

From: ASMI <admin@asmi.com>
Sent: Thursday, 16 July, 2020 1:53 PM
To: Undisclosed Recipient List (admin@asmi.com)
Subject: Reminder from Ministry of Manpower (MOM) to Employers' Obligations to pay Foreign Workers' Salaries

CIRCULAR TO MEMBERS

16 July 2020



Dear ASMI Members

Please see the reminder below from the Ministry of Manpower (MOM) on the Employers' Obligations to pay Foreign Workers' Salaries.

Best Regards
ASMI Secretariat

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Employers'

1. It has been almost 3 weeks since we entered Phase 2 of Circuit Breaker. We expect more Foreign Workers (FWs) to return to work as companies resume their operations and the dormitories are COVID-19 cleared. However, there are still pockets of FWs who will not be able to go back to work and we would like to remind employers on your obligations towards these FWs.
2. We are aware that business activities in the marine sectors have been heavily impacted due to the COVID-19 situation. The Government has rolled out a series of support measures for employers of FWs, including the latest extension of FW Levy rebate of \$90 for each FW from August to December 2021. We recognise that some employers may not be able to afford to give FWs who cannot work the same level of salary support as they had been given during the Circuit Breaker. Such employers should now engage and mutually agree with their FWs, and if their companies are unionised, also with the unions on a new and more appropriate salary arrangement including a reduction of salaries if necessary for business survival. Employers who do not initiate any discussion are deemed to have agreed to continue with the salary arrangements during the Circuit Breaker.
3. Employers can place their FWs on extended no-pay leave if necessary but must obtain the FWs' consent in writing. If employers and FWs cannot reach a mutual agreement on salary adjustments, either party can contractually terminate the employment with notice as required under the employment contract or Employment Act.
4. Please refer to MOM's updated [Advisory on Salary and Leave Arrangements](#) issued on 9 June 2020. The updated advisory outlines the principles for employers to adopt for salary and leave arrangements post Circuit Breaker.

Thank you.
Ministry of Manpower