

**Education Service Incentive Payment Act
(CHAPTER 87B)**

Table of Contents

Long Title

Part I PRELIMINARY

1 Short title

2 Interpretation

Part II CONNECT PLAN

3 Establishment of CONNECT Plan

4 Awards not as of right

5 Saving for powers of dismissal of employer

6 Non-assignability or attachment, etc., of awards

7 Contributions excluded from bankrupt member's property

8 Effect on conviction, dismissal, etc., on awards and contributions

9 Awards not part of member's estate

10 Recovery of awards paid in ignorance of disqualifying facts

Part III CONNECT FUND

11 Establishment of CONNECT Fund

12 Purposes of Fund

13 Fund surpluses

14 Withdrawals

Part IV AUDIT AND ACCOUNTING

15 Accounts, financial statements and audit

16 Appointment, powers and duties of auditor

17 Periodic examination of Fund

18 Rules for administration of Fund

Legislative History

EDUCATION SERVICE INCENTIVE PAYMENT ACT

(CHAPTER 87B)

(Original Enactment: Act 36 of 2001)

REVISED EDITION 2002

(31st July 2002)

An Act to establish a scheme known as the CONNECT Plan to encourage long service by teachers under the control or management of the Government and the CONNECT Fund for the purpose of that Plan and for matters connected therewith.

[1st January 2002]

PART I

PRELIMINARY

Short title

1. This Act may be cited as the Education Service Incentive Payment Act.

Interpretation

2. In this Act, unless the context otherwise requires —

“aided school” means a school which —

- (a) is established by any person other than the Government; and
- (b) is conducted by a committee of management which is in receipt of a grant-in-aid from the Government for the defraying of the expenses incurred for conducting the school,

but excludes an independent school;

“CONNECT Plan” means the CONNECT Plan established by regulations made under section 3;

“Fund” means the CONNECT Fund established under section 11;

“Government school” means any school that is established by and under the management of the Government but excludes an independent school;

“independent school” means any school that is —

- (a) specified in any order made under section 3(1) of the School Boards (Incorporation) Act (Cap. 284A); or
- (b) a school which is declared by the Minister by notification in the *Gazette* to be an independent school for the purposes of this Act;

“qualifying service” means teaching service prescribed to be qualifying service;

“school” includes a junior college and a centralised institute but excludes any tertiary institute or training institute;

“teaching duties” includes —

- (a) the administration of any school;
- (b) the inspection or supervision of persons engaged in teaching duties in any school; and
- (c) other duties connected with the teaching or other services provided at any school, being duties for the performance of which experience as a teacher is an advantage;

“teaching service” means service, whether part-time or whole-time —

- (a) as a public officer in the Education Service; or

- (b) as an employee of an aided school for teaching duties.

PART II

CONNECT PLAN

Establishment of CONNECT Plan

3.—(1) The Minister shall by regulations establish a scheme to be known as the CONNECT Plan for the benefit of —

- (a) all public officers appointed (whether before or after the commencement of the regulations) to the permanent establishment in the Education Service and who are below Superscale grade; and
- (b) all persons employed other than for a term (whether before or after the commencement of the regulations) by the managers of any aided school for teaching duties, and who are remunerated on terms equivalent to any public officer referred to in paragraph (a),

who, on or after the commencement of those regulations, will be members of the scheme.

(2) The regulations made under subsection (1) shall provide the payment of an award to a member of the CONNECT Plan or, if the member dies before such payment, to such of his dependants as the Minister thinks fit or, if there are no dependants, to his legal personal representative, on account of the member completing the prescribed period of qualifying service.

(3) The regulations made under subsection (1) shall provide —

- (a) for the payment of contributions by the Government to the CONNECT Fund in respect of each member, including prescribing different contributions for different classes of members;
- (b) for the circumstances under which such contributions and awards may be withheld or restored; and
- (c) for the determination of qualifying service.

Awards not as of right

4. No member shall have an absolute right to compensation for past service or to any award under the CONNECT Plan.

Saving for powers of dismissal of employer

5. Nothing in this Act or any regulations made under section 3 shall limit any right of the Public Service Commission, or any of its delegates, or the managers of any aided school to dismiss without compensation any member from its teaching service.

Non-assignability or attachment, etc., of awards

6. No award payable under the CONNECT Plan, no contribution by the Government made under the CONNECT Plan and no interest thereon (if any) shall be assignable or transferable, or liable to be garnished, attached, sequestered or levied upon for or in respect of any debt or claim, other than —

- (a) a debt due to the Government; or
- (b) an order of court for the payment of periodical sums of money towards the maintenance of the wife or former wife or minor child (whether legitimate or not) of the member to whom the award has been granted.

Contributions excluded from bankrupt member's property

7.—(1) No contribution by the Government made under the CONNECT Plan and no interest thereon (if any) shall be subject to the debts of any member thereof.

(2) No contribution and interest mentioned in subsection (1) shall pass to the Official Assignee on the bankruptcy of a member, and if the member is adjudicated a bankrupt, such contribution and interest (if any) shall be deemed excluded from the property of the bankrupt for the purposes of the Bankruptcy Act (Cap. 20).

Effect on conviction, dismissal, etc., on awards and contributions

8.—(1) It shall be lawful for the Minister to withhold or refuse to pay (in whole or in part) any award which would under this Act or the regulations made under section 3 be paid to a member if, at the date of the payment of the award, the member —

- (a) has been convicted and sentenced to death or penal servitude or any term of imprisonment, by any court of competent jurisdiction, whether in Singapore or elsewhere, for any crime or offence and has not received a free pardon; or
- (b) has been dismissed, reduced in rank or charged with any disciplinary charge for any negligence, irregularity or misconduct in the teaching service.

(2) It shall also be lawful for the Minister to withhold or refuse (in whole or in part) any contribution which is required by this Act or the regulations made under section 3 to be made by the Government on account of a member under the CONNECT Plan if, at the date the contribution is due, the member —