



21 Dec 2011

The Editor
The Straits Times
Forum Page

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Dear Editor

Public Sector not currently reviewing Re-employment Guidelines

I refer to Straits Times articles today "Public sector reviewing hiring terms" and "Better rehiring deals in private sector".

The Public Service Division issued the public sector re-employment guidelines last year and implemented re-employment in the Public Service on 1 Jul 2011, six months ahead of national legislation. These guidelines were the result of extensive consultation with ministries, statutory boards and public sector unions. These guidelines are aligned to the Tripartite Guidelines on Re-employment of Older Employees.

The Tripartite Guidelines recognise that employers can reduce the salary of re-employed employees to that of a younger employee of the requisite experience and competence doing the same job, with the mid-point of the salary range of the job as a possible reference.

Some private sector companies are already re-employing older workers at reduced pay; hence the public sector agencies are not the only ones reducing the pay of workers upon re-employment. Our guidelines allow public agencies to re-employ up to 10% of retiring officers in a year at the last drawn salary. Contrary to your report, there is currently no discussion with the unions on this.

While we have received some feedback from public sector unions, which we will take into consideration, it would be premature to consider any review until there is wider experience of re-employment practices as the new Retirement and Re-employment Act (RRA) will only be implemented in the private sector from 1 Jan 2012.

We will continue to engage our public sector union partners on the implementation of re-employment in the Public Service and will look into any specific cases which may arise.

Bernard Chew
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