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NEW WORKPLACE SAFETY AND HEALTH GUIDELINES ON PREPARING FOR ADVERSE WEATHER

The Ministry of Manpower (“MOM”) and Workplace Safety and Health (“WSH”) Council introduced new guidelines to raise awareness on possible adverse weather conditions in Singapore and guide companies to prepare their workplaces for such conditions, with the aim of minimizing injuries to persons and damage to properties.

While the guidelines are not mandatory, employers and workers have obligations under the WSH Act to maintain safe workplaces.

The full guidelines may be found [here](#).

COMMENCEMENT OF ENHANCED PARENTAL LEAVE ENTITLEMENTS

We refer to our update for the month of August 2024, reproduced below for easy reference. The enhanced parental leave entitlements highlighted below came into effect on 1 April 2025.

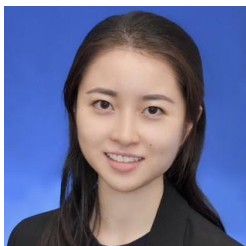
Paternity Leave

- Previous Entitlement: Fathers receive 2 weeks of government-paid paternity leave ("GPPL"), with employers having the option to provide another 2 weeks on a voluntary basis.
- Enhanced Entitlement (Effective 1 April 2025): Fathers are entitled to 4 weeks of GPPL, with the additional 2 weeks now a mandatory benefit.

Shared Parental Leave

- Previous Entitlement: Mothers can share up to 4 weeks of their 16 weeks of maternity leave with their husbands.
- Enhanced Entitlement:
 - Parents are entitled to 10 weeks of shared parental leave, to be rolled out in phases.
 - From 1 April 2025: Parents are entitled to 6 weeks of shared parental leave.
 - From 1 April 2026: Parents will be entitled to 10 weeks of shared parental leave.
 - Distribution Flexibility: By default, the shared leave will be evenly divided between parents, but they will have the flexibility to adjust the allocation as needed.

Should you have any queries as to how this update may affect you or your organisation or require further information, please do not hesitate to email us.



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This newsletter is intended to discuss the Employment Law Updates, and it is not intended to be comprehensive nor should it be construed as legal advice. This newsletter is updated as of 01 May 2025

ABOUT GATEWAY LAW CORPORATION:

Gateway Law is an Asia-Pacific regional full service legal practice with strengths in the areas of intellectual property, franchising, technology, media (and entertainment), telecommunications, data protection and cybersecurity as well as employment and immigration. In addition to our niche areas, Gateway also provides services in the general areas of litigation and dispute resolution, corporate and commercial law, real estate conveyancing and advisory, medical and family law.

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