

No.	Item	Terms & Conditions
1.	Eligibility Criteria	<p>a) Medical fitness for the job</p> <ul style="list-style-type: none"> • Assessment of fitness <ul style="list-style-type: none"> ○ By departmental manager for the physical demands of the re-employed job; and ○ By medical practitioner • Evidence of medical condition possibly needing review <ul style="list-style-type: none"> ○ High non-casual MCs in any of the last 3 years (more than 20 days per year) <p>b) Satisfactory performance</p> <ul style="list-style-type: none"> • Performance appraisal: <ul style="list-style-type: none"> ○ At least satisfactory performance for at least 2 out of 3 years; and ○ Latest appraisal before retirement has to be satisfactory or better • Presence at work: <ul style="list-style-type: none"> ○ Good casual MC records for at least 2 out of 3 years (not more than 10 days per year) ○ Latest casual MC record not more than 10 days in the last 12 months before date of retirement ○ Exceptions will be considered for certain cases • Nil written warnings or disciplinary issues in last 3 years
2.	Tenure	<p>a) 1-year basis, renewable for 2 more years, subject to meeting eligibility criteria</p> <p>b) 1-month's notice for early termination of contract</p>

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3.	Re-employed Job / Salary	<table border="1" data-bbox="496 306 1409 1108"> <thead> <tr> <th data-bbox="496 306 786 380">Grade</th> <th data-bbox="786 306 1118 380">Re-employed Job Position</th> <th data-bbox="1118 306 1409 380">Salary (\$)*</th> </tr> </thead> <tbody> <tr><td>T1</td><td rowspan="14">Technician</td><td>\$1,595</td></tr> <tr><td>T2</td><td>\$1,900</td></tr> <tr><td>T3.1</td><td rowspan="2">\$2,430</td></tr> <tr><td>T3.2</td></tr> <tr><td>T4.1</td><td rowspan="2">\$2,530</td></tr> <tr><td>T4.2</td></tr> <tr><td>T5.1</td><td rowspan="2">\$2,795</td></tr> <tr><td>T5.2</td></tr> <tr><td>CT</td><td rowspan="4">\$2,250</td></tr> <tr><td>CT1</td></tr> <tr><td>CT2</td></tr> <tr><td>CT3</td></tr> <tr><td>CT4</td><td rowspan="6">\$3,125</td></tr> <tr><td>B</td><td rowspan="6">Clerical Officer</td></tr> <tr><td>C1</td><td>\$1,630</td></tr> <tr><td>C2</td><td>\$2,060</td></tr> <tr><td>D1</td><td rowspan="2">\$2,160</td></tr> <tr><td>D2</td></tr> <tr><td>E1</td><td rowspan="2">\$2,630</td></tr> <tr><td>E2</td></tr> </tbody> </table> <p data-bbox="496 1115 1409 1192">* Or current salary, whichever is lower and subject to no more than 30% reduction</p> <p data-bbox="448 1213 1471 1297">Salary derived as shown in table above shall be adjusted where there are revisions in the applicable salary scale.</p>	Grade	Re-employed Job Position	Salary (\$)*	T1	Technician	\$1,595	T2	\$1,900	T3.1	\$2,430	T3.2	T4.1	\$2,530	T4.2	T5.1	\$2,795	T5.2	CT	\$2,250	CT1	CT2	CT3	CT4	\$3,125	B	Clerical Officer	C1	\$1,630	C2	\$2,060	D1	\$2,160	D2	E1	\$2,630	E2
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4.	Allowances	As per SIASU Collective Agreement (CA)																																				
5.	Service Increment (SI)	<p data-bbox="448 1486 1101 1518">3% to 4.5%* depending on individual's performance</p> <p data-bbox="448 1539 1446 1570">* Subject to no more than the simple average SI for SIASU in the particular year</p>																																				
6.	Central Provident Fund (CPF)	As per Employment Act/CPF Act																																				

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7.	Annual Wage Supplement (AWS)	Eligible
8.	Profit Sharing Bonus (PSB)	Eligible
9.	Medical Benefits	<p><u>Co-payment basis:</u> Outpatient - \$5 per visit Dental - \$10 per visit Specialist - \$15 per visit</p> <p>All above subject to a cap of \$400 per year to be borne by the Company.</p> <p>Subsidy of up to \$1,100 per contract year claimable for Hospitalization & Surgical insurance.</p>
10.	Leave and other benefits	<p>a) Annual leave* – 18 days b) Outpatient medical leave – 14 days c) Hospitalization leave – 60 days d) Compassionate Leave – As per SIAEC employees e) Day-Off-In-Lieu (DOIL) – As per SIAEC employees</p> <p>* For staff whose annual leave entitlement is more than 20 days per calendar year at time of retirement, their annual leave upon re-employment shall be 2 days lesser than their entitlement at time of retirement.</p>

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11.	Overtime/ Rest Day Pay/ Public Holiday Pay	As per Employment Act
12.	Travel Benefits	Re-employed employees shall be eligible for retirees' travel at retirement if applicable
13.	Others	<ul style="list-style-type: none"> a) No Medical Boarding Out (MBO) gratuity b) No Group Term Life Insurance (GTLS) benefits c) No retrenchment benefits, unless the re-employment contracts in total exceed 3 years (in which event, it will be stated in the 4th year contract) d) No insurance (except Work Injury Compensation) e) Eligible for Ops Excellence/CBF payments f) Not eligible for Long Service Award