

# **Singapore Corporation of Rehabilitative Enterprises (Disciplinary Proceedings) Regulations**

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## **Legislative History**

**SINGAPORE CORPORATION OF REHABILITATIVE ENTERPRISES ACT  
(CHAPTER 298, SECTION 36)**

**SINGAPORE CORPORATION OF REHABILITATIVE ENTERPRISES  
(DISCIPLINARY PROCEEDINGS) REGULATIONS**

[13th October 1978]

## **Citation**

1. These Regulations may be cited as the Singapore Corporation of Rehabilitative Enterprises (Disciplinary Proceedings) Regulations.

## **Definitions**

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

“Committee of Inquiry” means the Committee of Inquiry appointed under regulation 4(3);

“emoluments” includes any increments, allowance or other benefits which an officer is or may become entitled to during the period when disciplinary proceedings are instituted against him under these Regulations;

“Establishment Committee” means the Establishment Committee appointed by the Corporation to exercise the powers of the Corporation in relation to the termination of appointment, dismissal and disciplinary control of the officers of the Corporation;

“officer” means a confirmed officer of the Corporation;

“public officer” means an officer in the service of the Government or in a statutory authority.

## **Less serious offences**

3.—(1) If it is represented to the Establishment Committee by the chief executive officer that an officer has been guilty of misconduct or neglect of duty and the Establishment Committee is of the opinion that the subject of the complaint is not serious enough to warrant proceedings under regulation 4 with a view to the dismissal or reduction in rank of the officer, the Establishment Committee may cause an investigation to be made into the matter in such manner as it thinks fit, and the officer shall be informed in writing of the case against him and shall have a reasonable opportunity of replying thereto.

(2) The Establishment Committee may, after considering the case made against the officer, his reply thereto and the results of the investigation, if any, and, if it is of the opinion that the allegation has been proved, impose a penalty such as stoppage or

deferment of increments, fine or reprimand, or a combination of such penalties.

### **Offences meriting dismissal or reduction in rank**

4.—(1) If it is represented to the Establishment Committee by the chief executive officer that an officer has been guilty of misconduct or neglect of duty and the Establishment Committee is of the opinion that the subject of the complaint warrants proceedings with a view to dismissal or reduction in rank, the Establishment Committee may cause proceedings to be taken under this regulation.

(2) The officer shall be notified in writing by the chief executive officer of the grounds, which shall be reduced to the form of a definite charge or charges, upon which it is intended to dismiss him or to reduce his rank and he shall be given not less than 7 working days within which to exculpate himself in writing. The officer shall also be informed in writing of any other circumstances which it is proposed to take into consideration.

(3) If the officer submits an exculpatory statement which is not satisfactory, the Establishment Committee shall appoint a Committee of Inquiry to inquire into the matter and the Committee of Inquiry shall submit a report to the Establishment Committee.

(4) The Committee of Inquiry in the performance of its functions shall not be deemed to be a judicial or quasi-judicial body.

(5) The Committee of Inquiry shall consist of —

- (a) an officer;
- (b) a public officer; and
- (c) a person chosen from a panel of persons appointed by the Establishment Committee.

(6) The membership of the panel shall normally be for a period of 3 years but members shall be eligible for reappointment at the expiry of such period.

(7) Each member of the Committee of Inquiry shall be notified in writing of his appointment by the chief executive officer.

(8) The officer shall be given at least 7 days' notice in writing of the date on which the Committee of Inquiry will commence its inquiry and the officer shall attend the inquiry and shall be permitted to —

- (a) cross-examine the witnesses;
- (b) give evidence on his own behalf;
- (c) have such witnesses as he may wish called on his behalf; and