) (c) Rainbow Centre Admiral Hill School (formerly known as Rainbow Centre — Admiral Hill School) |
| 11. Singapore Association of the Visually Handicapped | Lighthouse School |
| 12. St. Andrew's Mission Hospital | (a) St. Andrew's Autism School |

*Education Service Incentive
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Regulations

[CAP. 87B, Rg 1

THIRD SCHEDULE — *continued*

First column

Second column

Employer

Place of employment

(b) St. Andrew's Mission School

[S 938/2023 wef 27/11/2023]

[S 938/2023 wef 01/04/2023]

[S 938/2023 wef 03/10/2022]

[S 448/2022 wef 01/11/2021]

[S 448/2022 wef 14/06/2021]

[S 448/2022 wef 21/04/2021]

[S 448/2022 wef 06/04/2021]

[S 448/2022 wef 01/04/2021]

[S 861/2020 wef 01/01/2021]

LEGISLATIVE HISTORY
EDUCATION SERVICE INCENTIVE PAYMENT (CONNECT
PLAN) REGULATIONS
(CHAPTER 87B, RG 1)

This Legislative History is provided for the convenience of users of the Education Service Incentive Payment (CONNECT Plan) Regulations. It is not part of these Regulations.

**1. G. N. No. S 128/2002 — Education Service Incentive Payment
(CONNECT Plan) Regulations 2002**

Date of commencement : 1 January 2002

**2. G. N. No. S 860/2020 — Education Service Incentive Payment
(CONNECT Plan) (Amendment) Regulations
2020**

Date of commencement : 1 January 2002

**3. 2003 Revised Edition — Education Service Incentive Payment (Connect
Plan) Regulations**

Date of operation : 31 January 2003

**4. G. N. No. S 860/2020 — Education Service Incentive Payment
(CONNECT Plan) (Amendment) Regulations
2020**

Date of commencement : 13 October 2003

**5. G. N. No. S 673/2003 — Education Service Incentive Payment
(CONNECT Plan) (Amendment) Regulations
2003**

Date of commencement : 1 January 2004

**6. G. N. No. S 725/2006 — Education Service Incentive Payment
(CONNECT Plan) (Amendment) Regulations
2006**

Date of commencement : 1 January 2007

**7. G. N. No. S 468/2007 — Education Service Incentive Payment
(CONNECT Plan) (Amendment) Regulations
2007**

Date of commencement : 1 April 2007

**8. G. N. No. S 442/2008 — Education Service Incentive Payment
(CONNECT Plan) (Amendment) Regulations
2008**

Date of commencement : 1 January 2008

**9. G. N. No. S 860/2020 — Education Service Incentive Payment
(CONNECT Plan) (Amendment) Regulations
2020**

Date of commencement : 17 August 2008

**10. G.N. No. S 779/2015 — Education Service Incentive Payment
(CONNECT Plan) (Amendment) Regulations
2015**

Date of commencement : 1 October 2015

**11. G.N. No. S 539/2018 — Education Service Incentive Payment
(CONNECT Plan) (Amendment) Regulations
2018**

Date of commencement : 4 September 2018

**12. G.N. No. S 861/2020 — Education Service Incentive Payment
(CONNECT Plan) (Amendment No. 2)
Regulations 2020**

Date of commencement : 1 January 2021

**13. G.N. No. S 448/2022 — Education Service Incentive Payment
(CONNECT Plan) (Amendment) Regulations
2022**

Date of commencement : 1 April 2021

**14. G.N. No. S 448/2022 — Education Service Incentive Payment
(CONNECT Plan) (Amendment) Regulations
2022**

Date of commencement : 6 April 2021

**15. G.N. No. S 448/2022 — Education Service Incentive Payment
(CONNECT Plan) (Amendment) Regulations
2022**

Date of commencement : 21 April 2021

**16. G.N. No. S 448/2022 — Education Service Incentive Payment
(CONNECT Plan) (Amendment) Regulations
2022**

Date of commencement : 14 June 2021

**17. G.N. No. S 448/2022 — Education Service Incentive Payment
(CONNECT Plan) (Amendment) Regulations
2022**

Date of commencement : 1 November 2021

**18. G.N. No. S 996/2022 — Education Service Incentive Payment
(CONNECT Plan) (Amendment No. 2)
Regulations 2022**

Date of commencement : 31 December 2021

**19. G.N. No. S 938/2023 — Education Service Incentive Payment
(CONNECT Plan) (Amendment No. 2)
Regulations 2023**

Date of commencement : 3 October 2022

**20. G.N. No. S 996/2022 — Education Service Incentive Payment
(CONNECT Plan) (Amendment No. 2)
Regulations 2022**

Date of commencement : 1 January 2023

**21. G.N. No. S 938/2023 — Education Service Incentive Payment
(CONNECT Plan) (Amendment No. 2)
Regulations 2023**

Date of commencement : 1 April 2023

**22. G.N. No. S 938/2023 — Education Service Incentive Payment
(CONNECT Plan) (Amendment No. 2)
Regulations 2023**

Date of commencement : 27 November 2023