



Employment Update

Latest Amendments to Parental Leave Entitlements for Employees

Introduction

After much talk in the street of dangling more carrots to encourage Singaporeans to have children, the Singapore Parliament has finally passed the Child Development Co-Savings (Amendment No 2) Bill on 10 November 2016. This amendment bill increases certain type of parental leave benefits, which we set out below in this Update. There is at present no definitive date(s) on which the changes take effect as the commencement date(s) has not been gazetted into law. Nevertheless, the Ministry of Manpower has provided some indications of the estimated commencement dates of the various provisions as follows.

Broad Overview of the Benefit Increases and Commencement Date

S/No	Type Of Parental Leave	Before	After	Est. Commencement Date
1	Maternity Leave	12 weeks ¹ (8 weeks employer-paid, 4 weeks unpaid) for unmarried mother whose child is a Singaporean. ²	16 weeks (8 weeks employer-paid, 8 weeks Government- paid ³) for unmarried mother whose child is a Singaporean.	1 January 2017
2	Paternity Leave	1 week (Government-paid ⁴) for married father whose child is a Singaporean or adopted child. 2 nd week is conditioned on the agreement of the employer.	2 weeks for married father whose child is a Singaporean. If the child is adopted, 2 weeks for adoptive father regardless of whether he is married.	1 January 2017

¹ Please note that this is provided by the Employment Act (CAP 91, Rev Ed 2009), and not the existing Child Development Co-Savings Act (CAP 38A, Rev Ed 2002).

² This criterion is fulfilled if the child becomes a Singaporean within 12 months of the child's birth. In respect of other types of leave as set out having the criteria that the child must be a Singaporean, such criterion is likewise fulfilled if the child becomes a Singaporean within 12 months of the child's birth.

³ Please note that this is on a reimbursement basis and subject to cap of S\$10,000k for every 4 weeks of leave taken.

⁴ Please note that this is on a reimbursement basis and subject to cap of S\$2,500k.

3	Adoption Maternity Leave	4 weeks (Government paid ⁵)	12 weeks (Government paid ⁶)	1 July 2017
4	Shared Parental Leave	1 week (Government paid ⁷) from the wife's maternity leave.	Up to 4 weeks Government paid ⁸) from the wife's Maternity leave or Adoption Maternity Leave.	1 July 2017

Practical Effects of Change and Last words

In light of the above said amendments, employers are reminded to revise their Employee Handbooks in time for such change taking effect.

Depending on the success of these changes in encouraging more child births in Singapore, it may be that the next round of measures by the Government would be to increase the various child care leave benefits (i.e childcare, extended childcare and infant care leave).

This update is intended to only introduce the broad changes to Parental Leave benefits, and hence does not serve nor should it be construed as legal advice. Please do not hesitate to contact your usual contacts at our firm if you need proper and comprehensive legal advice regarding Singapore's employment law.



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⁵ Please note that this is on a reimbursement basis and subject to cap of S\$10,000k.

⁶ Please note that this is on a reimbursement basis and subject to cap of S\$10,000k for every 4 weeks of leave.

⁷ Please note that this is on a reimbursement basis and subject to cap of S\$2,500k.

⁸ Please note that this is on a reimbursement basis and subject to cap of S\$2,500k for each week.