

March, 20th 2020

## **Singapore – UPDATE - Advisory for employers and employees travelling to and from affected areas**

### ■ Measures introduced as of 18th March 2020

- From **31 January 2020**, MOM will reject **all new work pass applications** for foreign workers from **mainland China** until further notice. Renewal applications for existing work pass holders will not be affected.
- All returning employees with **Hubei travel history** within 14 days prior to arrival in Singapore **will be quarantined at home or other suitable facilities.**

*Note:* Employees under **quarantine** must not leave their designated location for any reason. Employees who are served a Home Quarantine Order will be deemed to be on paid hospitalisation leave.

- All employees with recent travel history to **mainland China** (excluding Hubei province) and arriving after **18 February 2020**, 2359 hrs are required to remain in their place of residence at all times for a 14-day period under the Stay-Home Notice (SHN).
- All employees with recent travel history to **Daegu city and Cheongdo county** (South Korea) within the last 14 days and arriving after **26 February 2020**, 2359 hrs will be required to remain in their place of residence at all times for a 14-day period under the Stay-Home Notice (SHN).
- All employees with recent travel history to **Iran, northern Italy or South Korea**, within the last 14 days and arriving **after 4 March 2020**, 2359 hrs will be required to remain in their place of residence at all times for a 14-day period under the Stay-Home Notice (SHN).
- All employees with recent travel history to **Italy, France, Germany and Spain** within the last 14 days and arriving after **15 March 2020**, 2359 hrs will be required to remain in their place of residence at all times for a 14-day period under the Stay-Home Notice (SHN).

- All employees with recent travel history to **ASEAN countries, Japan, Switzerland and the United Kingdom** within the last 14 days and arriving after **16 March 2020**, 2359 hrs will be required to remain in their place of residence at all times for a 14-day period under the Stay-Home Notice (SHN).
- All employees who **exhibit fever and/or other symptoms of respiratory illness upon arrival**, regardless of travel history, will be required to remain in their place of residence at all times for a 14-day period under the Stay-Home Notice (SHN).

*Note:* Employees on SHN must remain in their residences at all times during the 14-day period and should not leave the residence even if it is to purchase food and essentials. They should minimise visitors and maintain good records of persons with whom they come into close contact.

During the SHN period, employers must ensure that employees stay away from the workplace but employers may adopt flexible work arrangements to allow the employees to work from home.

If working from home is not possible, employers are encouraged to provide paid leave for the SHN period over and above employees' annual leave entitlements.

#### ■ **Measures to be put in place by employers**

Employers should obtain a health and travel declaration from their employees, on whether they have travelled to **mainland China, South Korea, Iran, Italy, France, Germany, Spain, ASEAN countries, Japan, Switzerland or the United Kingdom recently**, or if they have any **upcoming overseas travel plans**.

##### ➤ **Actions to be taken by employers who wish to bring their foreign employees who have transited at or travelled to the affected areas into Singapore**

- Affected areas: From **20 March 2020**, 23:59 hours : **all countries** are concerned
- If a foreign employee has transited at or travelled to any of the affected areas within the last 14 days and are arriving in Singapore, employer must do the following:
  - Ensure the employer can fulfil the additional responsibilities to bring foreign employees in. If foreign employees have dependants, who are not issued any work passes including Letter of Consent (LOC), the employees must also fulfil their responsibilities towards their dependants.

- Request for MOM's approval before arranging for them to enter Singapore.
- Requests received during this period are for arrivals within 10 days after the application closes (e.g. for arrivals in Singapore from 17 Mar 2020 to 26 Mar 2020, you can submit the request from 15 Mar 2020, 12:01pm to 16 Mar 2020, 12pm).
- For foreign employees with Hubei-issued passports or with recent travel history to Hubei, please defer their entry into Singapore as far as possible.
- In-principle approval (IPA) holders who are on SHN need to wait to complete their 14-day SHN before passes can be issued.
- For IPA holders:

	<b>Employment Pass, S Pass, Dependant's Pass or Long-Term Visit Pass</b>	<b>Work Permit</b>
If their Short-Term Visit Passes (STVPs) are expiring within 2 weeks	Please <u>request for an extension of the STVP</u> .	Singapore authorities will automatically extend the STVP by 14 days, and notify employers when the extension is approved.
If their IPAs are expiring soon	Please <u>request for an extension of the IPA validity</u> .	Singapore authorities will automatically extend the IPA validity by 14 days, and notify employers when the extension is approved.

➤ **Precautionary Measures for Specific Sectors**

- The MOH has compiled a list of advisories for companies and employees in specific sectors. Please refer to the list [here](#).

For any additional information, contact [Lisbeth Lanvers-Shah](#) or [Olivier Monange](#)