

SINGAPORE ARMED FORCES ACT
(CHAPTER 295, SECTION 205A)

SINGAPORE ARMED FORCES (SAVER PLAN) REGULATIONS

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[1st April 1998]

PART I

PRELIMINARY

Citation

- 1. These Regulations may be cited as the Singapore Armed Forces (SAVER Plan) Regulations.

Definitions

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

“approved institutional treatment” means approved treatment in a hospital or similar institution;

“approved treatment” means a course of medical, surgical or rehabilitative treatment which is certified that a member should receive in consequence of any disablement in respect of which an award may be or has been made under these Regulations but does not include any treatment which involves no or only occasional interruptions of the member’s normal employment;

“Board” means the Board of Trustees appointed in accordance with the Singapore Armed Forces (SAVER-Premium Fund) Regulations (Rg 18);

“Central Provident Fund” or “CPF” means the Central Provident Fund established under the Central Provident Fund Act (Cap. 36);

“compensation salary”, in relation to a member, means the consolidated salary of the member, whether he is confirmed in any rank that he holds or otherwise, and includes —

(a) for the purposes of Parts V and VI, such reimbursement or pay to which the member is entitled or which is payable to him by his employer under section 24 of the Enlistment Act (Cap. 93); and

(a) any other allowance declared by the Armed Forces Council to be a component of the compensation salary, not being an allowance for the performance by a member of duties in a rank higher than his substantive or temporary rank;

[Deleted by S 239/2012]

“CPF Top-Up Account”, in relation to a member, means the CPF Top-Up Account in the SAVER-Premium Fund maintained by the Board in respect of the member in accordance with the

Singapore Armed Forces (SAVER-Premium Fund) Regulations (Rg 18);

“dependant”, in relation to a deceased member, means a person receiving regular and substantial support or benefit from the deceased member —

- (a) where the member’s death occurred during his service, throughout the period of 6 months ending with the member’s death;
- (b) in any other case, throughout the period beginning 6 months prior to the termination of the member’s service and ending with the member’s death; or
- (c) throughout such other period as the Armed Forces Council may determine in the exceptional circumstances of any case;

“disablement” means physical or mental injury or damage or loss of any physical or mental capacity, and “disabled” shall be construed accordingly;

“gross salary”, in relation to a member, means the consolidated salary of the member, whether he is confirmed in any rank that he holds or otherwise, and includes —

- (a) bonuses, including performance bonuses; and
- (b) such other allowances as the Armed Forces Council may determine, not being an allowance for the performance by a member of duties in a rank higher than his substantive or temporary rank;

“injuries received in and which are attributable to service” includes injuries received in the following circumstances:

- (a) whilst on a journey necessary to enable a member to report for duty or to return home after duty; or
- (b) in consequence of some act lawfully performed in the discharge of the member’s duties;

“injury” includes wound or disease;

“member” means a member of the SAVER Plan, being any of the following persons:

- (a) any person enlisted for regular service as an officer or an officer cadet in the Singapore Armed Forces on or after 1st January 1998;
- (b) any soldier in the regular service who is appointed as an officer in the Singapore Armed Forces on or after 1st January 1998;
- (c) any serviceman to whom Part VII applies, and who opts to join the SAVER Plan under Part VII;

[Deleted by S 239/2012]

“officer cadet” includes a midshipman;

“officer cadet training” means such training as is required to be completed before appointment as an officer in the Singapore Armed Forces;

“other dependant”, in relation to a deceased member, means a grandparent, step-parent, brother, sister, half-brother, half-sister, step-brother, step-sister or grandchild of the member;

“pensionable emoluments” shall have the same meaning as in the Singapore Armed Forces (Pensions) Regulations (Rg 9);

“pensionable service” means service in the Singapore Armed Forces in respect of which a pension, gratuity or other allowance will be paid to a serviceman on his retirement under the Singapore Armed Forces (Pensions) Regulations;

“reckonable service” shall have the meaning assigned to it in Part III;

“regular service” means service under section 19 of the Enlistment Act (Cap. 93);

“Retirement Account”, in relation to a member, means the Retirement Account in the SAVER-Premium Fund maintained by the Board in respect of the member in accordance with the Singapore Armed Forces (SAVER-Premium Fund) Regulations (Rg 18);

“SAVER end date”, in relation to a member of the SAVER Plan, means the date the member attains the following age:

- (a) in the case of a member who enlisted for regular service (whether as a soldier or an officer) in the Singapore Armed Forces before 1st January 1998 — 45 years of age;
- (b) in the case of a member who enlists for regular service as an officer or an officer cadet in the Singapore Armed Forces on or after 1st January 1998 —
 - (i) 42 years of age if he is of the rank of Lieutenant Colonel or below;
 - (ii) 44 years of age if he is of the rank of Colonel or above;
 - (iii) 44 years of age if he is a pilot by vocation, regardless of his rank; or
 - (iv) 45 years of age if he falls within such class of officers determined by the Armed Forces Council;

“SAVER Plan” means the SAVER Plan established by these Regulations made under section 205A of the Act;

“SAVER-Premium Fund” means the Savings and Employee Retirement and Premium Fund established under section 205B of the Act;

“Savings Account”, in relation to a member, means the Savings Account in the SAVER-Premium Fund maintained by the Board in respect of the member in accordance with the Singapore Armed Forces (SAVER-Premium Fund) Regulations;

“Tribunal” means the Awards Appeal Tribunal appointed under regulation 4;

“vested sum”, in relation to a member and his Savings Account or Retirement Account, means the sum in his Savings Account or Retirement Account, as the case may be, that is vested in the member under regulation 17(1);

“volunteer” means a volunteer defined as such under the Singapore Armed Forces (Volunteers) Regulations (Rg 7), whilst engaged in colour training service and internal security duties.

(2) For the purposes of these Regulations, any reference to the gross salary or compensation salary of any member shall be the gross salary or compensation salary, as the case may be, last drawn by the member at the material time.

Non-application to regular servicemen in military domain experts service

2A. Except as otherwise provided in the Singapore Armed Forces (Military Domain Experts Service) Regulations 2010 (G.N. No. S 186/2010), these Regulations shall cease to apply to any member (including any serviceman to whom Part VII applies) who becomes a regular serviceman in the military domain experts service on or after 1st April 2010.

PART II

GENERAL PROVISIONS

Administration of these Regulations

3.—(1) These Regulations shall be administered by Awards Officers appointed under paragraph (2) or such other body or person as the Armed Forces Council may appoint.

(2) The Armed Forces Council may appoint one or more Awards Officers to assess, award or review awards and allowances to be granted or granted under these Regulations and may give such directions as it thinks fit to any such Awards Officer in the discharge of his duties.

(3) The Armed Forces Council may, for the purposes of these Regulations, appoint a medical board or medical boards, either generally or for particular cases, comprising not less than 2 medical practitioners, one of whom shall either be a Government medical officer or a medical officer of the Singapore Armed Forces.

(4) An award granted or made to or in respect of any member under Parts V and VI may, notwithstanding the provisions of these Regulations, be administered by an Awards Officer for the benefit of any person, subject to the directions of the Armed Forces Council, if —

- (a) the person has not attained the age of 21 years;
- (b) the person is, in the opinion of the Armed Forces Council, incapable of managing his own affairs by reason of mental infirmity; or
- (c) in any other case, the Armed Forces Council considers that it is in the interest of such person that it should be so administered.

(5) An award which is being administered under this regulation may, as to the whole or such part thereof and at such times as the Armed Forces Council thinks fit, be —

- (a) applied for the benefit of the person to or in respect of whom it has been granted or made; or
- (b) paid to any person whom the Armed Forces Council considers a fit and appropriate person so to apply the same and any moneys so paid shall be regarded as applied for the benefit of the person to or in respect of whom it has been granted or made.

Awards Appeal Tribunal

4.—(1) For the purposes of these Regulations, the Armed Forces Council may also appoint an Awards Appeal Tribunal which shall consist of not less than 3 members.

(2) The Tribunal shall have power to vary any award made under these Regulations (other than an award to which regulation 4A relates, whether by increasing or decreasing such award, and the decision of the Tribunal thereon shall be final and conclusive.

(3) The Tribunal shall have power —

- (a) to call for any document relating to the appellant's service from an Officer-in-charge of Records or to order the appellant

to undergo a medical examination by a medical officer to be appointed by the Tribunal in any particular case; and

- (b) to certify to an Officer-in-charge of Records any reasonable travelling and other expenses which may have been incurred by any person in appearing before the Tribunal or before any medical officer appointed to make a medical examination of such person under this regulation.

(4) Every appellant shall have the right to appear before the Tribunal in person, or by a representative, but the Tribunal may hear and determine any appeal in the absence of the appellant.

(5) Every appeal under this regulation shall be brought within 12 months of the date on which the decision of an Awards Officer is notified to the appellant but the Tribunal may allow an appeal to be brought after the expiration of the period limited by this regulation if it considers that there was a reasonable excuse for the delay.

Compensation Board

4A.—(1) For the purposes of these Regulations, the Armed Forces Council may also appoint a Compensation Board which shall consist of not less than 4 members.

(2) The Compensation Board shall have power to make an award or vary any award made by an Awards Officer in respect of the death or disablement of a member, whether by increasing or decreasing such award, and the decision of the Compensation Board thereon shall be final and conclusive.

(3) The Compensation Board shall have power —

- (a) to call for any document relating to the appellant's service from an Officer-in-charge of Records or to order the appellant to undergo a medical examination by a medical officer to be appointed by the Compensation Board in any particular case; and
- (b) to certify to an Officer-in-charge of Records any reasonable travelling and other expenses which may have been incurred by any person in appearing before the Compensation Board or

before any medical officer appointed to make a medical examination of such person under this regulation.

(4) Every appellant shall have the right to appear before the Compensation Board in person, or by a representative, but the Compensation Board may hear and determine any appeal in the absence of the appellant.

(5) Every appeal under this regulation shall be brought within 12 months of the date on which the decision of an Awards Officer is notified to the appellant but the Compensation Board may allow an appeal to be brought after the expiration of the period limited by this regulation if it considers that there was a reasonable excuse for the delay.

Failure to draw award

5.—(1) Where a member fails for a continuous period of not less than 12 months to draw any award under these Regulations, the award may be cancelled and any payment of any arrears may be withheld.

(2) The Armed Forces Council may, in any particular case, restore the award and pay the arrears either in whole or in part.

Arrears

6. Except in so far as the Armed Forces Council may otherwise direct with respect to any particular case or class of cases, payment of any award under these Regulations shall not be made in respect of any period preceding the date of the application or appeal as a result of which the claim to the award, or, as the case may be, to the continuance or resumption of the payment of the award, is accepted.

Power to dispense with probate

7.—(1) Where a person to whom any payment could have been made from his Savings Account or Retirement Account under these Regulations before his death dies before the payment is made, and the amount unpaid does not exceed \$500, the amount so unpaid may be paid to the personal representatives of the deceased person without probate or other proof of title, or may be paid or distributed to or among the persons appearing to the Board to be the persons

beneficially entitled to the personal estate of the deceased person, or any of them.

(2) In determining the amount to be paid or distributed under paragraph (1), the Board may have regard to any payments made or expenses incurred by any such person for or on account of the funeral of the deceased person.

PART III

RECKONABLE SERVICE AND RETIREMENT

Reckonable service

8.—(1) For the purposes of determining the amount of contribution to be credited to the Retirement Account, Savings Account and CPF Top-Up Account of a member, the following periods of service, subject to any deduction to be made under regulation 9, shall be regarded as reckonable service:

- (a) the period during which the member is an officer in regular service on full pay in the Singapore Armed Forces;
- (b) any period (on or after 1st January 1998) of officer cadet training immediately preceding the member's appointment as an officer on full-pay in the Singapore Armed Forces;
- (c) the period of full-time national service that has been rendered by a full-time national serviceman prior to his enlistment as an officer in the regular service of the Singapore Armed Forces;
- (d) the period of service which qualifies a mobilised volunteer or national serviceman in the People's Defence Force for an award of a pension under the Pensions Act (Cap. 225) and which is converted on a one-for-one basis to regular service under these Regulations upon the mobilised volunteer or national serviceman, as the case may be, being absorbed into the regular service of the Singapore Armed Forces on or after 1st April 1998;
- (e) the period of mobilised service of a volunteer or national serviceman in the People's Defence Force that is rendered immediately prior to his absorption on or after 1st January

1998 into the regular service if that service has not been counted as regular service under sub-paragraph (d);

- (f) service which qualifies for the award of a pension in the Government or in any statutory body of a member seconded to the Singapore Armed Forces in respect of service rendered immediately prior to his secondment and which is converted on a one-for-one basis to regular service under these Regulations on his absorption into the regular service as an officer on or after 1st April 1998;
- (g) service on secondment to the Singapore Armed Forces of a member immediately prior to his absorption into the regular service as an officer on or after 1st April 1998 if that service has not been regarded as regular service under sub-paragraph (f);
- (h) service which a member has rendered on contract in the Singapore Armed Forces prior to his conversion on or after 1st April 1998 to the regular service;
- (i) any period of service in any other armed forces which may be allowed to count as reckonable service by the Armed Forces Council, subject to such conditions as the Armed Forces Council may impose;
- (j) periods of confinement as a prisoner of war;
- (k) pensionable service in the Government of a member rendered immediately prior to his absorption on or after 1st April 1998 into the regular service of the Singapore Armed Forces and which is converted on a one-for-one basis to regular service under these Regulations if such member had been a full-time national serviceman;
- (l) any period during which a member has been absent from duty on leave with half-pay;
- (m) part-time regular service but to be counted on the basis of the proportion the part-time regular service bears to full-time regular service over the same period;

- (n) pensionable service in the Government of a member rendered immediately prior to his absorption into the regular service of the Singapore Armed Forces and which the Armed Forces Council has determined shall count as regular service under these Regulations, subject to such conditions as the Armed Forces Council may impose; and
- (o) such service other than in the Government as the Armed Forces Council has determined shall count as regular service under these Regulations, subject to such conditions as the Armed Forces Council may impose.

(2) Where a member to whom sub-paragraph (e) or (g) of paragraph (1) applies has received a gratuity in respect of the service referred to in those sub-paragraphs, the Armed Forces Council shall, as a condition of allowing such service to count as reckonable service under these Regulations, require the member to repay the gratuity to the Government either in a lump sum or otherwise and, in default of such repayment, the previous service shall not be allowed to count as reckonable service.

(3) In respect of any such service on or after 1st April 1972, the amount of contributions to the Central Provident Fund or any approved fund to be repaid to the Government shall exclude the amount so paid on account of the member with respect to such service if he was in the regular service or an equivalent amount if he was not in the regular service.

Service not counted as reckonable service

9. The following periods of service shall not be counted as reckonable service under these Regulations:

- (a) any period of service forfeited by sentence of a subordinate military court or Superior Commander or as a result of a decision of the Military Court of Appeal or a review of the Armed Forces Council, other than service forfeited for the purposes of promotion, in accordance with the provisions of the Act or any other written law for the time being in force;
- (b) the whole period of absence without leave;

- (c) the whole period of desertion;
- (d) the whole period of detention or special detention or imprisonment while undergoing a sentence awarded by a subordinate military court or the Military Court of Appeal or disciplinary officer;
- (e) the whole period of imprisonment or detention as a result of his conviction on a charge by a civil court;
- (f) the whole period of remand, custody, confinement, detention, open arrest or close arrest or suspension from duty while waiting for trial by the civil authority or military authority on a charge of which the member is subsequently convicted if during the period he has received no pay;
- (g) the whole period in which pay is forfeited;
- (h) the whole period of leave of absence without pay granted to a member; and
- (i) the whole period of study leave sponsored by the Government.

Stipulated retirement age

10. A member shall be required to retire at the age of 50 years.

11. [*Deleted by S 239/2012*]

Grounds for retirement

12. It shall be lawful for the Armed Forces Council to require or permit, as the case may be, a member to retire —

- (a) if he has attained the stipulated retirement age of 50 years;
- (b) at any time on or after the member's SAVER end date;
- (c) if he is considered to be unsuitable, such unsuitability being due to causes not within his control or due to causes within his control that do not amount to misconduct;
- (d) on a certificate from his commanding officer and on medical evidence to the satisfaction of the Armed Forces Council that the member is incapable, by reason of infirmity of mind or

body, of discharging his duties and that such infirmity is likely to be permanent;

- (e) if his retirement is considered by the Armed Forces Council to be desirable in the public interest, having regard to the conditions and needs of the armed forces and the usefulness of the member thereto;
- (f) where the Armed Forces Council considers that he has made outstanding contributions to the Singapore Armed Forces and that he should retire as part of the process of leadership renewal in the Singapore Armed Forces;
- (g) where such member has been superseded for further promotion;
- (h) if he requests the permission of the Armed Forces Council to retire on completing 11 years of reckonable service and there is a vested sum in his Retirement Account;
- (i) if he requests the permission of the Armed Forces Council to retire in circumstances not covered in this regulation ; or
- (j) if his retirement is considered by the Armed Forces Council to be necessary —
 - (i) due to the abolition of his office; or
 - (ii) for the purpose of facilitating improvement in the organisation of the department to which the member belongs by which greater efficiency or economy may be effected.

PART IV

CONTRIBUTIONS AND WITHDRAWALS

Contributions

13.—(1) Subject to these Regulations, the Board shall cause to be credited to the accounts of each member in the SAVER-Premium Fund as follows:

- (a) in the case of the CPF Top-Up Account, a monthly sum equal to the difference between —

- (i) the amount of contributions paid by the Government under the Central Provident Fund Act (Cap. 36) in respect of the member on his gross salary; and
- (ii) the amount of contributions payable by an employer other than the Government under the Central Provident Fund Act (Cap. 36) on ordinary wages equal to that gross salary,

subject to the maximum amount of contributions permissible under that Act;

- (b) in the case of the Retirement Account, a monthly contribution at the prescribed rate of the member's gross salary less the sum referred to in sub-paragraph (a);
- (c) in the case of the Savings Account, a monthly contribution at the prescribed rate of the member's gross salary; and
- (d) any dividend declared by the Board under paragraph (4).

(2) The Board shall, subject to the directions of the Armed Forces Council, credit to the accounts specified in paragraph (1) every contribution and dividend in such manner as the Armed Forces Council may direct, and the Armed Forces Council may give different directions in respect of different classes of members.

(3) Notwithstanding paragraph (1), no contributions shall be credited in respect of —

- (a) any period of service forfeited by sentence of a subordinate military court or Superior Commander or as a result of a decision of the Military Court of Appeal or a review of the Armed Forces Council, other than service forfeited for the purposes of promotion, in accordance with the provisions of the Act or any other written law for the time being in force;
- (b) the whole period of absence without leave;
- (c) the whole period of desertion;
- (d) the whole period of detention or special detention or imprisonment while undergoing a sentence awarded by a subordinate military court or the Military Court of Appeal or disciplinary officer;

- (e) the whole period of imprisonment or detention as a result of his conviction on a charge by a civil court;
- (f) the whole period of remand, custody, confinement, detention, open arrest or close arrest or suspension from duty while waiting for trial by the civil authority or military authority on a charge of which the member is subsequently convicted if during the period he has received no pay;
- (g) the whole period in which pay is forfeited; or
- (h) the whole period of leave of absence without any pay granted to a member.

(4) The Board may, during each financial year, declare to the member's accounts in the SAVER-Premium Fund a dividend out of the net income and net unrealised profits of the SAVER-Premium Fund for that financial year.

(5) In this regulation —

“net income” means the amount ascertained by adding to, or deducting from, the income received from the investments of capital moneys in the SAVER-Premium Fund any profit derived or loss sustained, as the case may be, from the realisation of such investments;

“prescribed rate”, in relation to any contributions for a member, means the rate prescribed in the First Schedule in relation to the number of complete years of reckonable service completed by the member when the contribution is credited to the member's Retirement Account or Savings Account, as the case may be.

Eligibility for withdrawals

14.—(1) Subject to these Regulations, no sum of money standing to the credit of a member may be withdrawn from the SAVER- Premium Fund unless the member —

- (a) retires or is required to retire from the Singapore Armed Forces on any of the grounds specified in regulation 12;
- (b) resigns from the Singapore Armed Forces; or

(c) dies in regular service.

(2) Such moneys shall not be paid except in accordance with regulation 17 or 46, whichever is applicable, and on the application of the person eligible to withdraw the money under regulation 18.

Advance withdrawals from Savings Accounts or Retirement Accounts

14A.—(1) Notwithstanding regulation 14, the Armed Forces Council may, on the application of any member, authorise the member to withdraw in advance all or any part of the vested sum in his Savings Account or Retirement Account while he is still in the regular service of the Singapore Armed Forces.

(2) The Armed Forces Council may, in authorising a member to make such withdrawals in advance under paragraph (1), impose such conditions as it thinks fit, including the interest payable on recovery or refund under paragraph (3) or (4) of the sum accordingly withdrawn.

(3) Without prejudice to paragraph (2), it shall be a condition of every authorisation under paragraph (1) for a member to withdraw in advance all or any part of the vested sum in his Savings Account or Retirement Account that the Armed Forces Council can recover all or part of the vested sum so withdrawn (together with interest) if it is shown that the authorisation was obtained by wilful suppression of material facts or in ignorance of facts which, had they been known before the member retired or resigned or was dismissed or before the granting of such authorisation, would have justified —

(a) his discharge on any of the grounds specified in regulation 17 or 18 of the Enlistment Regulations (Cap. 93, Rg 1); or

(b) his conviction of any offence by a subordinate military court or the Military Court of Appeal on appeal or by any civil court.

(4) Where any member is authorised under paragraph (1) to withdraw in advance all or any part of the vested sum in his Savings Account or Retirement Account, and he is subsequently to be —

- (a) discharged on any of the grounds specified in regulation 17 or 18 of the Enlistment Regulations;
- (b) discharged with ignominy; or
- (c) dismissed as a result of the sentence of a subordinate military court or Military Court of Appeal or a sentence substituted by the Armed Forces Council,

the member may be required by the Armed Forces Council to first refund all or part of the vested sum so withdrawn together with interest.

(5) Any sum that is recoverable under paragraph (3) or is to be refunded under paragraph (4), together with such interest thereon, shall be recoverable as a debt due to the Government and may be offset against any other sum payable by the Government to that member under these Regulations.

Closure of accounts

15.—(1) Subject to these Regulations, where a member —

- (a) retires or is required to retire from the Singapore Armed Forces on any of the grounds specified in regulation 12;
- (b) resigns from the Singapore Armed Forces;
- (c) dies in regular service; or
- (d) is discharged or dismissed in any of the circumstances specified in regulation 16,

all his accounts in the SAVER-Premium Fund shall be closed with effect from the date of his retirement, resignation, death, discharge or dismissal, as the case may be, and all contributions to his accounts shall cease forthwith.

(2) Where a member's accounts are closed under paragraph (1) during a financial year before a dividend (if any) for that financial year is declared, the Board may, notwithstanding paragraph (1), cause to continue to be credited to the member's accounts interest at such rate as it determines until the moneys in those accounts are paid, and that interest shall be in lieu of any dividend that may be declared payable for that financial year under regulation 13(4).

Application to officer cadets who are former soldiers

15A.—(1) Where a soldier who is a member of the Premium Plan becomes an officer cadet after 31st March 2000, the moneys in his accounts maintained under regulation 12(1) of the Singapore Armed Forces (Premium Plan) Regulations (Rg 22) shall be transferred as follows to his accounts under the SAVER Plan referred to in regulation 13(1):

- (a) all his moneys in the CPF Top-Up Account under the Premium Plan shall be transferred to his CPF Top-Up Account under the SAVER Plan; and
- (b) all his moneys in the CARE Account under the Premium Plan shall be transferred to his Retirement Account under the SAVER Plan.

(2) Where a soldier who is a member of the Premium Plan becomes an officer cadet after 31st March 2000 without completing 10 years of reckonable service as a soldier there shall also be immediately credited to his Savings Account under the SAVER Plan an amount equal to such proportion of his START benefit referred to in regulation 13 of the Singapore Armed Forces (Premium Plan) Regulations (Rg 22) as the proportion of his reckonable service bears to 10 complete such years, less such part of the START benefit that has been advanced to him under regulation 13 of those Regulations.

(3) Where a member, being a former soldier and member of the Premium Plan, fails his officer cadet training and reverts to being a soldier —

- (a) all his accounts under the SAVER Plan referred to in regulation 13(1) shall be closed with effect from the date of such failure;
- (b) all contributions under these Regulations shall also cease to be paid into those accounts with effect from that date;
- (c) all moneys in his Savings Account (including the amount credited under paragraph (2)) shall be forfeited and transferred to the Forfeiture Account to the SAVER-Premium Fund; and

- (d) all moneys in his other accounts under the SAVER Plan shall be transferred to his re-opened accounts under the Premium Plan in accordance with regulation 16(3) of the Singapore Armed Forces (Premium Plan) Regulations.

Forfeiture of moneys on discharge or dismissal

16. Notwithstanding regulation 14, where any member is —

- (a) discharged on any of the grounds specified in regulations 17 and 18 of the Enlistment Regulations (Cap. 93, Rg 1);
- (b) discharged with ignominy; or
- (c) dismissed as a result of the sentence of a subordinate military court or Military Court of Appeal or a sentence substituted by the Armed Forces Council,

the Armed Forces Council may forfeit all or any of the moneys which would have been payable under regulation 17(1) or (2) or 46 if the member had, on the date of his discharge or dismissal, retired from the Singapore Armed Forces on any of the grounds specified in regulation 12.

Withdrawals and vesting of contributions

17.—(1) Except where otherwise provided in these Regulations, where a member retires or is required to retire from the Singapore Armed Forces on any of the grounds specified in regulation 12(a) to (i) or he resigns from the Singapore Armed Forces, the following sums shall vest in the member and may be awarded in respect of that member:

- (a) such portion of moneys standing to the member's credit in his Savings Account as is prescribed in the Second Schedule in relation to the member's length of reckonable service at the date of his retirement or resignation, as the case may be; and
- (b) such portion of the moneys in the member's Retirement Account as is prescribed in the Second Schedule in relation to the member's age at the date of his retirement or resignation, as the case may be.

(1A) Where a member retires or is required to retire from the Singapore Armed Forces on either of the grounds specified in regulation 12(j), there shall vest in the member and may be awarded to him, at the option of the member —

- (a) all moneys standing to his credit in his Savings Account and Retirement Account at the date of his retirement; or
- (b) one month's last drawn salary, excluding any bonus or allowance, for each year of his reckonable service and a proportionate sum thereof for any complete month, capped at 25 years,

subject to such conditions as the Armed Forces Council may, by General Order, impose.

(2) Notwithstanding paragraph (1), where a member retires from the Singapore Armed Forces —

- (a) on the ground specified in regulation 12(c) or (e), the sum vested in the member under paragraph (1) may be reduced to the extent determined by the Armed Forces Council; or
- (b) on the ground specified in regulation 12(d), (f), (h) or (i), the sum vested in the member under paragraph (1) may be increased to the extent and paid in such manner as determined by the Armed Forces Council.

(3) Notwithstanding any provision in these Regulations, no sum in a member's Retirement Account shall vest in the member unless the member has completed not less than 11 complete years of reckonable service.

(3A) Paragraph (3) shall not apply to a member who retires on either of the grounds specified in regulation 12(j).

(4) The Board may, on the application of the person eligible under regulation 18, authorise the payment to the applicant of the sum vested in the member in accordance with paragraphs (1), (1A), (2), (3) and (3A).

(5) Where the member is either discharged or dismissed in the circumstances referred to in regulation 16, the Board may, on the application of the person eligible under regulation 18, authorise the

payment to the applicant of such moneys in the member's Retirement Account and Savings Account not forfeited by the Armed Forces Council under regulation 16.

(6) Where a member's CPF Top-Up Account is closed under regulation 15(1), the Board shall transfer all moneys in the member's CPF Top-Up Account to the CPF Board to the credit of the member's account in the Central Provident Fund.

(7) Where the total amount standing to the credit of a member in the CPF after the transfer of moneys under paragraph (6) is less than the minimum sum prescribed for the purposes of section 15(6) of the Central Provident Fund Act (Cap. 36), the deficiency in the member's CPF account shall be met out of the vested sum in the member's Retirement Account in the SAVER-Premium Fund.

(8) The Board shall credit to the Forfeiture Account of the SAVER-Premium Fund any balance of moneys in the closed Savings Account or Retirement Account of any member after the amount allowed to be withdrawn under these Regulations has been paid.

Special arrangements for dual career officers

17A.—(1) Notwithstanding any provision in these Regulations to the contrary, where a member retires from the Singapore Armed Forces in order to be appointed as a public officer in a pensionable office in the Singapore Civil Service (referred to in these Regulations as a former SAVER member), and his period of service in the Singapore Armed Forces is not counted as pensionable service for the purposes of the Pensions Act (Cap. 225) —

- (a) all contributions to his CPF Top-Up Account, Savings Account and Retirement Account shall cease with effect from the date of his retirement;
- (b) his Savings Account and Retirement Account shall not close but remain open until the relevant date, and interest on the moneys in those accounts at such rate as the Armed Forces Council may determine shall continue to be credited into his accounts in lieu of any dividend declared under regulation 13(4) until the moneys are paid to him in accordance with these Regulations;

- (c) if he retires from the Singapore Armed Forces before the vested sums in his Savings Account and Retirement Account have fully vested in him, the former SAVER member may, at his option, be awarded —
- (i) on his retirement, such sums in his Savings Account and Retirement Account that have vested under regulation 17, and the balance of moneys in those Accounts (together with interest thereon) subsequently at the relevant date if he is still a public officer in the Singapore Civil Service; or
 - (ii) all moneys in his Savings Account and Retirement Account (together with interest thereon) at the relevant date if he is still a public officer in the Singapore Civil Service; and
- (d) if he retires from the Singapore Armed Forces before his SAVER end date but after the vested sums in his Savings Account and Retirement Account have fully vested in him, all the vested sums may be awarded to the former SAVER member.
- (2) If the former SAVER member referred to in paragraph (1)(c) resigns or is dismissed from the Singapore Civil Service before the relevant date —
- (a) the sum that may be subsequently awarded to him under paragraph (1)(c)(i) shall be forfeited forthwith and transferred to the Forfeiture Account of the SAVER- Premium Fund; or
 - (b) an amount equal to the vested sums in his Savings Account and Retirement Account at the date of his retirement from the Singapore Armed Forces may be awarded to the former SAVER member on his resignation or dismissal, as the case may be, and the balance in his Savings Account and Retirement Account shall be forfeited and transferred to the Forfeiture Account of the SAVER-Premium Fund.
- (3) Notwithstanding any provision in these Regulations to the contrary, where a former SAVER member's period of service in the Singapore Armed Forces is to be counted as pensionable service for

the purposes of the Pensions Act (Cap. 225), then with effect from the date of his retirement from the Singapore Armed Forces —

- (a) his Savings Account and Retirement Account shall close and all moneys in these Accounts shall be forfeited and transferred to the Forfeiture Account of the SAVER-Premium Fund; and
- (b) his CPF Top-Up Account shall close and all moneys in the account shall be forfeited and transferred to the Forfeiture Account of the SAVER-Premium Fund except an amount equal to the difference between —
 - (i) the amount of contributions paid by the Government under the Central Provident Fund Act (Cap. 36) in respect of the former SAVER member on his gross salary during his period of reckonable service in the Singapore Armed Forces; and
 - (ii) the amount of contributions that would have been payable by the Government under the Central Provident Fund Act in respect of the former SAVER member on ordinary wages equal to the gross salary if he was a public officer in a pensionable office in the Singapore Civil Service during that same period,

which shall be transferred to the former SAVER member's CPF Account with the CPF Board.

(4) The Board may, on the application of a former SAVER member made at anytime on or after his SAVER end date or (as the case may be) on or after his resignation or dismissal from the Singapore Civil Service, authorise the payment to the former SAVER member of the relevant sum awarded under paragraph (1) or (2), as the case may be.

(5) In this regulation, “relevant date”, in relation to a former SAVER member, means —

- (a) his SAVER end date; or
- (b) the date the whole of the vested sum in his Retirement Account vests in him,

whichever is the earlier.

Persons authorised to withdraw

18.—(1) Subject to paragraph (2), the following persons shall be entitled to apply to withdraw the sums standing to the credit of a member in the SAVER-Premium Fund which are payable under these Regulations in respect of the member, where the member retires from the Singapore Armed Forces on any ground specified in regulation 12 or resigns from the Singapore Armed Forces:

- (a) the member; or
- (b) where the member lacks capacity within the meaning of section 4 of the Mental Capacity Act 2008 (Act 22 of 2008) —
 - (i) a deputy appointed or deemed to be appointed for the member by the court under that Act with power in relation to the member for the purposes of these Regulations; or
 - (ii) a donee under a lasting power of attorney registered under that Act with power in relation to the member for the purposes of these Regulations.

(2) After the death of a member or former SAVER member, the personal representative of the member or former SAVER member shall be entitled to apply to withdraw the sums standing to the credit of the member or former SAVER member in the SAVER-Premium Fund which are payable under these Regulations in respect of that member or former SAVER member.

Authorisation of withdrawals

19.—(1) Where a withdrawal from any Retirement Account and Savings Account in the SAVER-Premium Fund has been authorised in favour of any person under regulation 14A, 17A or 18, the Board shall —

- (a) on the written instruction of that person, credit the amount authorised to be withdrawn to his bank account; or
- (b) open a savings account with a bank in the name of that person and credit the amount authorised to be withdrawn to the said bank account.

(2) Payment may also be made by the Board in such other manner as the Board shall see fit in any particular case or class of cases.

Unclaimed moneys

20.—(1) Where the accounts of any member or former SAVER member in the SAVER-Premium Fund have been closed and no person authorised to withdraw the moneys in those accounts under regulation 17A or 18 has applied to so withdraw within 12 months of the date of such closure, such amount shall be accounted for as unclaimed and shall be transferred to the Forfeiture Account of the SAVER-Premium Fund.

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

Medical benefits

21. A member who retires on or after attaining 40 years of age and who has served a minimum period of 10 years reckonable service with the Singapore Armed Forces may be granted post-retirement benefits based on the medical schemes prior to their retirement on such terms and conditions as the Armed Forces Council may, by general order, decide.

SAVER housing loans

21A.—(1) Subject to this regulation, the Armed Forces Council may, on the application of any member, grant a loan out of moneys in the SAVER-Premium Fund to the member —

- (a) to pay, whether partially or in full, for the purchase of immovable residential property which he occupies or intends to occupy;
- (b) to repay any other loan taken to finance or re-finance the purchase of immovable residential property which he occupies or intends to occupy; or

- (c) to pay any costs, fees or other incidental expenses incurred for the purchase of such immovable residential property or for obtaining any loan to finance or re-finance such purchase.
- (2) Any loan granted to a member under paragraph (1) —
- (a) shall not exceed the total vested sums with which the member may be awarded under regulation 17 if he retires at his SAVER end date; and
- (b) shall be granted on such terms and conditions as the Armed Forces Council considers fit.
- (3) Notwithstanding anything in these Regulations, if a member fails to pay any sum due under any loan to him under this regulation when due, the Armed Forces Council shall be entitled to recover the moneys lent to the member (together with any interest thereon) from any moneys standing to the member's credit in his Savings Account or Retirement Account or both on the closure of the Accounts.

PART V

AWARDS IN RESPECT OF DEATH

Death in service

22.—(1) Subject to paragraph (2), where a member dies while he is in the regular service of the Singapore Armed Forces, there shall be paid to such of his dependants as the Armed Forces Council may think fit or, if there are no dependants, to his personal representatives —

- (a) all moneys standing to the credit of the member in his Savings Account, Retirement Account and CPF Top-Up Account at the date of his death; or
- (b) a sum equal to the deceased member's annual compensation salary,

whichever is the greater.

(2) Where a member dies while he is in the regular service of the Singapore Armed Forces, and he was in the pensionable service immediately before his conversion to the SAVER Plan under Part VII, there shall be paid to such of his dependants as the Armed Forces

Council thinks fit or, if there are no dependants, to his personal representatives, the following sums:

- (a) in the case of conversion to the SAVER Plan on 1st April 1998, the greatest of the following:
 - (i) all moneys standing to the credit of the member in his Savings Account, Retirement Account and CPF Top-Up Account at the date of his death;
 - (ii) an amount equal to the benefits that would have been payable to the member under the Singapore Armed Forces (Pensions) Regulations (Rg 9) if he had remained in the pensionable service at the time of his death; or
 - (iii) a sum equal to the member's annual compensation salary; or
- (b) in the case of conversion to the SAVER Plan at any time after 1st April 1998, the greater of the following:
 - (i) all moneys standing to the credit of the member in his Savings Account, Retirement Account and CPF Top-Up Account at the date of his death; or
 - (ii) a sum equal to the member's annual compensation salary.

(3) Where the member dies in disgrace, or where the death is attributable to his misconduct or negligence or due to reasons within his own control or resulted from deliberate self-injury or the deliberate aggravation of an accidental injury, the Armed Forces Council may either refuse payment of the amounts specified in paragraph (1) or (2) or authorise payment at such a reduced rate as it may think fit after having regard to all the circumstances of the case, and forfeit of the balance.

Awards where member dies of injuries received in and which is attributable to service

23.—(1) Where a member dies as a result of any injury received in and which is attributable to service, the Armed Forces Council may pay to his dependants or personal representatives —

- (a) [*Deleted by S 162/2008 wef 01/04/2008*]
- (b) a sum equivalent to the lump sum calculated for the death of an employee under the Third Schedule to the Work Injury Compensation Act (Cap. 354), as if the member had been a workman under that Act; and
- (c) one of the following, whichever is the greatest:
- (i) all moneys standing to the credit of the member in his Savings Account, Retirement Account and CPF Top-Up Account at the date of his death;
 - (ii) where the member was in the pensionable service immediately before his conversion to the SAVER Plan under Part VII on 1st April 1998 —
 - (A) all moneys standing to the credit of the member in his Savings Account, Retirement Account and CPF Top-Up Account at the date of his death; or
 - (B) an amount equal to the benefits that would have been payable to the member under the Singapore Armed Forces (Pensions) Regulations (Rg 9) if he had remained in the pensionable service at the time of his death; or
 - (iii) 12 months of the compensation salary of the member at the date of his death.

(2) There may be paid, in addition to the total sum under paragraph (1), a special award of a sum to be determined by the Armed Forces Council if, in the opinion of the Armed Forces Council, the injury was received by the member in the course of military operations or training.

(3) There may be paid, in addition to the total sum under paragraph (1) and, where applicable, paragraph (2), an additional award to be determined by the Armed Forces Council having regard to the principles on which a claim for damages would be determined in the civil courts if, in the opinion of the Armed Forces Council, the injury was received under exceptional circumstances or while the member was rendering service beyond the call of duty.

(4) Where a member's death is caused as a result of the aggravation by service of an adverse medical condition that —

(a) existed in him before service; or

(b) had arisen during but which was not attributable to service, and the death occurred within 7 years of the aggravation of such medical condition, the amount of compensation payable to his dependants or personal representatives, as the case may be, may be equal to 50% of the compensation payable under paragraph (1)(b), and 50% of any award payable under paragraph (2) or (3), had his death occurred as a result of injuries received in and which were attributable to service.

24. [*Deleted by S 162/2008*]

PART VI

AWARDS IN RESPECT OF DISABLEMENT

Chapter 1

Quantum

Award for disability due to injury received in and which is attributable to service

25.—(1) Subject to regulation 40 and paragraph (2), where a member in the regular service of the Singapore Armed Forces is disabled from an injury received in and which is attributable to service, not being a minor injury specified under the Fourth Schedule, and the member has, as a result of his disablement, retired on any of the grounds referred to in regulation 12, the Armed Forces Council may, notwithstanding regulation 17, pay to the member an award comprising —

(a) a sum equal to the lump sum calculated for permanent total incapacity of a workman under the Third Schedule to the Work Injury Compensation Act (Cap. 354) as if the member was an employee under that Act; and

(b) all moneys standing to the credit of the member in his Savings Account, Retirement Account and CPF Top-Up Account at

the date of his retirement or 12 months of the compensation salary of the member at the date of his retirement, whichever is the greater.

(2) Subject to regulation 40, where a member in the regular service of the Singapore Armed Forces, being a member who was in the pensionable service immediately before his conversion to the SAVER Plan under Part VII, is disabled from an injury received in and which is attributable to service, not being a minor injury specified in the Fourth Schedule, and the member has, as a result of his disablement, retired on any of the grounds referred to in regulation 12, the Armed Forces Council may, notwithstanding regulation 17, pay to the member an award comprising the following sums:

- (a) in the case of conversion to the SAVER Plan on 1st April 1998, the total comprising firstly, an amount equal to the lump sum calculated for permanent total incapacity of a workman under the Third Schedule of the Work Injury Compensation Act as if the member was an employee under that Act, and secondly, the greatest of the following amounts:
 - (i) all moneys standing to the credit of the member in his Savings Account, Retirement Account and CPF Top-Up Account at the date of his retirement;
 - (ii) a sum equal to the benefits that would have been payable to the member in the same circumstances had he remained in the pensionable service; or
 - (iii) 12 months of the compensation salary of the member at the date of his retirement; or
- (b) in the case of conversion to the SAVER Plan at any time after 1st April 1998, the total of the following:
 - (i) a sum equal to the lump sum calculated for permanent total incapacity of an employee under the Third Schedule of the Work Injury Compensation Act as if the member was a workman under that Act; and
 - (ii) all moneys standing to the credit of the member in his Savings Account, Retirement Account and CPF Top-

Up Account at the date of his retirement or 12 months of the compensation salary of the member at the date of his retirement, whichever is the greater.

(3) For the purposes of an award in respect of disablement (which may be made provisionally or upon any other basis), the degree of such disablement shall be assessed on an interim basis unless the member's condition permits a final determination of the extent, if any, of such disablement.

(4) *[Deleted by S 162/2008 wef 01/04/2008]*

(5) *[Deleted by S 162/2008 wef 01/04/2008]*

Award of compensation where disablement does not result in retirement

26.—(1) Subject to regulation 40, where a member is disabled from an injury received in and which is attributable to service, not being a minor injury specified in the Fourth Schedule, and the member does not qualify for an award under regulation 25 because the disablement does not result in his retirement, he shall be awarded such a proportion of the compensation equivalent to the lump sum calculated for permanent total incapacity of an employee under the Third Schedule to the Work Injury Compensation Act (Cap. 354) as if the member was an employee under that Act, as the degree of disablement bears to total disablement.

(2) For the purposes of an award in respect of disablement (which may be made provisionally or upon any other basis), the degree of such disablement shall be assessed on an interim basis unless the member's condition permits a final determination of the extent, if any, of such disablement.

Determination of degrees of disablement

27.—(1) Subject to these Regulations, the degree of the disablement attributable to service of a member shall be assessed by making a comparison between the condition of the member as so disabled and the condition of a normal healthy person of the same age, without taking into account the earning capacity of the member in his disabled condition in his own or any other specific trade or occupation, and

without taking into account the effect of any individual factors or extraneous circumstances.

(2) Where such disablement is due to more than one injury, a composite assessment of the degree of disablement shall be made by reference to the combined effect of all such injuries.

(3) Except in a case to which the Fourth Schedule applies, the degree of disablement assessed in accordance with paragraphs (1) and (2) shall be certified by way of a percentage, total disablement being represented by 100% (which shall be the maximum assessment) and a lesser degree or partial disablement being represented by such percentage as bears to 100% the same proportion as the lesser degree of disablement bears to total disablement.

(4) Where a disablement of a member who joined the Singapore Armed Forces before 15th March 1991 is due to any injury specified in the Third Schedule or is a disablement so specified, and, in either case, has reached a settled condition, the degree of such disablement shall, in the absence of any special features, be certified for the purpose of these Regulations at the percentage specified in that Schedule as appropriate to that injury or to that disablement.

(5) Where a disablement of a member who joins the Singapore Armed Forces on or after 15th March 1991 is due to any injury specified in the First Schedule to the Work Injury Compensation Act (Cap. 354) or is a disablement so specified, and, in either case, has reached a settled condition, the degree of such disablement shall, in the absence of any special features, be certified for the purpose of these Regulations at the percentage equivalent to the percentage of loss of earning capacity specified in that Schedule as appropriate to that injury or to that disablement.

(6) Where a member has sustained a minor injury specified in the Fourth Schedule, he may be granted an award in accordance with that Schedule, whether his service is terminated or not.

(7) If he has sustained an injury referred to in paragraph (6) as well as other disablement attributable to service, the degree of which is less than 100%, and a composite assessment of the degree of the disablement from both causes is no higher than the assessment for the other disablement alone, this regulation shall have effect so as to

authorise an award under paragraph (6) in respect of the minor injury as well as an award under regulation 25 or 26 in respect of the other disablement.

(8) The degree of disablement certified under this regulation shall be the degree of disablement for the purpose of any award in respect of this Part.

Award for constant attention

28. Where a member is in receipt of an award under regulation 25 and it is shown to the satisfaction of the Armed Forces Council that constant attendance on the member is necessary on account of disablement, he may be awarded an additional amount equivalent to 25% of the lump sum calculated for permanent total incapacity of an employee under the Third Schedule to the Work Injury Compensation Act (Cap. 354) as if the member was a workman under that Act.

Chapter 2

Treatment and Rehabilitation

Application of this Chapter

29. Under this Chapter, awards may be made where the disablement of a member is attributable to service and any condition applicable to an award under Chapter 1 shall, where appropriate, be applicable to an award under this Chapter.

Treatment allowance

30.—(1) A member may be awarded a treatment allowance in respect of any period during which he receives approved treatment.

(2) A treatment allowance so awarded may be payable in addition to any disability award payable in accordance with Chapter 1, except that the aggregate rate of the award under Chapter 1 together with the treatment allowance under this regulation shall not exceed the rate of award which would be appropriate under these Regulations if the degree of such member's disablement had been 100%.

Allowance where prolonged abstention from work is necessary following approved institutional treatment

31. Where it is certified that a member should, on completion of a course of approved institutional treatment, abstain from work for a prolonged period in consequence of the condition which necessitated such treatment, he may be treated as if he were eligible throughout such period for a treatment allowance under regulation 30.

Allowance for part-time treatment

32. Where a member receives treatment which would be approved treatment but for the fact that it involves only occasional interruptions of the member's normal employment, a treatment allowance may be awarded to the member at such rate as the Armed Forces Council may think appropriate having regard to any loss of remunerative time by the member as the result of those interruptions.

Medical expenses

33. Any necessary expenses in respect of the medical, surgical or rehabilitative treatment of a member not otherwise provided for may be defrayed by the Armed Forces Council under such conditions and up to such amount as the Council may determine.

Chapter 3

Miscellaneous

Special award in respect of total disability arising from military operations or training

34. Where a member who is eligible for an award under regulation 25 has, in the opinion of the Armed Forces Council, suffered total disability as a result of an injury received in the course of military operations or training, the member may be granted a special award of a sum to be determined by the Armed Forces Council, in addition to the award granted to him under that regulation.

Additional award in respect of total disability arising from exceptional circumstances or service beyond call of duty

34A. Where a member who is eligible for an award under regulation 25 has, in the opinion of the Armed Forces Council, suffered total disability as a result of an injury received under exceptional circumstances or while rendering service beyond the call of duty, the member may be granted an additional award to be determined by the Armed Forces Council having regard to the principles on which a claim for damages would be determined in the civil courts, in addition to the award granted to him under regulation 25 and, where applicable, regulation 34.

Award in respect of total disability caused by aggravation

35. Where a member suffers a disability which is determined by the Armed Forces Council to be total disability caused as a result of the aggravation by service of an adverse medical condition that —

(a) existed in him before service; or

(b) had arisen during but which was not attributable to service,

and such total disability occurs within 7 years of the aggravation of such medical condition, the member may be granted compensation equal to 50% of the compensation he would have been eligible for under regulation 25(1)(a) or (2)(a) or (b)(i), as the case may be, and 50% of any award he would have been eligible for under regulation 34 or 34A, had his total disability occurred as a result of an injury (not being a minor injury specified in the Fourth Schedule) received in and which was attributable to service.

Award in respect of partial disability

36. Any member who would have been eligible in the case of total disability for any award under regulation 25, 34 or 34A may, if he suffers partial disability, be awarded —

(a) such a proportion of the compensation equivalent to the lump sum calculated for permanent total incapacity of an employee under the Third Schedule to the Work Injury Compensation Act (Cap. 354) as if the member was an employee under that

Act, as the degree of disablement bears to total disablement;
and

- (b) such a proportion of any award he would have been eligible for under regulation 34 or 34A as the degree of disablement bears to total disablement.

Partial disability caused by aggravation of existing condition

36A. Notwithstanding regulation 36, where a member suffers such partial disability which is determined by the Armed Forces Council to be partial disability caused by aggravation by service of an adverse medical condition that existed in him before service or had arisen during but which was not attributable to service, and such partial disability occurs within 7 years of the aggravation of such medical condition, the member shall be eligible to an award equal to 50% of the award he would have been eligible for under regulation 36 had his partial disability occurred as a result of an injury received in and which is attributable to service.

Meaning of “earnings”

37.—(1) For the purposes of calculating under this Part or Part V any sum equivalent to the lump sum applicable under the Third Schedule to the Work Injury Compensation Act (Cap. 354) as if a member was an employee under that Act —

- (a) “earnings” means any salary paid and includes —
- (i) any overtime payment or other special remuneration for work done, whether by way of bonus, allowance or otherwise, if of constant character or for work habitually performed; and
 - (ii) any reimbursement or pay to which the member is entitled or which is payable to him by his employer under section 24 of the Enlistment Act (Cap. 93),
- but excludes the sums specified in paragraph (2);
- (b) the earnings of a member shall be computed in such a manner as is best calculated to give his true monthly earnings at the date of the injury, subject to sub-paragraphs (c), (d) and (e);

- (c) where the member has been exclusively employed during a continuous period of 12 months or any shorter period immediately preceding the injury, his monthly earnings shall be deemed to be the average amount of his earnings during those 12 months or shorter period, as the case may be;
- (d) where the member has been exclusively employed for any period which is less than a month, his monthly earnings shall be deemed to be the earnings he would have received for that month for the work in which he was employed if the injury had not happened; and
- (e) where the earnings of a member determined in accordance with sub-paragraphs (a) and (b) are less than —
 - (i) \$120 a month in the case of a member who is 18 years of age or above;
 - (ii) \$105 a month in the case of a member who is below the age of 18 years but is 16 years of age or above; or
 - (iii) \$90 a month in the case of a member below the age of 16 years,

then in any such case, the monthly earnings of a member who is 18 years of age or above shall be deemed to be \$120, the monthly earnings of a member below the age of 18 years but who is 16 years of age or above shall be deemed to be \$105, and the monthly earnings of a member below the age of 16 years shall be deemed to be \$90.

(2) The following sums shall not be regarded as “earnings” for the purposes of calculating under this Part or Part V any sum equivalent to the lump sum applicable under the Third Schedule to the Work Injury Compensation Act (Cap. 354) as if a member was an employee under that Act:

- (a) any benefit in kind given to a member by the Singapore Armed Forces;
- (b) any travelling allowance;
- (c) the value of any travelling concession;

- (d) any contribution paid by the Singapore Armed Forces towards any pension or provident fund; and
- (e) any sum paid to the member to cover any special expenses incurred by him by reason of the nature of his employment.

Refusal of treatment

38.—(1) Where it is certified that a member should in his own interest receive medical, surgical or rehabilitative treatment for a disablement in respect of which an award may be or has been awarded to him under this Part, and such member refuses or neglects to receive the treatment, the Armed Forces Council may, if it considers that such refusal or neglect is unreasonable, reduce any award in respect of the member's disablement by such an amount not exceeding one-half of any such award, as it may think fit.

(2) For the purposes of this regulation, any misconduct on the part of the member which, in the opinion of the Armed Forces Council, renders it necessary for any treatment that he is receiving to be discontinued, may be treated as a refusal of the member to receive the treatment.

Review of awards, etc.

39.—(1) Where an Awards Officer makes a final assessment of the degree or nature of the disablement of a member, or a final decision that there is no disablement or that the disablement has come to an end, any award under this Part made on the basis of that assessment, or any such final decision, shall not be reviewed unless —

- (a) in the case of a final assessment, there is a substantial increase in the degree of disablement which is attributable to service;
 - (b) in the case of a final decision, there is a substantial degree of disablement which is attributable to service;
 - (c) the rate of the award or other grant has been fixed in error at a figure which is not appropriate under these Regulations to the assessment of the degree or nature of the disablement;
 - (d) the award of the pension or other grant has been made in error;
- or

(e) the Awards Officer has reason to believe that the award has been obtained by improper means.

(2) Any award under these Regulations (other than an award made on the basis of such a final assessment as aforesaid) may, subject to any decision given by the Compensation Board under regulation 4A, be reviewed at any time on any of the grounds specified in paragraph (1) or on any other ground which, in the opinion of an Awards Officer, having regard to these Regulations, necessitates its review.

(3) On any review under this regulation, an Awards Officer may —

- (a) continue or vary the award;
- (b) make a fresh award in place of it;
- (c) cancel the award; or
- (d) in the case of such a final decision as is mentioned in paragraph (1), make an award as may be appropriate having regard to these Regulations.

Withholding, cancelling, reducing award or compensation

40.—(1) Where the injuries that were received in and which were attributable to service have been caused by or contributed to by gross negligence or misconduct of the member, the Armed Forces Council may withhold, cancel or reduce any award or compensation which may be or has been made under this Part or Part V.

(2) The Armed Forces Council may withhold or reduce an award or compensation which may be or has been made under this Part in respect of the disablement of a member whose service is terminated voluntarily or where the disablement is partly or wholly attributable to the default or negligence of the member or is due to reasons within his control.

PART VII

CONVERSION TO SAVER PLAN

Application of this Part

41. Subject to regulation 2A, this Part shall apply to all servicemen who, immediately before 1st January 1998, are eligible to any pension, gratuity or other allowance under the Singapore Armed Forces (Pensions) Regulations (Rg 9).

Option

42.—(1) A serviceman to whom this Part applies shall be given an option to convert to the SAVER Plan according to Option A, Option B, Option C or Option D, as the case may be, or remain in the pensionable service.

(2) Any option exercised by the serviceman shall be irrevocable except that he may be required by the Armed Forces Council to revert to the pensionable service.

Preserved pension

43.—(1) Where a serviceman exercises an option to convert according to Option A, the Board shall cause to be credited to his Retirement Account an amount determined in accordance with the formula

$$\left(\frac{175.14}{600} \times \frac{PE}{600} \times PS \right)$$

Where PE is the serviceman's last drawn pensionable emoluments as of 31st March 1998; and

PS is the total length of pensionable service rendered by the serviceman immediately before 1st April 1998.

(2) Where a serviceman exercises an option to convert according to Option B, the Board shall cause to be credited to his Savings Account and Retirement Account the respective amounts determined in accordance with the respective formulae:

- (a) Savings Account — an amount determined in accordance with the formula (9% x BP x CS); and
- (b) Retirement Account — an amount determined in accordance with the formula

$$\left(\frac{175.14}{600} \times \text{BP} \times \text{PS} \right) - (9\% \times \text{BP} \times \text{CS})$$

Where BP is the serviceman's last drawn monthly basic salary as of 31st March 1998;

CS is the total length of contract service rendered by the serviceman immediately before 1st April 1998; and

PS is the total length of pensionable service rendered by the serviceman immediately before 1st April 1998.

- (3) Where a serviceman exercises an option to convert according to Option C, the Board shall cause to be credited to his Retirement Account an amount determined in accordance with the formula

$$0.09 (\text{PE} \times \text{CPF plus service})$$

Where PE is the serviceman's last drawn pensionable emoluments as of 31st March 1998; and

“CPF plus service” is the total length of service rendered by the serviceman immediately before 1st April 1998.

- (4) Where a serviceman exercises an option to convert according to Option D, the Board shall cause to be credited to his Retirement Account an amount determined in accordance with the formula

$$\left(\frac{1}{500} \times 175.14 \times \text{PE} \times 240 \right) + \left[\frac{1}{600} \times 175.14 \times \text{PE} \times (\text{PS} - 240) \right]$$

Where PE is the serviceman's last drawn pensionable emoluments as of 31st March 1998; and

PS is the total length of pensionable service rendered by the serviceman immediately before 1st April 1998.

Refund of gratuities received

44. Where a serviceman exercising an option under regulation 42 to convert to the SAVER Plan has received a gratuity under the Singapore Armed Forces (Pensions) Regulations (Rg 9) in respect of his service in the Singapore Armed Forces, the gratuity shall be refunded.

Circumstances where no pension or gratuity payable

45. No member who has exercised the option to convert to the SAVER Plan under regulation 42 shall be credited with any amount under regulation 43 if he is —

- (a) discharged on any of the grounds specified in regulations 17 and 18 of the Enlistment Regulations (Cap. 93, Rg 1);
- (b) discharged with ignominy; or
- (c) dismissed as a result of a sentence of a subordinate military court or Military Court of Appeal or a sentence substituted by the Armed Forces Council.

Vesting rates for converting members' Retirement Accounts

46. Subject to regulation 17(2) and (3), where a serviceman exercising an option to convert under regulation 42 retires or is required to retire on any of the grounds specified in regulation 12 or he resigns from the Singapore Armed Forces, the Board may, on the application of the person eligible under regulation 18, authorise the payment to the applicant of —

- (a) the moneys referred to in regulation 17(1)(a); and
- (b) such portion of the moneys in the member's Retirement Account as is prescribed in the Fifth Schedule as vested in relation to the member's age at the date of his retirement or resignation, as the case may be.

Further option to convert

47. Notwithstanding regulation 42(2), the Armed Forces Council may allow a serviceman to which this Part applies who, before 1st July 1998, has opted to remain in the pensionable service a further option

to convert to the SAVER Plan on such terms as the Armed Forces Council considers fit.

FIRST SCHEDULE

Regulation 13

RATES AND CONTRIBUTIONS FOR SAVINGS ACCOUNT AND RETIREMENT ACCOUNT

1. The rate of contributions to be credited to a member's Savings Account and Retirement Account are as follows:

<i>Length of reckonable service in years or part thereof</i>	<i>Savings Account Contribution Rate</i>	<i>Retirement Account Contribution Rate</i>
Not more than 6 years	13% less the amount credited into the CPF Top-Up Account	Nil
More than 6 years but not more than 7 years	4%	11%
More than 7 years but not more than 8 years	3%	12%
More than 8 years but not more than 9 years	2%	13%
More than 9 years but not more than 10 years	1%	14%
More than 10 years but not beyond the member's SAVER end date	Nil	15%

2. Notwithstanding paragraph 1, an additional 2% and 8% contribution shall be credited to the Retirement Accounts of members who are Timescale Combat officers and Superscale Combat officers, respectively.

SECOND SCHEDULE

Regulation 17

**VESTING FOR SAVINGS AND
RETIREMENT ACCOUNTS**

1. The portion of moneys in a member's Savings Account as is specified in the second column below shall vest in the member completing the number of years of reckonable service as are specified in the first column.

<i>Length of reckonable service in years or part thereof</i>	<i>Savings Account Vesting</i>
Not more than 6 years	Nil
More than 6 years but not more than 7 years	20%
More than 7 years but not more than 8 years	40%
More than 8 years but not more than 9 years	60%
More than 9 years but not more than 10 years	80%
More than 10 years	100%.

2. The portion of moneys in a member's Retirement Account as is specified in the second column shall vest in the member on his attaining the age specified in the first column in relation to that portion unless the member has not completed 11 complete years of reckonable service.

<i>First column</i>	<i>Second column</i>	
<i>Age at date of retirement or resignation</i>	<i>Vesting for members who are pilots or officers of and above the rank of Colonel</i>	<i>Vesting for other members</i>
31	5%	5%
32	5%	5%
33	5%	5%
34	5%	5%
35	10%	10%
36	20%	20%
37	35%	35%

SECOND SCHEDULE — *continued*

38	50%	50%
39	65%	65%
40	80%	80%
41	90%	90%
42	90%	100%
43	90%	100%
44	100%	100%

3. For the purposes of paragraph 2, a person shall be deemed to have attained the age prescribed in that paragraph on the anniversary of his birthday.

THIRD SCHEDULE

Regulation 27(4)

ASSESSMENT OF DISABLEMENT CAUSED BY SPECIFIED INJURIES
AND OF CERTAIN OTHER DISABLEMENTS

<i>Description of Injury</i>	<i>Assessment Per Centum</i>
1. Loss of 2 limbs	100
2. Loss of both hands or of all fingers and both thumbs	100
3. Loss of both feet	100
4. Loss of a hand and a foot	100
5. Total loss of sight, including the loss of sight to such extent as to render the claimant unable to perform any work for which eyesight is essential	100
6. Total paralysis	100
7. Injuries resulting in being permanently bedridden	100
8. Any other injury causing permanent incapacity	100

THIRD SCHEDULE — *continued*

9. Very severe facial disfigurement	100
10. Loss of arm at shoulder	75
11. Loss of arm between elbow and shoulder	75
12. Loss of arm at elbow	75
13. Loss of arm between wrist and elbow	70
14. Loss of hand at wrist	70
15. Loss of finger and thumb of one hand	70
16. Loss of 4 fingers	60
17. Loss of thumb —	
(a) both phalanges	50
(b) one phalanx	30
18. Loss of ring finger —	
(a) 3 phalanges	20
(b) 2 phalanges	15
(c) 1 phalanx	10
19. Loss of little finger —	
(a) 3 phalanges	20
(b) 2 phalanges	15
(c) 1 phalanx	10
20. Loss of index finger —	
(a) 3 phalanges	35
(b) 2 phalanges	25
(c) 1 phalanx	20
21. Loss of middle finger —	
(a) 3 phalanges	25
(b) 2 phalanges	20
(c) 1 phalanx	15
22. Loss of metacarpals —	
(a) first or second (<i>additional</i>)	20

THIRD SCHEDULE — *continued*

(b) third, fourth, fifth (<i>additional</i>)	15
23. Loss of leg —	
(a) at or above knee joint	75
(b) below knee	65
24. Loss of a foot	55
25. Loss of toes —	
(a) all of one foot	35
(b) great, both phalanges	20
(c) great, one phalanx	10
(d) other than great, if more than one toe lost	10
26. Loss of sight, one eye	50
27. Loss of hearing, one ear	30
28. Total loss of hearing	60

Notes:

(1) The total permanent loss of the use of a body part shall be treated as loss of that body part.

(2) Where there is a loss of 2 or more parts of a hand, the percentage shall not be more than the percentage for the loss of the whole hand.

(3) Where an arm, a leg or an eye has already been lost, the compensation for the loss of the remaining arm, leg or eye, as the case may be, shall be the difference between the compensation for total incapacity and the compensation already paid, or which would have been paid, for the previous loss of arm, leg or eye.

FOURTH SCHEDULE

Regulation 27(3) and (6)

AMOUNTS PAYABLE FOR SPECIFIED MINOR INJURIES

Description of Injury

For the loss of —

FOURTH SCHEDULE — *continued*

(1) FINGERS:

- (a) R or L index finger —
 - Guillotine amputation of tip without loss of bone \$470
- (b) R or L middle finger —
 - Guillotine amputation of tip without loss of bone \$380
- (c) R or L ring or little finger —
 - Guillotine amputation of tip without loss of bone \$240

(2) TOES:

- (a) R or L great toe —
 - part, with some loss of bone \$320
- (b) R or L 1
 - (i) other toe —
 - part, with some loss of bone \$160
 - (ii) 2 toes, excluding great toe —
 - part, with some loss of bone \$240
 - (iii) 3 toes, excluding great toe —
 - part, with some loss of bone \$320
 - (iv) 4 toes, excluding great toe —
 - part, with some loss of bone \$320.

FIFTH SCHEDULE

Regulation 46

VESTING SCALE FOR RETIREMENT ACCOUNT FOR OFFICERS WHO OPT INTO SAVER

1. Where a member referred to in regulation 46 has, on 1st April 1998, attained any age specified in the second to fifth columns below, the portion of moneys in his Retirement Account as is specified in the same column shall vest on the member subsequently attaining the age specified in the first column.

<i>First column</i>	<i>Second column</i>		<i>Third column</i>		<i>Fourth column</i>		<i>Fifth column</i>		
Age at date of retirement	Members other than Pilots and officers of and above the rank of Colonel	Pilots and officers of the rank of Colonel and above	Members other than Pilots and officers of and above the rank of Colonel	Pilots and officers of the rank of Colonel and above	Members other than Pilots and officers of and above the rank of Colonel	Pilots and officers of the rank of Colonel and above	Members other than Pilots and officers of and above the rank of Colonel	Officers of the rank of Colonel and above	Pilots
30	nil	nil	nil	nil	nil	nil	nil	nil	nil
31	5%	5%	nil	nil	nil	nil	nil	nil	nil

FIFTH SCHEDULE — *continued*

32	5%	5%	5%	5%	5%	5%	nil	nil	nil	nil
33	5%	5%	5%	5%	5%	5%	5%	nil	nil	5%
34	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
35	10%	10%	5%	5%	5%	5%	5%	5%	5%	5%
36	20%	20%	10%	10%	10%	5%	5%	5%	5%	5%
37	35%	35%	20%	20%	10%	10%	10%	5%	5%	10%
38	50%	50%	35%	35%	20%	20%	20%	10%	10%	20%
39	65%	65%	50%	50%	35%	35%	35%	20%	20%	35%
40	80%	80%	65%	65%	50%	50%	50%	35%	35%	50%
41	90%	90%	80%	80%	65%	65%	65%	50%	50%	65%
42	100%	90%	90%	90%	80%	80%	80%	65%	65%	80%
43	100%	90%	90%	100%	90%	90%	90%	80%	80%	90%
44	100%	100%	100%	100%	100%	100%	100%	90%	90%	100%
45	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

2. For the purposes of paragraph 1, a person shall be deemed to have attained the age prescribed in that paragraph on the anniversary of his birthday.

[G.N. Nos.S 187/98; S 191/2000]

LEGISLATIVE HISTORY
SINGAPORE ARMED FORCES (SAVER PLAN) REGULATIONS
(CHAPTER 295, RG 19)

This Legislative History is provided for the convenience of users of the Singapore Armed Forces (SAVER Plan) Regulations. It is not part of these Regulations.

1. G. N. No. S 187/1998 — Singapore Armed Forces (SAVER Plan) Regulations 1998

Date of commencement : 1 April 1998

2. G. N. No. S 191/2000 — Singapore Armed Forces (SAVER Plan) (Amendment) Regulations 2000

Date of commencement : 1 April 1998 (Regulations 2(c), (d) and (f), 4, 8, 9(b), 11(a), 12, 14, 23, 25, 26, 29 and 30)

3. G. N. No. S 191/2000 — Singapore Armed Forces (SAVER Plan) (Amendment) Regulations 2000

Date of commencement : 1 July 1998 (Regulation 27)

4. 2000 Revised Edition — Singapore Armed Forces (SAVER Plan) Regulations

Date of operation : 31 January 2000

5. G. N. No. S 191/2000 — Singapore Armed Forces (SAVER Plan) (Amendment) Regulations 2000

Date of commencement : 31 March 2000 (Except Regulations 2(c), (d) and (f), 4, 8, 9(b), 11(a), 12, 14, 23, 25, 26, 27, 29 and 30)

6. 2001 Revised Edition — Singapore Armed Forces (SAVER Plan) Regulations

Date of operation : 31 January 2001

7. G. N. No. S 376/2003 — Singapore Armed Forces (SAVER Plan) (Amendment) Regulations 2003

Date of commencement : 1 January 2003

8. G. N. No. S 107/2005 — Singapore Armed Forces (SAVER Plan) (Amendment) Regulations 2005

Date of commencement : 5 April 2004

9. G. N. No. S 516/2004 — Singapore Armed Forces (SAVER Plan) (Amendment) Regulations 2004

Date of commencement : 1 July 2004

10. G. N. No. S 168/2007 — Singapore Armed Forces (SAVER Plan) (Amendment) Regulations 2007

Date of commencement : 1 January 2007

11. G. N. No. S 162/2008 — Singapore Armed Forces (SAVER Plan) (Amendment) Regulations 2008

Date of commencement : 1 April 2008

12. G. N. No. S 188/2010 — Singapore Armed Forces (SAVER Plan) (Amendment) Regulations 2008

Date of commencement : 1 March 2010 (Regulation 4)

13. G. N. No. S 188/2010 — Singapore Armed Forces (SAVER Plan) (Amendment) Regulations 2008

Date of commencement : 1 April 2010 (Except regulation 4)

14. G.N. No. S 239/2012 — Singapore Armed Forces (SAVER Plan) (Amendment) Regulations 2012

Date of commencement : 1 June 2012