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Employment Claims Act 2016 in operation from 1 April 2017: New Employment Claims Tribunal to hear salary-related disputes

Taking effect from 1 April 2017, the Employment Claims Act 2016 (“**Act**”) facilitates the expeditious resolution of employment disputes by providing for the mediation of such disputes, and for the constitution, jurisdiction and powers of, and administration of justice in the Employment Claims Tribunals (“**ECT**”).

Currently, employees covered under the Employment Act (“**EA**”) can file salary-related employment claims with the Commissioner for Labour. However, workers not covered under the EA, such as managers and executives who earn more than S\$4,500 a month, have little choice but to file their claims through a civil court action, which can be lengthy and costly.

The new ECT will replace the role of the Commissioner for Labour and will hear statutory and contractual salary-related claims from almost all workers, including managers and executives who earn more than S\$4,500 a month. Statutory salary-related claims include disputes on employee entitlements under the EA, the Retirement and Re-employment Act and the Child Development Co-Savings Act. Contractual salary-related claims include claims for salary, bonuses, allowances, commissions, overtime payment, unauthorised deductions from salary and termination benefits. Employers can also bring claims for payments where for instance, an employee terminates his/her employment without notice.

Reference materials

The following materials are available on the Singapore Statutes Online portal statutes.agc.gov.sg:

- [Employment Claims Act 2016](#)
- [Employment Claims Act 2016 \(Commencement\) Notification 2017](#)
- [Employment Claims Rules 2017](#)
- [Rules of Court \(Amendment\) Rules 2017](#)

The Allen & Gledhill Legal Bulletin has been tracking developments about the ECT. Please click on the titles below to read articles featured in previous issues:

- [MOM seeks feedback on proposed establishment of Employment Claims Tribunal](#) (March 2016)
- [Parliament introduces Employment Claims Bill 2016: Establishment of Employment Claims Tribunal](#) (July 2016)
- [Parliament passes Employment Claims Bill 2016: Establishment of Employment Claims Tribunal](#) (August 2016)

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