

Employment (Amendment) Act 1995
(No. 36 of 1995)

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The following Act was passed by Parliament on 1st November 1995 and assented to by the President on 18th November 1995:—

EMPLOYMENT (AMENDMENT) ACT 1995

(No. 36 of 1995)

I assent.

ONG TENG CHEONG
President.
18th November 1995.

Date of Commencement: 1st March 1996

An Act to amend the Employment Act (Chapter 91 of the 1985 Revised Edition) and to make related amendments to the Industrial Relations Act (Chapter 136 of the 1985 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 1995 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 inserting, immediately before the definition of “child”, the following definitions:

““approved hospital” means a hospital which the Minister, by notification in the *Gazette*, declares as an approved hospital;

“basic rate of pay” means the total amount of money (including wage adjustments and increments) to which an employee is entitled under his contract of service either for working for a period of time, that is, for one hour, one day, one week, one month or for such other period as may be stated or implied in his contract of service, or for each completed piece or task of work but does not include —

(a) additional payments by way of overtime payments;

(b) additional payments by way of bonus payments or annual wage supplements;

- (c) any sum paid to the employee to reimburse him for special expenses incurred by him in the course of his employment;
 - (d) productivity incentive payments;
 - (e) any allowance however described;”;
- (b) by deleting the definition of “domestic servant” and substituting the following definition:
 - “ “domestic worker” means any house, stable or garden servant or motor car driver, employed in or in connection with the domestic services of any private premises;”;
- (c) by deleting the words “domestic servant” in the eighth line of the definition of “employee” and substituting the words “domestic worker”;
- (d) by inserting, immediately after the definition of “employment exchange”, the following definition:
 - “ “gross rate of pay” means the total amount of money including allowances to which an employee is entitled under his contract of service either for working for a period of time, that is, for one hour, one day, one week, one month or for such other period as may be stated or implied in his contract of service, or for each completed piece or task of work but does not include —
 - (a) additional payments by way of overtime payments;
 - (b) additional payments by way of bonus payments or annual wage supplements;
 - (c) any sum paid to the employee to reimburse him for special expenses incurred by him in the course of his employment;
 - (d) productivity incentive payments;
 - (e) travelling, food or housing allowances;”;
- (e) by deleting the definition of “medical officer” and substituting the following definitions: