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Press Release

Additional Guidelines for Re-employment in the Public Sector

With the announcement of the revised Tripartite Guidelines on the Re-employment of Older Employees, the re-employment guidelines for the Public Service have been updated in line with these Guidelines.

To re-cap, the Public Service guidelines, announced in November 2010, provide public officers the opportunity to work up to age 65 years, and later, up to age 67 years. These guidelines are being implemented in July 2011, ahead of national legislation.

Under these guidelines, public service organisations are encouraged to re-employ all eligible officers when they reach the statutory retirement age of 62 years. To be eligible for re-employment, officers must fulfill qualifying criteria which includes satisfactory work performance.

In fact, the Public Service has been re-employing officers even before the issuance of these guidelines. In 2009, almost 9 in 10 of the 820 public officers who retired at the age of 62 years were offered re-employment. The majority of those not offered re-employment did not meet at least one of the eligibility criteria.

Of those offered re-employment, 540 officers (or 77%) accepted the offers. Those who declined re-employment cited reasons such as having other plans or preferring not to continue working.

For the small number of eligible officers who are not offered re-employment, a one-off Employment Assistance Payment (EA Payment) will be offered. The Public Service guidelines adopt the EA Payment quantum provided for in the revised Tripartite Guidelines.

In line with the revised Tripartite Guidelines, salaries for officers re-employed at age 62 years will be determined taking into consideration the job level and any revised job arrangements. Hence, PSD's previous practice of adjusting salaries for officers at age 60 years will be discontinued and substituted by the new salary guidelines for those re-employed at age 62. This will also be effective from 1 July 2011.

"Public service organisations will endeavour to identify suitable re-employment jobs for eligible officers. Where this is not possible, the one-off EA Payment will be helpful to these officers while they look for alternative employment," explains Ms Bernadette Sim, Director, Careers and Attraction, Public Service Division, Prime Minister Office.

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