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Mandatory Retrenchment Notifications To Be More Comprehensive In Coverage, 7 Sep

- From 1 November 2021, **employers with at least 10 employees** will be required to **notify the Ministry of Manpower (MOM)** of all retrenchments regardless of the number of employees affected.
- The mandatory retrenchment notification has to be filed by employers **within five working days** after they provide notice of retrenchment to the affected employee(s).
- Employers should ensure that they manage any retrenchment exercises responsibly and fairly, in line with the Tripartite Advisory on Managing Excess Manpower and Responsible Retrenchment.

[For more details: <https://www.mom.gov.sg/newsroom/press-releases/2021/0709-update-to-mandatory-retrenchment-notification>]

Requirements for Safe Management Measures at the workplace, 8 Sep

- Social gatherings at the workplace are disallowed.
 - Meal breaks to be taken individually.
- If an employee tests positive for COVID-19 and was at the workplace on any of the past 7 days, the employer must implement a 14-day snap work-from-home regime for all employees who are able to do so, from the date of positive test result.
 - Employees must inform their employer if they test positive via a COVID-19 PCR test;
 - Employers should implement the snap 14-day work-from-home regime as soon as possible, and no later than one day after the positive test result; and
 - Employees are encouraged to self-swab every 2-3 days during the 14-day period.

[For more details: <https://www.mom.gov.sg/covid-19/requirements-for-safe-management-measures>]

Advisory to employers - Rostered Routine Testing and charging policy for workers in Construction, Marine, and Process sectors, and in dormitories, 9 Sep

- From 1 October 2021, higher-risk migrant workers in Construction, Marine, and Process sectors, and dormitories will need to take additional Antigen Rapid Tests (ART) in between the Rostered Routine Testing (RRT).
- Vaccinated workers will have one additional ART in between their RRT.
- Unvaccinated workers will have three additional ART tests to meet the Vaccinate or Regular Testing (VoRT) requirements (i.e. two tests per week).
 - The cost of the two additional ART tests to be taken by the unvaccinated workers will be borne by the workers or their employers.
- For workers who are medically ineligible for vaccines, the Government will continue to subsidise the costs for all their required tests until 31 December 2021.
 - Employers are required to declare the medical status of their unvaccinated workers who are medically ineligible to complete the COVID-19 vaccination by **13 September 2021** to confirm their eligibility for the subsidised ART kits.
- Beyond 2021, employers and businesses should be prepared to factor in the costs of regular testing into their normal business operations.

[For more details: <https://www.mom.gov.sg/covid-19/advisory-to-employers-rrt-and-charging-policy-cmp-sectors-and-dorms#artrrt>]

Queries on Covid-related matters

- Refer to MOM's FAQs: www.mom.gov.sg/covid-19/frequently-asked-questions
- For further advice contact MOM here: www.mom.gov.sg/feedback
- For the latest COVID-19 updates, subscribe to MOM's telegram channel: <https://t.me/s/sgministryofmanpower>

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