

Covid-19 Updates for Businesses

Work Arrangements & Meetings Edition

Singapore

Updated as at 9 September 2020

Measures and issues for Covid-19 related issues are a fluid and frequently updated state of affairs. Be sure to check back with our LinkedIn™ page for further updates, and follow latest advisories / informational materials / advisories issued by the Singapore government and various ministries.

The outbreak of the Coronavirus Disease 2019 (COVID-19) necessarily presents challenges to all businesses – as they are required to adjust and adapt to the new rules and requirements as they develop.

To help address the needs of our clients and friends, we consolidate and summarise below some key government COVID-19 initiatives and measures presently proposed or in place in Singapore. This edition is in respect of Work Arrangements & Meetings.

07/9/2020: [COVID-19 Relief Measures - Duration of Alternative Arrangements for Meetings to be Extended](#)

On 7 September 2020, the Ministry of Law (“MinLaw”) issued a press release announcing that it intends to extend the duration of legislation that enables entities to hold meetings via electronic means, to 30 June 2021.

This will provide entities with greater legal certainty to plan their meetings, and the option to hold virtual meetings to minimise physical interactions, amid the continuing COVID-19 situation.

However, existing provisions which allow for meetings to be deferred to a date no later than 30 September 2020 will not be extended to 30 June 2021. To give a further grace period to those entities who need more time to overcome practical difficulties in organising meetings (whether virtual or physical), the deferral provisions for certain types of entities (please refer to Annex B for the list of entities) will be extended, but only to permit deferrals to a date no later than 31 December 2020.

Read more [here](#) for the press release by MinLaw and [here](#) for Annex B.

07/9/2020: [Safe and Gradual Resumption of MICE Events](#)

On 7 September 2020, the Singapore Tourism Board (“STB”) issued a press release announcing that it will start accepting applications for organisers to pilot Meetings, Incentives, Conventions and Exhibitions (“MICE”) events of up to 250 attendees from 1 October 2020.

The decision to accept applications to pilot MICE events of up to 250 attendees comes on the back of STB’s Safe Business Events Framework for business events of up to 50 attendees, which was first announced in July 2020 and successfully piloted in September 2020.

Organisers who apply to pilot events with up to 250 attendees must demonstrate their ability to implement Safe Management Measures to meet a set of health and safety outcomes. More details will be released at a later stage.

Read more [here](#) for the press release by STB.

22/8/2020: [Employers Required To Ensure Workers Undergo Routine Testing by 5 September](#)

On 22 August 2020, the Ministry of Manpower (“MOM”) issued a press release stating that workers staying in dormitories, and workers in the Construction, Marine and Process sectors and personnel who go into the work sites, are required to undergo Rostered Routine Testing (“RRT”) every 14 days.

All workers who are required to undergo RRT will need to have completed a swab test in the past 14 days by 5 September 2020.

Read more [here](#) for the MOM press release.

21/8/2020: [Advisory to employers on medical support for migrant workers after clearance of dormitories](#)

On 21 August 2020, the Ministry of Manpower (“MOM”) issued an advisory to employers following COVID-19 clearance of dormitories, on:

- the movement to a regional medical support structure to support migrant workers; and
- employers’ responsibilities in providing medical support to their migrant workers, including –
 - reminding workers not to go to work when they are unwell;
 - ensuring that unwell workers seek medical attention at a regional medical centre or via telemedicine through the FWMOMCare mobile application; and
 - ensuring that workers attend their regular swab tests for COVID-19.

Read more [here](#) for the MOM advisory.

15/8/2020: [Advisory on movement of migrant workers between cleared dormitories](#)

On 15 August 2020, following the clearing of dormitories of COVID-19 (see 11/8/2020 update below) the Ministry of Manpower (“MOM”) issued an advisory to guide employers and dormitory operators on the measures to take to minimise the risk of transmission as they facilitate the movement of workers to and across dormitories, viz.

- moving migrant workers out of cleared dormitories; and
- admitting new residents into cleared dormitories.

Read more [here](#) for the MOM advisory.

11/8/2020: [All Dormitories Declared Cleared Of COVID-19](#)

On 11 August 2020, the Ministry of Manpower (“MOM”) issued a press release stating that with effect from 11 August 2020, all dormitories have been declared cleared of COVID-19, with the exception of 17 standalone blocks in six Purpose-Built Dormitories which serve as quarantine facilities.

With such clearance, dormitory residents will be able to resume work once dormitory operators, employers and workers have made the necessary preparations to do so in a safe manner.

Read more [here](#) for the press release by MOM and [here](#) for MOM's press release on the measures for dormitory residents to enjoy safe rest days.

06/8/2020: [Further Steps towards a New COVID Normal](#)

Update (11/8/2020): On 11 August 2020, the Ministry of Manpower released an update on the progress of the clearing of dormitories of COVID-19 (see 11/8/2020 update above).

On 6 August 2020, the Government issued an update on the following:

Progress of dormitory clearance

- The testing of all migrant workers in the dormitories will be completed by 7 August 2020.
- With the exception of several standalone blocks which serve as quarantine facilities, all dormitories will be COVID-cleared.
- With the completion of dormitory clearance, and facilitation of resumption of work by sector agencies, the vast majority of dormitory residents is expected to be able to resume work by mid- to late August.

COVID-19 treatment for returning travellers

- From 7 August 2020, all Singapore Citizens ("SCs") / Permanent Residents ("PRs") / Long-Term Pass Holders ("LTPHs") who travel abroad under permitted travel arrangements will be able to tap on regular healthcare financing arrangements for their inpatient medical bills, should they have onset of symptoms within 14 days of their return to Singapore and require hospital admission for suspected COVID-19 infection.
- SCs / PRs will be eligible for Government subsidies and MediShield Life / Integrated Shield Plans coverage, and will be required to pay any remaining co-payment. LTPHs may tap on their prevailing financing arrangements (e.g. foreign worker insurance), where applicable.

Read more [here](#) for the update by the Government.

01/8/2020: [Advisory for Employers to Submit Essential Errands Form for Migrant Workers to Carry Out Essential Errands](#)

Update: On 2 September 2020, the Ministry of Manpower ("MOM") updated the list of essential errands for which migrant workers may leave the dormitory to carry out. Read more [here](#) for MOM's updated advisory and [here](#) for the updated list of essential errands.

On 1 August 2020, the Ministry of Manpower ("MOM") issued an advisory for employers to submit essential errands form for migrant workers to carry out essential errands. Migrant workers living in dormitories that have been cleared of COVID-19 infections will be allowed to leave the dormitory to carry out essential errands, regardless of whether they are allowed to return to work.

Read more [here](#) for the advisory by MOM.

30/7/2020: [Launch of the Health Promotion Board Swab Registration System](#)

On 30 July 2020, the Building and Construction Authority (“BCA”) announced in a circular that the Health Promotion Board Swab Registration System (SRS) will be launched on 1 August 2020.

This includes requiring individuals who work at or visit construction sites regularly to undergo periodic COVID-19 swab tests. These tests will allow early detection and swift isolation of new infections, and minimise chances of large new COVID-19 clusters forming.

Read more [here](#) for the circular by BCA.

22/7/2020: [Towards the Safe Resumption of Business Events](#)

On 22 July 2020, the Singapore Tourism Board (“STB”) announced that in preparing for the safe resumption of business-to-business events such as meetings, conventions, exhibitions and trade shows, it has developed a risk management framework for business events of up to 50 attendees, and will trial this framework with two pilot events before gradually scaling up to other events and event organisers thereafter.

Read more [here](#) for the risk management framework and [here](#) for the media release by STB.

17/7/2020: [Updated Advisory on Salary And Leave Arrangements Post-Circuit Breaker](#)

On 17 July 2020, the Ministry of Manpower (“MOM”) updated its Advisory on Salary and Leave Arrangements dated 9 June 2020 (see 9/6/2020 below) which guides employers and employees on salary and leave arrangements post-Circuit Breaker.

Read more [here](#) for the updated advisory by MOM.

14/7/2020: [Advisory on COVID-19 for Visitors and Tourism Businesses](#)

On 14 July 2020, the Singapore Tourism Board (“STB”) issued an advisory on COVID-19 for visitors and tourism businesses stating, amongst others, that while all Singaporeans and residents of Singapore are advised to defer all travel abroad, essential business and official travel will be permitted under Green/ Fast Lane arrangements.

Read more [here](#) for the advisory by STB and [here](#) for the updated border measures for travellers entering Singapore.

7/7/2020: [Press Conference on COVID-19 at National Press Centre](#)

The multi-ministry task force on COVID-19 held a press conference on 7 July 2020 to provide an update on the infection situation post-Circuit Breaker, at which Minister Lawrence Wong, co-chair of the task force, reminded businesses, companies and employer to step up their safe management practices at work in order to further reduce the risk of transmission at workplaces.

The Minister reiterated that making sure that the majority of the employees continue to work from home is one precaution that every employer should continue to take, and that beyond this, for those who have to be in office, everyone should continue to uphold precautions such as having split teams, and making sure employees do not gather together for social activities.

Read more [here](#) for the remarks by Minister Lawrence Wong at the press conference.

4/7/2020: [Advisory on COVID-19 for Visitors and Tourism Businesses](#)

On 4 July 2020, in light of the gradual re-opening of Singapore's borders, the Singapore Tourism Board ("STB") issued an advisory for visitors and tourism businesses.

The advisory reminds and informs visitors of the present restrictions and measures on travel, where all incoming travellers, including Singapore Citizens, Permanent Residents and Long Term Pass holders (Work Pass holders, Student's Pass holders, Long-Term Visit Pass (LTP) holders and Dependant's Pass holders, as well as those who have been granted In-Principle Approval (IPA) for a LTP), are required to serve a 14-day Stay-Home-Notice (SHN). From 17 June 2020, 2359 hours, in addition to serving a 14-day SHN, all travellers entering Singapore will have to undergo testing for COVID-19 before the end of their SHN.

The advisory also reminds and informs tourism businesses of the Safe Management Measures and other requirements which are to be adhered to when re-opening. For more information on the gradual reopening of tourism establishments and full list of requirements, please see [STB's press release](#) and [sector-specific advisories](#).

Read more [here](#) for the advisory by STB.

3/7/2020: [Safe Management Measures for Hotels](#)

On 3 July 2020, the Singapore Tourism Board ("STB"), Ministry of Trade and Industry ("MTI"), Enterprise Singapore ("ESG"), and Ministry of Health ("MOH") issued an advisory setting out Safe Management Measures ("SMM"s) specifically for hotels. Hotels, including Migrant Worker Decant Hotels, Stay-Home-Notice Dedicated Facilities, Government Quarantine Facilities, and Swab Isolation Facilities must comply with the latest requirements for Safe Management Measures ("SMMs") found in the COVID-19 (Temporary Measures) (Control Order) Regulations 2020 found at [Control Order](#)".

Read more [here](#) for the advisory setting out the SMMs for Hotels.

3/7/2020: [Advisory For Employers And Employees Travelling to And From COVID-19 Affected Areas](#)

On 3 July 2020, the Ministry of Manpower ("MOM") issued an updated advisory summarising the measures and restrictions introduced so far.

Generally, employers and employees should continue to be vigilant and adopt the following precautions where relevant:

- Employers should defer all work-related travel plans and regularly check the [Ministry of Health \(MOH\) website](#) for the latest update on the COVID-19 situation;
- Employers should remind employees of MOH's travel advisory to defer all travel abroad and inform employees of the employers' HR policies on the treatment of employees who travel abroad during this period, whether work-related or non-work related; and
- Employers should also obtain a health and travel declaration from their employees, on whether they have travelled overseas recently, or if they have any upcoming overseas travel plans.

Read more [here](#) for the advisory by MOM.

28/6/2020: [Gradual Reopening of Tourism Establishments](#)

On 28 June 2020, Singapore Tourism Board (STB) announced that as part of the resumption of activities in Phase 2 after the Circuit Breaker, tourism businesses in Singapore will be permitted to resume operations in stages from 1 July, beginning with 13 attractions. STB will also allow domestic tour operators to begin submitting their applications to resume operations.

Read more [here](#) for the list of attractions reopened and for more information on applications for the resumption of tours.

26/6/2020: [Advisory on Safe Management Measures For Workers on Employer-Provided Transportation](#)

On 26 June 2020, following the Multi-Ministry Taskforce's phased approach to resuming activities safely and to ensure safe management on employer-provided transportation, the Ministry of Manpower ("MOM") updated its advisory on Safe Management Measures for workers on employer-provided transportation.

Under this updated advisory, employers, transport providers and drivers must ensure the following Safe Management Measures are implemented when ferrying workers on all employer-provided transportation (e.g. private buses, vans and lorries):

- All workers wear a mask at all times while seated in the motor vehicle;
- Workers should not talk or interact at all times while on the motor vehicle;
- When using a lorry or van, the clear floor space of the deck available for each seated passenger shall not be less than 0.496 square metres; and
- Employers must also arrange private transportation for workers staying in dormitories to commute to and from their workplaces, and with no other passengers.

Read more [here](#) for the updated advisory by MOM.

19/6/2020: [Amendments to the COVID-19 \(Temporary Measures\)\(Control Orders\) Regulations](#)

On 19 June 2020, following the Multi-Ministry Taskforce's decision to start Phase Two (see 15/6/2020 update below for more information), the Minister for Health made an amendment to the COVID-19 (Temporary Measures) (Control Order) Regulations 2020 to loosen the restrictions under the Control Order.

Read more [here](#) for the amendments that came into operation on 19 June 2020 in line with the commencement of Phase Two, and [here](#) for the amended COVID-19 (Temporary Measures) (Control Order) Regulations 2020.

15/6/2020: [Gradual Re-Opening of Travel And Changes to Border Measures](#)

On 15 June 2020, following the Multi-Ministry Taskforce's decision to start Phase Two (see 15/6/2020 update below for more information), the Multi-Ministry Taskforce announced that from 17 June 2020, 2359 hours, all travellers entering Singapore will be subject to a [testing regime](#). More details on Singapore's measures for inbound travellers in relation to COVID-19 can be found [here](#).

All inbound and outbound travellers who enter Singapore from 17 June 2020, 2359 hours, and leave Singapore from 17 June 2020, 2359 hours, respectively, will be required to pay for their COVID-19 tests, where applicable. In addition, incoming travellers who are not Singapore Citizens or Permanent Residents, who enter Singapore from 17 June 2020, 2359 hours, will be required to pay for their stay at dedicated SHN facilities, where applicable.

Read more [here](#) for a summary of Singapore's measures for inbound travellers in relation to COVID-19, and [here](#) for the testing regime.

15/6/2020: [Moving Into Phase Two of Re-Opening](#)

On 15 June 2020, the Multi-Ministry Taskforce announced its decision to start Phase Two after 18 June 2020, 2359 hours.

Apart from a small list of exceptions, Phase Two will see the resumption of most activities, subject to safe distancing principles including the following:

- as a default, measures should be put in place to ensure that individuals maintain safe distancing of at least one metre at all times; and
- where not feasible or practical to apply one metre safe distancing between individuals, this one metre requirement can instead be enforced between groups, with each group made up of not more than five persons, and with no mixing between groups. Other safe management measures should also be in place.

Businesses may refer to the [permitted list](#) to check if their activities are allowed to resume, and if so they may resume operations without having to apply, subject to adherence to [Safe Management Measures](#) and submission of manpower details [here](#) within two weeks of the date of resumption of operations, although in the interest of reducing physical contact between individuals, telecommuting must remain the default for all businesses where feasible.

Read more [here](#) for the Multi-Ministry Taskforce's announcement on 15 June 2020, and see the following resources and advisories on the Phase Two re-opening for the various sectors:

- National Arts Council (19/6/2020): [Phase Two of Re-Opening for Arts and Culture Stakeholders](#)
- Maritime and Port Authority of Singapore (18/6/2020): [Updated Requirements and Measures for Port of Singapore and Singapore-registered Ships](#) and [Pleasure Craft Movements in The Port of Singapore During Phase Two of Post-Circuit Breaker](#)
- Sport Singapore (18/6/2020): [Advisory for Resumption of Sport and Physical Exercise Activity for Phase Two](#)
- Ministry of Education (17/6/2020): [Arrangements for Schools and Institutes of Higher Learning in Phase Two](#)
- Enterprise Singapore (16/6/2020): [Advisory for Phase 2 Re-opening of Retail Establishments and Lifestyle-Related Services](#)
- Enterprise Singapore (16/6/2020): [Advisory for Phase 2 Re-opening of Food and Beverage Establishments](#)
- Monetary Authority of Singapore (15/6/2020): [Safe Transition to Phase Two of the Re-opening for the Financial Sector](#)

13/6/2020: [Resumption of All Renovation Projects, Subject to Availability of Workers](#)

On 13 June 2020, the Building and Construction Authority ("BCA") announced that it will, from 15 June 2020, allow new home renovation works as well as new and previously suspended renovation works for non-residential premises (e.g. industrial and commercial premises) to begin.

Companies should submit applications to BCA [here](#) if they employ Construction Work Permit and S Pass Holders, and if these workers were not listed in earlier approved applications to restart suspended residential renovation works. The resumption of renovation works will also be dependent on the companies' availability of manpower and supplies. Homeowners are advised to check with the companies on their manpower and supply availability.

Read more [here](#) for the media release by BCA.

9/6/2020: [Updated Advisory on Salary And Leave Arrangements Post-Circuit Breaker](#)

Update (17/7/2020): On 17 July 2020, the Ministry of Manpower made further updates to this advisory (see 17/7/2020 update above).

On 9 June 2020, the Ministry of Manpower, National Trades Union Congress, and Singapore National Employers Federation (collectively, "the tripartite partners") issued an updated advisory to guide employers and employees on salary and leave arrangements post-Circuit Breaker (see 25/5/2020 for more information on the end of the Circuit Breaker). This supersedes the Advisory on salary and leave arrangements during Circuit Breaker which was last updated on 25 April 2020.

The advisory provides guidance to employers whose business are operating post-Circuit Breaker and employers that cannot resume business operations alike, in respect of salary and leave arrangements, cost-saving measures, and its foreign employees.

Read more [here](#) for the updated advisory issued by the tripartite partners.

29/5/2020: [Requirements For Safe Management Measures at The Workplace](#)

On 29 May 2020, the Ministry of Manpower ("MOM") updated and issued an advisory on the requirements for Safe Management Measures at the workplace. This is in addition to the implementation of the SafeEntry digital check-in system and other safe management practices previously announced on 9 May 2020.

The advisory introduces measures that support the gradual resumption of activities through its requirements that employers implement a system of Safe Management Measures that protect their employees, workplaces, and those who may become unwell at their workplaces.

Amongst others, the advisory states that working from home must be the default mode of working, even for companies resuming operations in Phase One and Phase Two (see 25/9/2020 update below). Employees who have been working from home so far must continue to do so, and go to the office only where there is no alternative.

Read more [here](#) for the updated advisory by MOM, and [here](#) for a checklist of Safe Management Measures required at the workplace for resumption of business activities.

25/5/2020: [End of Circuit Breaker: Public Service Adopts Phased Approach to Re-Opening Physical Service Centres And Public Facilities](#)

On 25 May 2020, the Public Service Division announced its phased approach to the re-opening of physical service centres and public facilities. This is following the Multi-Ministry Taskforce's decision to exit the Circuit Breaker and resume activities in phases from 2 June 2020.

For the immediate post Circuit Breaker period in Phase One (Safe Re-opening), only selected government service centres (e.g. service centres relating to housing and property, immigration and registration, CPF, employment and tax issues) will resume the physical delivery of services in a limited and controlled manner, such as by appointments only. The Courts will also resume hearing of cases and, where possible and appropriate, hearings will be conducted using remote communication technology.

The Public Service will gradually re-open more of its physical service centres and facilities in Phase Two (Safe Transition) and Phase Three (Safe Nation) in tandem with the overall pace of resumption of activities at the national level.

Read more [here](#) for the media release by the Public Service Division.

25/5/2020: [Advisory For a Safe And Controlled Restart of The Construction Sector From 2 June 2020](#)

On 25 May 2020, the Building and Construction Authority (“BCA”) issued an advisory for a safe and controlled restart of the construction sector from 2 June 2020. This is following the Multi-Ministry Taskforce’s announcement on 19 May 2020 that the Circuit Breaker measures will gradually ease from 2 June 2020, with construction work also being allowed to resume in phases but in a safe and controlled manner.

Read more [here](#) for the advisory by BCA.

22/5/2020: [NEA Publishes Advisory To Assist Suppliers And Users In Making Informed Decisions On Various Disinfection Technologies And Products](#)

On 22 May 2020, the National Environment Agency (“NEA”) published an advisory to assist suppliers and users in making informed decisions on various disinfection technologies and products. Effective cleaning with an appropriate disinfectant is critical for reducing the risk of COVID-19 transmission in residences, public spaces, and other non-healthcare settings.

Read more [here](#) for the advisory by NEA.

20/5/2020: [Advisory on Retrenchment Benefit Payable to Retrenched Employees as a Result of Business Difficulties due to COVID-19](#)

On 20 May 2020, in light of the business difficulties due to COVID-19, the Ministry of Manpower, National Trades Union Congress, and Singapore National Employers Federation (collectively, “the tripartite partners”) issued an advisory to guide employers and employees on the retrenchment benefit payable if retrenchment is inevitable.

The advisory provides information on the wide range of support measures provided by the Government, including training grants and financial support, to help employers manage their manpower costs, and the measures to adhere to in the event that retrenchment is inevitable.

Read more [here](#) for the advisory issued by the tripartite partners.

19/5/2020: [End of Circuit Breaker, Phased Approach to Resuming Activities Safely](#)

On 19 May 2020, the Multi-Ministry Taskforce announced its decision to exit the Circuit Breaker when it ends on 1 June 2020, adopting a controlled approach to resume activities safely over the following three phases.

Phase 1 (Safe Re-opening) will be implemented from 2 June 2020, and is expected to last for a few weeks, provided community transmission rates remain low and stable, and the foreign worker dormitory transmission situation remains under control.

During Phase 1, businesses in the industries listed [here](#):

- may resume operations without having to apply for an exemption from the Ministry of Trade and Industry;
- must submit their manpower details via the [GoBusiness portal](#) within two weeks of the date of resumption of operations; and
- must also comply with the requirements for [Safe Management Measures](#) and any [sector-specific requirements](#) which apply to them.

Phase 2 (Safe Transition) will only commence upon further notice from the Multi-Ministry Taskforce, which it will monitor the daily infection rates to ensure a safe transition from Phase 1 to Phase 2. In Phase 2, it is expected that more firms and businesses, starting with F&B dine-in and retail outlets, gyms and fitness studios, and tuition and enrichment centres, will gradually be allowed to re-open, subject to safe management measures being implemented and practised by employers and employees in these workplaces.

Depending on the COVID-19 situation, the Multi-Ministry Taskforce will continue to ease measures gradually until a new normal in **Phase 3 (Safe Nation)** is reached. Phase 3, is expected to remain until an effective vaccine or treatment for COVID-19 is developed. During Phase 3, social, cultural, religious and business gatherings or events are expected to have resumed, although gathering sizes would still have to be limited in order to prevent large clusters from arising.

Read more [here](#) for the media release by the Ministry of Health, [here](#) for an infographic detailing the phased resumption of activities, and [here](#) for the announcement by the Multi-Ministry Taskforce on 19 May 2020.

See also the following resources on the gradual resumption of activities in the various sectors:

- Ministry of Trade and Industry (19/5/2020): [Advisory on Gradual Resumption of Business Activities in Phases Starting from 2 June 2020](#)
- Early Childhood Development Agency (19/5/2020): [Phased Re-opening of Pre-Schools and Early Intervention Centres from 2 June 2020](#)
- Ministry of Education (19/5/2020): [Arrangements for Schools and Institutes of Higher Learning at the End of Circuit Breaker](#)
- Monetary Authority of Singapore (19/5/2020): [Safe Re-Opening of More Customer Services in the Financial Sector](#)
- Building and Construction Authority (15/5/2020): [Gradual Resumption of Construction Work from 2 June 2020](#)
- Ministry of Manpower (15/5/2020): [Safe Working and Safe Living](#)

9/5/2020: [Implementing SafeEntry and Safe Management Practices](#)

Update (29/5/2020): On 29 May 2020, the Ministry of Manpower released additional details about further requirements for Safe Management Measures at the workplace (see 29/5/2020 update above).

On 9 May 2020, the Ministry of Health released details about the implementation of the SafeEntry digital check-in system and safe management practices (further details of which will be announced by the Ministry of Manpower and other relevant agencies), used to support the safe and gradual resumption of normal activities.

As a start, deployment under SafeEntry will be made mandatory for places where individuals are likely to be in close proximity for prolonged periods or in enclosed spaces, or where there is higher traffic. To date, SafeEntry has been deployed at over 16,000 premises. The list of facilities/places where SafeEntry must be deployed from 12 May 2020 is found [here](#), and will be updated as more activities and services resume.

See also the following resources on Safe Management Measures at the [workplace](#), and for [Food & Beverages Establishments](#) and [Retail Establishments](#).

6/5/2020: [Electronic Dissemination of Rights Issue and Take-over Documents Allowed Until 30 September 2020](#)

On 6 May 2020, the Monetary Authority of Singapore (“MAS”), Securities Industry Council, and the Singapore Exchange Regulation introduced temporary measures to allow listed issuers and parties involved in rights issues and take-over or merger transactions the option to electronically disseminate documents required to be provided to investors in relation to such transactions (“Offer Documents”) through publication on SGXNET and their corporate websites.

Under the temporary measures, issuers and parties who opt to disseminate their Offer Documents electronically must send a hardcopy notification to shareholders with instructions on how they can access the electronic version of the Offer Documents. They must also send the hardcopy application or acceptance forms to shareholders. These requirements ensure that shareholders continue to be informed of these significant corporate actions by mail during this time and facilitate their participation in the corporate actions.

Read more [here](#) for the media release by MAS, and [here](#) for the guidelines for these regulations released by MAS.

2/5/2020: [Preparing for Gradual Resumption of Activities After 1 June 2020](#)

On 2 May 2020, the Multi-Ministry Taskforce announced that it will progressively ease some of the enhanced circuit breaker measures announced on 21 April 2020 (see [21/4/2020 update below](#)), and that preparations for the safe and gradual resumption of economic and community activities after the end of the circuit breaker period on 1 June 2020, are underway.

From 5 May 2020, some of the restrictions on traditional Chinese medicine (TCM) practitioners and retailers will be eased, and residents living in strata-titled residential buildings may exercise within the common areas of these private residential developments such as footpaths, but must continue to practise safe distancing measures.

From 12 May 2020, the following will be allowed to resume operations:

- manufacturing and onsite preparation of all food, including cakes and confectionery, ice cream, cocoa, chocolate and chocolate products, and other snacks;
- retail outlets of food, including cakes and confectionery, packaged snacks and desserts, may be open for takeaway and delivery only;
- home-based food businesses may operate, but only for delivery or collection, with the following restrictions -
 - home-based private dining will not be allowed; and
 - delivery and collection of food orders should be done in a safe and contactless manner, by appointment so that it can be spaced out, and there is no bunching of people.
- retail laundry services;
- barbers and hairdressers, for basic haircut services; and

- retail of pet supplies.

Read more [here](#) for the guidelines released by the Ministry of Trade and Industry, [here](#) for the list of essential services, [here](#) for the announcement of the Multi-Ministry Taskforce on 2 May 2020, and see also the updated advisories for [retail establishments](#) and [F&B establishments](#).

21/4/2020: [Tightened List of Essential Services and Measures for Workplaces Which Remain Open](#)

Update (2/5/2020): On 2 May 2020, the Multi-Ministry Taskforce announced that it will progressively ease some of the enhanced circuit breaker measures (see 2/5/2020 update above).

On 21 April 2020, the Multi-Ministry Taskforce announced the extension of the control period (see 7/4/2020 below) to and including 1 June 2020 (“Extended Circuit Breaker”), and introduced enhanced circuit breaker measures, for the period from 21 April 2020 to 4 May 2020 (inclusive) (“Enhanced Measures Period”).

Such enhanced circuit breaker measures include tightening the list of essential services which are allowed to operate during the Enhanced Measures Period, with additional safeguards against community transmission by:

- suspending the operations of less critical consumer services;
- placing additional restrictions on selected consumer-facing businesses to further reduce customer interactions;
- reducing the number of businesses allowed to operate at their work premises; and
- placing additional measures for workplaces that remain open during the Enhanced Measures Period.

With the narrowed list of essential services, MTI will notify the businesses that no longer qualify to operate and are required to suspend operations from 21 April 2020. Other essential service businesses which had earlier received approvals by the Ministry of Trade and Industry (“MTI”) to operate during the original Circuit Breaker period (from 7 April 2020 to 4 May 2020) can continue doing so for the remainder of the Extended Circuit Breaker until 1 June 2020, unless otherwise notified by MTI.

Read more [here](#) for the list of essential services, and the following resources on announcements of the Multi-Ministry Taskforce on 21 April 2020:

- [Prime Minister Lee Hsien Loong on the COVID-19 situation in Singapore on 21 April 2020](#)
- [Remarks by Minister Lawrence Wong, Co-chair of the Multi-Ministry Taskforce on COVID-19, at Press Conference on COVID-19 at National Press Centre on 21 April 2020](#)

21/4/2020: [Advisory to Employers on Food Arrangements for Construction Foreign Employees on Mandatory Stay-Home Notices from 20 April 2020 to 4 May 2020](#)

On 21 April 2020, the Ministry of Manpower (“MOM”) issued an advisory providing guidance to employers on food arrangements for their construction foreign employees during the period of their mandatory Stay-Home Notices (“SHNs”) from 20 April 2020 to 4 May 2020 (see 18/4/2020 below).

Read more [here](#) for the advisory on food arrangements for foreign employees, and [here](#) for the advisory requiring all construction foreign employees to be placed on mandatory SHNs.

18/4/2020: [Mandatory Stay-Home Notices for Work Permit and S Pass Holders in Construction Sector](#)

Update (1/5/2020): On 1 May 2020, the Ministry of Manpower and Building and Construction Authority extended the Mandatory Stay-Home Notices for work permit and S Pass holders in the construction sector until 18 May 2020, 2359 hours. Read [here](#) for more information.

On 18 April 2020, the Ministry of Manpower (“MOM”) and Building and Construction Authority (“BCA”) issued a joint-advisory requiring all work permit holders and S Pass holders in the construction sector to be placed on mandatory Stay-Home Notices (“SHNs”) from 20 April 2020 to 4 May 2020. This is to ensure there are no further interactions between the workers and those outside their residential premises for two weeks.

This comes in light of the recent rise in the number of foreign workers infected with COVID-19 that has been mostly concentrated in dormitories. MOM is implementing this requirement on all workers in the construction sector as the highest number of infected cases have come from this sector, and worksite transmissions have been a contributing factor.

Read more [here](#) the advisory by the MOM and BCA, and [here](#) for FAQs concerning SHNs for Work Permit and S Pass Holders in Construction Sector.

17/4/2020: [Reminder from MOM – Workers to Have Their Work Permit Card at All Times](#)

On 17 April 2020, the Ministry of Manpower (“MOM”) issued a reminder to employers – that:

- employers must not keep the Work Permit cards of its foreign workers; and
- each Work Permit card must at all times be held by the worker to whom it is issued for proper identification.

This reminder comes in light of the Multi-Ministry Taskforce’s announcement of tighter measures to minimise further spread of COVID-19, following which many foreign workers are being tested for COVID-19 for early identification, with consequent admission to the National Centre for Infectious Diseases (“NCID”) for treatment if tested positive.

Foreign workers should have their Work Permit cards for both the screening tests and admission to NCID to facilitate proper arrangements such as bed allocations and medical care.

Read more [here](#) for MOM’s FAQ in relation to employers’ retention of Work Permits, and [here](#) for more information about the key actions taken to manage transmission of COVID-19 in foreign worker dormitories.

13/4/2020: [Temporary Measures for Conduct of Meetings](#)

On 13 April 2020, the COVID-19 (Temporary Measures) (Alternative Arrangements for Meetings for Companies, Variable Capital Companies, Business Trusts, Unit Trusts and Debenture Holders) Order 2020 was issued.

The Order is deemed to have come into operation on 27 March 2020 and prescribes the alternative arrangements for the conduct of general meetings convened, held, conducted or deferred during the period that the COVID-19 (Temporary Measures) (Control Order) Regulations 2020 is in force (currently until 4 May 2020) (“Control Period”). Transitional arrangements are also provided for any meeting convened, held, conducted or deferred during a period of 30 days after the end of the Control Period, where the notice of the meeting was given during the Control Period.

Read more [here](#) for the Order, [here](#) for additional guidance by ACRA on the conduct of general meetings during the elevated safe distancing period, and [here](#) for the COVID-19 (Temporary Measures) (Control Order) Regulations 2020.

7/4/2020: COVID-19 (Temporary Measures) Act 2020 passed in Parliament

Update (22/4/2020): On 22 April 2020, the provisions in the COVID-19 (Temporary Measures) Act 2020 relating to temporary measures concerning the remission of property tax came into force.

Update (20/4/2020): On 20 April 2020, the provisions in the COVID-19 (Temporary Measures) Act 2020 relating to temporary relief from legal action for inability to perform certain contracts, and increased thresholds for bankruptcy and insolvency for financially distressed individuals and businesses, came into force.

On 7 April, Parliament passed the COVID-19 (Temporary Measures) Act 2020. The Act seeks to provide temporary measures to deal with matters relating to the COVID-19 pandemic, and makes a consequential amendment to the Property Tax Act (Chapter 254 of the 2005 Revised Edition).

Among others, the Act provides for:

- Temporary Relief for Inability to Perform Contracts (in force as of 20 April 2020);
- Temporary Relief for Financially Distressed Individuals, Firms, and Other Businesses (in force as of 20 April 2020);
- Temporary Measures for Conduct of Meetings (in force as of 27 March 2020);
- Temporary Measures for Court Proceedings and Syariah Court Proceedings (in force as of 7 April 2020); and
- Temporary Measures concerning the Remission of Property Tax (in force as of 22 April 2020).

Read more [here](#) for the Act, and [here](#) for the Control Order passed pursuant to the Act. See also the Second Reading of the Bill in Parliament [here](#) by the Minister of Law, Mr. K Shanmugam, and [here](#) by Senior Minister of State for Law, Mr. Edwin Tong.

7/4/2020: COVID-19 (Temporary Measures) (Control Order) Regulations 2020 Come Into Force on 7 April 2020

Update (1/5/2020): On 1 May 2020, the COVID-19 (Temporary Measures) (Control Order) Regulations 2020 were [amended](#) to remain in force until 1 June 2020 (inclusive).

On 7 April 2020, Parliament passed the COVID-19 (Temporary Measures) Act 2020.

Pursuant to Section 34 (1) of the Act, the Minister for Health made the Control Order which imposes, in addition to the Circuit Breaker measures (see 3/4/2020 below) and initial workplace safe distancing measures (see 1/4/2020 below), heightened restrictions on movement of people and restrictions in relation to premises and businesses.

The Control Order is in force during the control period beginning 7 April 2020 and ending 4 May 2020 (both dates inclusive), and is supplemented by the amendments made by the Minister of Health on 10 April 2020.

Read more [here](#) for the Act, and [here](#) for the Control Order. More information about the amendments made on 10 April 2020 is also available [here](#).

6/4/2020: [Advisory on Salary and Leave Arrangements During Circuit Breaker](#)

Update (9/6/2020): On 9 June 2020, the tripartite partners issued an update advisory on salary and leave arrangements post-Circuit Breaker, which supersedes this advisory.

In view of the impact of the Circuit Breaker measures (see 3/4/2020 below) on businesses, the Ministry of Manpower, National Trades Union Congress, and Singapore National Employers Federation (collectively, “the tripartite partners”) issued this advisory to guide employers and employees on salary and leave arrangements during Circuit Breaker.

In view of the impact of the measures on businesses, the tripartite partners issued this advisory to guide employers and employees on salary and leave arrangements during Circuit Breaker.

Read more [here](#) for the advisory issued by the Ministry of Manpower, and [here](#) for details about the additional safe distancing measures adopted during Circuit Breaker.

3/4/2020: [Suspension of Activities at Workplace Premises to Reduce COVID-19 Transmission](#)

Update (21/4/2020): Following announcement by the Multi-Ministry Taskforce on 21 April 2020, the Circuit Breaker period has been extended until 1 June 2020 (inclusive). Enhanced circuit breaker measures, which include tightening the list of essential services, have also been introduced for a period of two weeks from 21 April 2020 until 4 May 2020 (inclusive).

On 3 April 2020, the Multi-Ministry Taskforce announced an elevated set of safe distancing measures as a circuit breaker to pre-empt the trend of increasing local transmission of COVID-19.

The heightened safe distancing measures to suspend activities at most workplace premises will be in place from 7 April 2020 to 4 May 2020 (“Circuit Breaker”). During Circuit Breaker, all non-essential services (whether business, social, or other activities) that cannot be conducted through telecommuting or other means from home shall be suspended.

Entities that are able to continue to operate their business (in limited or full capacity) with their employees working from home should continue to do so.

Read more [here](#) for more details about the suspension of workplaces, and [here](#) for the list of exempted essential services.

Contact Us

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