

**RETIREMENT AGE ACT
(CHAPTER 274A, SECTION 11)**

**RETIREMENT AGE (EXEMPTION)
NOTIFICATION**

ARRANGEMENT OF PARAGRAPHS

Paragraph

1. Citation
2. Definitions
3. Exemption

[1st July 1993]

Citation

1. This Notification may be cited as the Retirement Age (Exemption) Notification.

Definitions

2. For the purposes of this Notification —

“dentist” means a person who is registered under the Dental Registration Act (Cap. 76);

“hospital” means any premises used or intended to be used for the reception, lodging and treatment and care of persons who require medical treatment or suffer from any disease, and includes a maternity home and a nursing home;

“medical practitioner” means a person who is registered under the Medical Registration Act (Cap. 174);

“member of a cabin crew” means any person employed by an airline to provide in-flight passenger services on board a commercial aircraft.

Exemption

3. The following persons are hereby exempted from all the provisions of the Act:

- (a) a person employed to work on any specific project for a fixed term;

- (b) a person employed as a medical practitioner or dentist in any hospital under any contract for a fixed term;
- (c) a member of the teaching staff of the Nanyang Polytechnic, Nanyang Technological University, National University of Singapore, Ngee Ann Polytechnic, Singapore Polytechnic or Temasek Polytechnic employed under any contract for a fixed term;
- (d) a person employed under any contract, made before 1st July 1993, for a fixed term of 5 years or less and the contract is not renewed upon its expiry after that date;
- (e) a person in any employment approved by the Minister, or such person as he may appoint, where being of a particular age or in a particular age group is a bona fide occupational consideration or requirement for that employment, whether for reason of safety or for any other reason;
- (f) a person, other than a permanent resident of Singapore, working in Singapore by virtue of a work pass issued by the Controller of Work Passes;
- (g) a person employed in any employment for not more than 20 hours per week;
- (h) a student employed under any contract for a temporary term;
- (i) an employee serving any period of apprenticeship;
- (j) an employee on probation for a period not exceeding 2 years or, in any particular case, for such other period as may be approved by the Minister or such person as he may appoint;
- (k) a person who has retired, before 1st July 1993, at the age of 55 years or above and has been re-employed by the same or another employer;
- (l) a person who, on or at any time after 1st January 1997 but before 1st January 1999, has retired at the age of 60 years or above and has been re-employed by the same or another employer;
- (m) a person who, being a person who is exempted from the Act pursuant to any provision in this Notification, has or has been lawfully retired before or after 1st January 1999 before attaining the age of 62 years, or who has resigned or whose service has been terminated for any reason before or after

- that date, and who has been re-employed by the same or another employer at the age of 55 years or above;
- (n) an employee who, before 1st July 1993, is covered by any retirement benefit scheme approved by the Minister, or such person as he may appoint, which provides for retirement on or before the age of 60 years;
 - (o) a public officer in the Police Service (including the Prisons Service and the Narcotics Service) or the Civil Defence Service;
 - ¹(p) a member of the Singapore Police Force appointed under section 7(2) of the Police Force Act (Cap. 235);
 - (q) a member of any Auxiliary Police Force created under Part IX of the Police Force Act;
 - ²(r) . . .
 - (s) a person enlisted for regular service in the Singapore Armed Forces under the Enlistment Act (Cap. 93);
 - (t) a pensionable public officer in the Administrative Service or Administrative Service (Foreign Service Branch) who is appointed on or after 1st July 1993;
 - (u) a person who —
 - (i) immediately before becoming a permanent resident in Singapore held an employment pass issued by the Controller of Immigration or a work pass issued by the Controller of Work Passes and was employed on a fixed term contract of service; and

¹ Act 24/2004 repealed and re-enacted the Police Force Act (repealed Act) with effect from 12th October 2004. Pursuant to section 15 of the Interpretation Act, the reference to section 10(2) and (3) of the repealed Act in paragraph 3(p) of the 2001 Revised Edition of the Retirement Age (Exemption) Notification (N 1) is replaced by a reference to section 7(2) of the Police Force Act 2004 (revised in 2006). Section 122(1) of the Police Force Act 2004 deemed every person serving in the Singapore Police Force constituted under the repealed Act immediately before that date to be a member of the Police Force as if he had been engaged or appointed under the Police Force Act 2004 and section 122(4)(c) provided that a subordinate officer appointed under section 10(2) of the repealed Act shall continue to hold such office as if he were appointed under section 7(2) of the Police Force Act 2004.

² Paragraph 3(r) of the 2001 Revised Edition of the Retirement Age (Exemption) Notification (N 1), which exempted a person appointed by the Commercial and Industrial Security Corporation as an officer under section 8(a) of the Commercial and Industrial Security Corporation Act (Cap. 47), is omitted because that Act has been repealed by Act 3/2005 with effect from 10th June 2005. Section 122(3)(a) of the Police Force Act 2004 provides that every person who, immediately before 12th October 2004, was serving in the Commercial and Industrial Security Corporation Auxiliary Police Force shall continue on that date as an auxiliary police officer and member of the Auxiliary Police Force created under Part IX of the Police Force Act. Paragraph 3(q) of this Notification therefore applies to such persons.

- (ii) immediately after becoming a permanent resident in Singapore continues to be employed by the same employer on the same fixed term contract of service and any renewal thereof;
- (v) a person who is a temporary employee employed —
 - (i) on a fixed term contract of service which, including any extension of the contract, is not more than 2 years; or
 - (ii) for such other period as may be approved by the Minister,and the temporary employee is not re-employed by the same employer within 6 months of the expiry or termination of his contract of service;
- (w) a member of a cabin crew employed in the air-transport industry;
- (x) a pilot who holds any licence issued under paragraph 20(1)(a) to (k) of the Air Navigation Order (Cap. 6, O 2);
- (y) a person employed as a public officer in the Economist Service under any contract for a fixed term; and
- (z) a public officer in the Corrupt Practices Investigation Service (Junior) Scheme of Service or Corrupt Practices Investigation Service (Senior) Scheme of Service.

[G.N. Nos. S 277/93; S 315/95; S 649/98; S 441/2001;
S 544/2001; S 346/2007]
