NEWSLETTER, JANUARY 2025

GATEWAY LAW CORPORATION

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REMINDER: COMMENCEMENT OF TRIPARTITE GUIDELINES FOR FLEXIBLE WORK ARRANGEMENT REQUESTS

The Tripartite Guidelines for Flexible Work Arrangement Requests came into effect on 1 December 2024. These guidelines set the minimum requirements for employers and recommend good practices for employers to consider in relation to formal flexible work arrangement requests.

Employers should review their flexible work arrangement policies to ensure that they are compliant with the Tripartite guidelines.

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NEW LEGISLATION AND CHANGES TAKING EFFECT FROM 1 JANUARY 2025

a. Commencement of the Platform Workers Act: The Platform Workers Act was passed in Parliament on 10 September 2024 and fully came into effect on 1 January 2025. The Act aims to enhance protections and rights for platform workers. Please refer to our October 2024 newsletter for details on the Act.

b. Increase in Central Provident Fund ("CPF") contribution rates for employees between the ages of 55 and 65: For employees aged 55 to 60, the employer CPF contribution rate will increase from 15% to 15.5% while the employee CPF contribution rate will increase 16% to 17%. For employees between the ages of 65 and 70, the employer CPF contribution rate will increase from 11.5% to 12% while the employee CPF contribution rate will increase from 10.5% to 11.5%.

c. Increase in CPF monthly salary ceiling: From 1 January 2025, the CPF monthly salary ceiling will be raised from S$6,800 to S$7,400. The CPF monthly salary ceiling is the maximum portion of an employee's monthly wage that is eligible for CPF contributions. Employers and employees are not required to make CPF contributions on the portion of salary that is above this ceiling. As announced in Budget 2023, the CPF monthly salary ceiling will be gradually raised to S$8,000 in 2026.

d. Increase to the Minimum Qualifying Salary ("MQS") for new Employment Passes ("EP"): For all sectors except financial services, the MQS for new EP applications will increase from S$5,000 to S$5,600 per month (note that the MQS increases progressively with age from age 23, up to S$10,700 at age 45 and above). For applicants working in the financial sector, the MQS for new EPs will increase from S$5,500 to S$6,200 per month (note that the MQS increases progressively with age from age 23, up to S$11,800 at age 45 and above). The increased MQS will also apply to renewals of EPs from 1 January 2026.

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GOVERNMENT ACCEPTS THE SECURITY TRIPARTITE CLUSTER'S RECOMMENDATIONS FOR SUSTAINED WAGE INCREASES FOR SECURITY OFFICERS

The Progressive Wage Model ("PWM") helps to increase wages of workers through upgrading skills and improving productivity. The PWM is mandatory for the security sector.

The Government has accepted the recommendations by the Security Tripartite Cluster for wage increases for security officers employed by security agencies on a part-time and ad-hoc work arrangements, effective from 1 January 2026 to 31 December 2028.

The updated schedule of part-time hourly rates is set out in the table below.

Job Level	1 Jan 2024 - 31 Dec 2024	1 Jan 2025 - 31 Dec 2025	[New] 1 Jan 2026 - 31 Dec 2026	[New] 1 Jan 2027 - 31 Dec 2027	[New] 1 Jan 2028 - 31 Dec 2028
Senior Security Supervisor	S$13.55	S$14.40	S$15.25	S$16.05	S$16.90
Security Supervisor	S$12.40	S$13.25	S$14.10	S$14.90	S$15.75
Senior Security Officer	S$11.25	S$12.10	S$12.95	S$13.80	S$14.60
Security officer	S$10.10	S$10.95	S$11.80	S$12.65	S$13.45

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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 January 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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