

BRIEFING ON EMPLOYMENT ACT

Date: 7 January 2020, Tuesday
Time: 1.30pm – 5.00pm
Venue: SCAL @ Construction House
1 Bukit Merah Lane 2
Singapore 159760



Fee: \$ 30 SCAL / SLOTS members
\$ 40 CIJC members
\$ 50 Non-members
(*inclusive of 7% GST)

Who Should Attend:

Business owners, C-suite executives, and senior management
in the construction industry



Time Agenda

1.30pm Registration

1.55pm Welcome

2.00pm **Raising the Construction Industry's Compliance with the Employment Act**
*by Mr Hao Shuo, Director, Operations Policy and Planning, Labour Relations and
Workplaces Division, MOM*

2.30pm **Reiterate Statutory Requirement of Employment Terms and Conditions for Workers**
by Mr Henri Tan, Associate Trainer, SCAL Academy and HR Trainer & Consultant, SHRI

3.00pm Tea-break

3.30pm **Workmen Injury Compensation Act and its upcoming changes**
by Mr Chow Kwok Wah, Associate Consultant, SHRICORP

4.00pm Questions & Answer session

5.00pm End of Session

Programme Outline

Attendance of this briefing is considered as CPD participation for the renewal of SLOTS registration.

For further information, please contact Ms Ange Gan / Ms Tan Wei Xuan at Tel: 6793 9020 or Email: ange@scal.com.sg | weixuan@scal.com.sg. Alternatively, you may access our homepage at www.scal-academy.com.sg and click on "SEMINARS" for registration.

We look forward to your presence at the coming briefing !

Raising the Construction Industry's Compliance with the Employment Act



Mr Hao Shuo

Director, Operations Policy and Planning, Labour Relations and Workplaces Division, MOM

Hao Shuo oversees the planning, coordination and implementation of operations within the Division and supports the review of key employment legislations to enforce employment standards and resolve workplace disputes. Prior to joining MOM, he completed the MSx Program at the Stanford Graduate School of Business and had policymaking experience in areas like media and education.

Reiterate Statutory Requirement of Employment Terms and Conditions for Workers

The speaker will reiterate the basic principle of the Singapore's Employment Act so as to highlight certain practices that are not in alignment with regulatory specifications. At the same time, the speaker will emphasise core employment terms related to working hours, computation of payment for work on Rest Day and Public Holidays as well as salaries deduction, KET-based employment contracts and other essential statutory benefits.



Henri Tan

Associate Trainer, SCAL Academy and HR Trainer & Consultant, SHRI

He is currently the SHRI's Lead Auditor helping companies meet the regulatory's employment standards. To date, Henri has more than 18 years of experience in human capital management. He was a Senior HR Manager for a public listed construction and engineering firm in the Oil-and-Gas industries, and subsequently held the post of Regional HR Manager for a global geotechnical firm.

Henri holds a Master of Arts from NTU, a post Grad-Dip in HR from SHRI and a Bachelor of Social Sciences from NUS. He is also certified by the USA SHRM as their Senior Certified Professional.

Workmen Injury Compensation Act and its upcoming changes

The new Workmen Injury Compensation Act 2019 has been passed in Parliament in September 2019. The revisions will have benefits for both Employers and Employees and will come into force in 2020.

The benefits are:

- 1) Influence Companies to prevent injuries from happening
- 2) Faster and simpler claim processes
- 3) Enhanced protection for employees
- 4) More certainty for employers.



Chow Kwok Wah

Associate Trainer, Associate Consultant, SHRI Corporation

Chow Kwok Wah is a seasoned HR professional with over 40 years of experience in the full spectrum of Human Resources functions.

He has been Regional Head of Human Resources in US Multinational Companies, Honeywell Asia Pacific Inc and Federal Express South Pacific Inc. He was also Head of Corporate Human Resources In ComfortDelGro Corporation and Asia Capital Reinsurance Group.

Currently, he is an independent HR Consultant and Trainer and has assisted many companies in enhancing their HR capabilities. He is also a regular trainer in the labour laws of Singapore. Kwok Wah is an approved Auditor in Employment Standards and Compliance under Singapore Human Resources Institute.

Kwok Wah holds a Bachelor of Science Degree from University of Singapore (now renamed as National University of Singapore) and a Diploma in Training & Development Management awarded by the Singapore Institute of Management and the Institute of Training and Development (United Kingdom).



Registration Form

Please complete the registration form and send the completed form by e-mail or fax to SCAL Academy before 2 Jan 2020. For further enquiries, please do not hesitate to contact:

Miss Ange Gan | Tel: 6793 9020 | Fax: 6793 4401 | Email: ange@scal.com.sg

Miss Tan Wei Xuan | Tel: 6793 9020 | Fax: 6793 4401 | Email: weixuan@scal.com.sg

Registration Details:

Company Name: _____ Company Reg No: _____

Address: _____ (S) _____

Contact Person: _____ Tel :(Office) _____ (Mobile) _____

Fax: _____ Email: _____

Fees per participant (please tick accordingly):

- | | |
|---|-------|
| <input type="checkbox"/> SCAL Associate/Ordinary/SLOTS members | \$ 30 |
| <input type="checkbox"/> CIJC members: Please circle – (ACES, IES, REDAS, SIA, SIBL, SISV, SPM) | \$ 40 |
| <input type="checkbox"/> None of the Above | \$ 50 |

Payment:

By crossed cheque made payable to “SCAL Academy Pte Ltd” and send to SCAL Academy @ 164 Gul Circle #01-14 JTC Space@Gul Circle, Singapore 629621.

Please indicate for “Briefing on Employment Act” behind the cheque.

Participants Information (Please Write / Type or Print Clearly in Capital Letters)

Name	Designation

Alternatively online registration is available – www.scal-academy.com.sg under seminar

Name / Authorised Signature

Company Stamp (if applicable)

Date