

**Employment (Amendment) Act 2008**  
**(No. 32 of 2008)**

**Table of Contents**

**Long Title**

**Enacting Formula**

- 1 Short title and commencement**
- 2 Amendment of section 2**
- 3 Repeal of section 7**
- 4 Amendment of section 8**
- 5 Amendment of section 14**
- 6 Amendment of section 18**
- 7 Repeal and re-enactment of section 22**
- 8 Amendment of section 24**
- 9 Amendment of section 33**
- 10 Amendment of heading to Part IV**
- 11 Repeal and re-enactment of section 35**
- 12 Amendment of section 37**
- 13 Amendment of section 40**
- 14 Amendment of section 41A**
- 15 Repeal of section 42**

- 16 Amendment of section 43**
- 17 Repeal of section 44**
- 18 Amendment of section 45**
- 19 Amendment of section 47**
- 20 Amendment of section 53**
- 21 Amendment of section 61**
- 22 Repeal of section 62**
- 23 Amendment of section 66A**
- 24 Amendment of section 71**
- 25 Amendment of section 74**
- 26 Amendment of section 76**
- 27 Amendment of section 87A**
- 28 Repeal of Parts X and XI and re-enactment of Part X**
- 29 Repeal of section 100**
- 30 Amendment of section 101**
- 31 Amendment of section 102**
- 32 Repeal and re-enactment of section 103**
- 33 Amendment of section 104**
- 34 Repeal of section 105**
- 35 Repeal and re-enactment of section 107**

- 36 Amendment of section 108**
- 37 Amendment of section 110**
- 38 Repeal and re-enactment of section 111**
- 39 Amendment of section 112**
- 40 Amendment of section 113**
- 41 Amendment of section 114**
- 42 Amendment of section 119**
- 43 Repeal of section 123**
- 44 Amendment of section 124**
- 45 Repeal and re-enactment of section 137**
- 46 Amendment of section 139**
- 47 Consequential amendments to Children Development Co-Savings Act**
- 48 Savings and transitional provisions**

**REPUBLIC OF SINGAPORE  
GOVERNMENT GAZETTE  
ACTS SUPPLEMENT**

*Published by Authority*

---

**NO. 34]**

**FRIDAY, DECEMBER 19**

**[2008**

---

The following Act was passed by Parliament on 18th November 2008 and assented to by the President on 4th December 2008:—

## **EMPLOYMENT (AMENDMENT) ACT 2008**

**(No. 32 of 2008)**

---

I assent.

S R NATHAN,  
*President.*  
4th December 2008.

### **Date of Commencement: 1st January 2009**

An Act to amend the Employment Act (Chapter 91 of the 1996 Revised Edition) and to make consequential amendments to the Children Development Co-Savings Act (Chapter 38A of the 2002 Revised Edition).

Be it enacted by the President with the advice and consent of the Parliament of Singapore, as follows:

### **Short title and commencement**

1. This Act may be cited as the Employment (Amendment) Act 2008 and shall come into operation on such date as the Minister may, by notification in the *Gazette*, appoint.

### **Amendment of section 2**

2. Section 2 of the Employment Act is amended —

(a) by deleting the definition of “approved hospital” and substituting the following definition:

““approved medical institution” means a hospital, clinic, healthcare establishment or other medical institution which the Minister, by notification in the *Gazette*, declares as an approved medical institution;”;

- (b) by inserting, immediately after the definition of “dependant”, the following definition:

“ “dismiss” means the termination of the contract of service of an employee by his employer, with or without notice and whether on the grounds of misconduct or otherwise;”;

- (c) by deleting the definition of “employee” and substituting the following definition:

“ “employee” means a person who has entered into or works under a contract of service with an employer and includes a workman, and any officer or employee of the Government included in a category, class or description of such officers or employees declared by the President to be employees for the purposes of this Act or any provision thereof, but does not include —

- (a) any seaman;
- (b) any domestic worker;
- (c) subject to subsection (2), any person employed in a managerial or an executive position; and
- (d) any person belonging to any other class of persons whom the Minister may, from time to time by notification in the *Gazette*, declare not to be employees for the purposes of this Act;”;

- (d) by deleting the definition of “employment exchange”;

- (e) by deleting the definition of “medical officer” and substituting the following definition:

“ “medical officer” means —

- (a) a dentist registered under the Dental Registration Act (Cap. 76), or a medical practitioner, employed by the Government or by an approved medical institution; or
- (b) any other medical practitioner whom the Minister, by notification in the *Gazette*, declares as a medical officer;”;