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MOM, NTUC and SNEF launch Tripartite Standard on employment conditions for term contract employees

On 31 July 2017, the Tripartite Standard on the Employment of Term Contract Employees was launched. Jointly developed by the Ministry of Manpower (“**MOM**”), National Trades Union Congress (“**NTUC**”) and Singapore National Employers Federation (“**SNEF**”), it is the first of a series of Tripartite Standards that are scheduled to be released over the next few months.

The Tripartite Standards are a new initiative aimed at increasing the adoption of fair and progressive workplace practices in Singapore. They complement existing laws and Tripartite Guidelines and Advisories. The Tripartite Standards set out verifiable and actionable employment practices which employers can publicly commit to adopt and implement at their workplaces.

While the adoption of the Tripartite Standards is not mandatory, employers who do so will have the benefit of being publicly recognised as having progressive practices and be able to distinguish themselves in specific key employment and workplace practices. These employers will also be able to use the Tripartite Standards logomarks in job advertisements and marketing collaterals. Jobseekers and employees will be able to identify such employers and the specific employment practices implemented pursuant to these Tripartite Standards, thereby enhancing the attraction and retention of talent by such employers.

The Tripartite Standard on the Employment of Term Contract Employees provides for term contract employees to be given leave benefits and termination notice periods that are commensurate with their cumulative length of service. It also provides for employees to be given training to allow them to perform their jobs effectively.

The Tripartite Standard on the Employment of Term Contract Employees follows from the Tripartite Guidelines on the Employment of Term Contract Employees, which were released in June 2016.

Specifications

All term contracts of service of 14 days or more, which are renewed within one month from the end of the previous contract, are treated as continuous service. Annual leave, sick leave, maternity leave, paternity leave, adoption leave and child-care leave and extended child-care leave under the Employment Act and the Child Development Co-Savings Act are awarded based on the cumulative length of such “continuous service”.

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In instances of early termination or non-renewal of the term contract, the cumulative length of service is used for the purposes of calculating the notice period, as follows:

Cumulative length of service	Minimum notice period
Less than 26 weeks	One day
At least 26 weeks but less than two years	One week
At least two years but less than five years	Two weeks
At least five years	Four weeks

Employees are trained to perform their jobs effectively. Training includes on-the-job training, online courses and workshops.

Term contract employees on shorter-term, separate contracts of less than the statutory minimum service period of three months will be able to take advantage of the leave benefits and minimum notice period if the cumulative period of their contracts is at least three months. Term contract employees with longer contract terms, such as one year, will also benefit as they can accumulate a longer leave entitlement or notice period after each year of service.

Reference materials

The following materials are available from the MOM website www.mom.gov.sg:

- [MOM press release “New Tripartite Standard Specifies Better Employment Conditions for Term Contract Employees”](#)
- [Annex A](#)

An article about the Tripartite Guidelines on the Employment of Term Contract Employees when they were released in June 2016 was featured in a previous issue of the Allen & Gledhill Legal Bulletin (June 2016). To read the article entitled “*MOM issues Tripartite Guidelines on the Employment of Term Contract Employees*”, click [here](#).

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