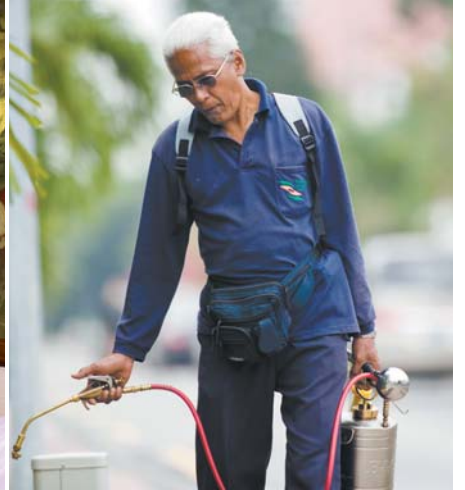


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CHEAPER
BETTER
FASTER



Solid Support For Silver Workforce

The nation's journey to legislate the re-employment of older workers by 1 January 2012 progresses to its next step with the release of the set of draft Tripartite Guidelines for Re-employment of Older Employees on 16 November 2009 for public response.

As they were announced at the Tripartite Industrial Relations Seminar themed, "Building A More Inclusive Workforce In A 'CBF' Economy", with "CBF" to mean "Cheaper Better Faster", tripartite partners made a solid stand to stay focused on the objective of these guidelines which is targeted at improving the re-employment rate of older workers. These guidelines, which are an expansion of the earlier advisory released by the Tripartite Committee on Employability of Older Workers in April 2008, also reinforce the Labour Movement's call for a "Cheaper Better Faster" workforce as they advise re-employment measures to be based on reasonable factors such as the older workers' productivity, performance, job responsibility and wage systems.

The Employment Assistance Payment was also introduced. This payment will help employees tide over a period of time while they look for another job in the event that their companies are unable to offer re-employment.

Many unionists voiced concerns on the abuse of this EAP by employers who may be on the look out of ways to avoid re-employing older workers. But tripartite partners took a firm stand on the basis of this payment.



By
**Naseema Banu
Maideen**

Draw On EAP As Last Resort

“We understand that not all companies in all situations have the opportunity to offer re-employment. If the company is not in a position to, then the Employment Assistance Payment scheme will extend financial assistance to the affected employee. The purpose of this is to try to help the employee transit to another sector or another company that has openings and help him to stay gainfully employed. With the coming of the legislation, it will be the duty of the company to do its best to offer gainful employment to those reaching 62.”

Stephen Lee, Singapore National Employers Federation President

“The Employment Assistance Payment is not to provide an escape button or easy way out to get rid of older workers. It is to recognise that in certain situations like in restructuring, there will be some companies which, despite their proven best efforts, may not be able to fully re-employ all eligible employees. Should those instances happen, then we have to provide some way forward, both for the workers and for the company, and this EAP is for that purpose. It is not a recommendation for companies to wash hands; it is far from it, it is to provide these companies with a last resort.”

Heng Chee How, NTUC Deputy Secretary-General

Pg 6

**PSA-SPWU
Raise The
Bar**

Tripartite Guidelines Highly Recommend

- 12 months before an employee is 62, his company should engage him to discuss plans for possible re-employment.
- 3 months before he is 62, his company should inform him of his eligibility for re-employment.
- Wage adjustments should reflect the value of the job and contributions, and not be based on age.

Public Poll The public is invited to give their feedback and views on the draft Tripartite Guidelines for Re-employment of Older Employees through the REACH portal at www.reach.gov.sg by 18 December 2009. Tripartite partners will consolidate the feedback and finalise the guidelines, expected to be released early next year.

See **Page 2**