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In accordance with the [Retirement and Re-employment Act \(RRA\)](#) <sup>1</sup>, from 1 July 2022, the minimum retirement age is **63 years**. Employers are not allowed to dismiss any employee based on an employee's age.

Employers must offer **re-employment** to eligible employees who turn 63, up to age 68, to continue their employment in the organisation. The re-employment age was raised from 67 to 68 from 1 July 2022 to help older workers who wish to continue working as long as they are willing and able to.

The retirement and re-employment ages are:

| Age  | Retirement age | Re-employment age |
|--|----------------|-------------------|
| Born on or before 30 June 1955<br>(>67 years old on 1 July 2022)                             | 62             | 67                |
| Born on or after 1 July 1955 and up to 30 June 1960<br>(>62 to ≤67 years old on 1 July 2022) | 62             | 68                |
| Born on or after 1 July 1960<br>(≤62 years old on 1 July 2022)                               | 63             | 68                |

### Note

The retirement age will be raised to 64 years from 1 July 2026, which will apply to those born on or after 1 July 1963. The re-employment age will be raised to 69 years from 1 July 2026, which will apply to those born on or after 1 July 1958.

## Eligibility

You are eligible for re-employment if you:

- Are a Singapore citizen or Singapore permanent resident.
- Have served your current employer for at least 2 years before turning 63 for employees hired at age 55 and above.
- Have satisfactory work performance, as assessed by the employer.
- Are medically fit to continue working.

If you are eligible for re-employment but your employer is unable to offer you a position, then your employer must:


- Transfer the re-employment obligation to another employer, with your agreement, OR
- Offer you a one-off [Employment Assistance Payment \(EAP\)](#).

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### Example


If you turn 63 on 1 August 2022, your re-employment contract's initial start date should be 1 August 2022.

## Salary and benefits

Your salary may be adjusted based on reasonable factors such as new duties or responsibilities. You should negotiate these changes with your employer when you finalise your new contract. A good reference is the [Tripartite Guidelines on Re-employment of Older Employees](#) .

## Negotiating a re-employment contract

Keep the following in mind when negotiating the terms of a re-employment contract.

|                      |   |
|----------------------|---|
| <b>For employers</b> | <ul style="list-style-type: none"> <li>• Identify eligible employees for re-employment.</li> <li>• Begin discussions as early as 6 months before your employee turns 63.</li> <li>• For eligible employees, offer a re-employment contract at least 3 months before their retirement date.</li> <li>• For employees who do not qualify, inform them early so that they can better prepare for their retirement or seek other employment opportunities.</li> <li>• Refer to the <a href="#">Tripartite Guidelines</a>  when making your re-employment offer.</li> <li>• Ensure terms and conditions are fair and reasonable.</li> </ul> |
| <b>For employees</b> | <ul style="list-style-type: none"> <li>• Make your job preferences known early in the consultation process.</li> <li>• Be flexible and keep an open mind about possible changes to your job arrangement or employment terms.</li> </ul>   |

## Re-employment by another employer

If your employer is unable to re-employ you, your employer can transfer re-employment obligations to another employer upon meeting these two conditions:

- The new employer must agree to take over the prevailing re-employment obligations to you from your present employer, AND
- You must agree to the re-employment offer by the new employer.

You are not obliged to accept a re-employment offer by the new employer, and will be entitled to an Employment Assistance Payment (EAP) from your present employer should you choose to turn down the offer.

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suitable job for you, the company may offer you an Employment Assistance Payment (EAP).

The EAP is:

- Offered only after a thorough review, as a last resort.
- Meant to help you tide over a period of time while you seek alternative employment.
- A one-off payment equivalent to 3.5 months' salary, subject to a minimum of \$6,250 and maximum of \$14,750.

#### Note

##### Note:

- For employees who have been re-employed for **at least 30 months since age 63**, a lower EAP amount of 2 months of salary could be considered, subject to a minimum of \$4,000 and maximum of \$8,500.
- In addition to the EAP, employers are encouraged to provide outplacement assistance, to help employees find alternative employment.

## Revised tripartite guidelines

Following the release of the [tripartite workgroup's report on strengthening support for older workers](#), the tripartite partners have revised the [Tripartite Guidelines on Re-employment of Older Employees](#) to reflect the workgroup's recommendations.

These are the key changes to the revised guidelines:

### Part-time re-employment

As an employer, you should adhere to prevailing principles on changes to wages, medical and other benefits for your employees who are re-employed on a part-time basis. You can tap on the [Part-time Re-employment Grant \(PTRG\)](#) to do so.


For re-employment of your part-time employees, the maximum and minimum EAP amounts could be pro-rated based on the number of hours worked per week, relative to a full-time employee.

### Higher internal retirement and re-employment ages than statutory requirements

As an employer, you are encouraged to raise your internal retirement and re-employment ages above the statutory requirements.

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As an employer, you are encouraged to adopt a forward-looking approach in guiding your employees on career development, including the adoption of structured career planning for employees aged 45 years old and above.

The [Structured Career Planning Guidebook](#)  developed by the Singapore National Employers Federation provides resources to guide you in conducting regular career conversations with your employees.

You will benefit through a deeper understanding of your employees' future plans, and areas for development. They can build confidence in planning their careers, enhancing their skills and preparing for career changes, re-employment and eventual retirement.

## Job redesign

As an employer, you should facilitate the re-employment of older workers by building more age-friendly workplaces.

You are encouraged to use job redesign to make organisation-wide and system-levels changes. This will increase the number of older workers who can perform the job, and increase the age at which your workers can do a job.

## Medical benefits

As an employer, you should restructure existing medical benefits, and provide additional MediSave contributions or other flexible benefits. These can be used to pay for your employee's MediShield Life or Integrated Shield Plan premiums (if applicable).

This helps you manage healthcare costs by providing stability and predictability, and builds up Medisave Accounts and accrue medical benefits post-employment for your employees.

## Disputes

You should work together with your employer (or union, if applicable) to resolve any differences amicably.

You can also approach the Commissioner for Labour ([COL](#)) or Tripartite Alliance for Dispute Management ([TADM](#)) for help in the following situations:

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This could include not meeting the re-employment eligibility criteria, no suitable job vacancy, or dismissal during re-employment.

### When to approach

Within **1 month** after the last day of employment.

### How to approach

You can  [notify the Commissioner for Labour online](#).

## Unreasonable terms and conditions or EAP amount


### Situation

You feel that the terms and conditions of the re-employment offer or the EAP amount offered is unreasonable.

### When to approach

Within **6 months** after the last day of employment.

### Who to approach

You can approach [TADM](#)  for advice and options to help you manage the dispute.



### Note

Include details of your dispute including supporting documents, names, contacts, position held, job description, length of service and re-employment terms offered to you.



## Related questions

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**[How do wage adjustments work?](#)**

**[If my employer helped me find another job with another employer, am I still eligible for Employment Assistance Payment \(EAP\)?](#)**

**[If I'm not eligible for re-employment, can I still get Employment Assistance Payment \(EAP\)?](#)**

**[If I reject my employer's re-employment offer, am I eligible for Employment Assistance Payment \(EAP\)?](#)**

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