

INFINITY

CHANGES IN MATERNITY LEAVE ENTITLEMENTS FOR EMPLOYEES

In August 2008, the government announced a comprehensive “Marriage & Parenthood” package, which includes changes that will affect employers. These changes will take effect from 17 August 2008 and may be look upon as an initiative from the government to encourage working mothers to have children and thus retaining them within the workforce.

We at **INFINITY** are pleased to set forth herewith the key changes for the benefits of all employers. The changes will not only affect the cost of managing your business but also other factors such as reviewing of your existing policies for employee benefits to be in line with current changes and future employment of new employees.

The summary of key changes is as follows:

❖ Extension of paid maternity leave

Paid maternity leave will be extended from 12 weeks to 16 weeks for all Singaporean births. For the first two confinements, the first 8 weeks of maternity leave will continue to be employer-paid. The last 8 weeks will be funded by the Government (capped at \$20,000 per confinement, including CPF contributions). For the third and subsequent confinements, the full 16 weeks will be funded by the Government (capped at \$40,000 per confinement, including CPF contributions).

The qualifying period of service with an employer to be eligible for the paid maternity leave will be reduced from 180 calendar days to 90 calendar days.

❖ Paid childcare leave

A working parent with any Singaporean child under the age of 7 will be entitled to 6 days of paid childcare leave per year.

This is subject to the fulfillment of at least 3 calendar months of service with their employer.

❖ Unpaid infant care leave

A working parent with any Singaporean child under the age of 2 will be entitled to 6 days of unpaid infant care leave per year.

This is subject to the fulfillment of at least 3 calendar months of service with their employer.

❖ Enhanced protection for pregnant employee

If an employee is dismissed without sufficient cause within the last 6 months of pregnancy or retrenched within the last 3 months of pregnancy, the employee would still be entitled to her maternity leave benefits.