

Course Title: Balancing the Foreign Manpower Act with your Labour Requirements

Synopsis:

Given the recent changes in the Foreign Manpower Act (FMA), it has become crucial for employers in Singapore to manage and balance the requirements relating to local and foreign employees. Equally important, employers must equip themselves with an understanding of the new offences and penalties that have been included under the FMA.

From simple procedures such as work permit applications to substantive issues such as grievance handling, employers have to be vigilant in the deployment and management of foreign employees. If handled improperly, it will cause serious disruption to the company's operations and risk sanctions from the Ministry of Manpower.

Hence, this workshop seeks to equip companies, especially their HR practitioners, with practical knowledge and skills to manage foreign employee-related issues in an appropriate and expedient manner.

Objectives:

This 1-day workshop aims to help participants:

- Understand the rationale of Singapore's foreign manpower policy
- Learn about the procedures and substantive requirements under the FMA
- Interpret the obligations of stakeholders such as employers, agencies and foreign employees
- Recognize the links of the FMA with other legal frameworks such as the Immigration Act and the Employment Act

Outline:

The workshop contents include:

- Overview of the FMA
- Types of Work Passes
- Duties of Employer and Occupier
- Conditions governing Work Passes
- Furnishing and Forfeiture of Security
- Offences and Prescribed Infringements
- Terms and Conditions of Employment under Work Passes
- Disciplinary, Grievance and Dismissal

Who Should Attend

HR practitioners, supervisors, line-managers and executives who need to have a better understanding of the Foreign Manpower Act and its practical applications.

Learning Methodology:

To embed the learning experience, this workshop incorporates:

- Interactive delivery of learning materials
- Applicable industry best practices
- Video presentations
- Case studies
- Group discussion and sharing of experiences

Course Duration

1 Day (8 hours)