### ABSENTEE PAYROLL CLAIM ONBOARDING GUIDE

### FOR ENTERPRISES

SKILLS future SG USG Workforce Singapore

Last updated December 2022

### content page



## introduction

to Enterprise Portal for Jobs & Skills



**Enterprise Portal for Jobs and Skills (EPJS)** is the **one-stop portal** for Enterprises to explore information and resources on relevant **jobs and skills initiatives** under SkillsFuture Singapore (SSG) and Workforce Singapore (WSG).

**Absentee Payroll (AP) Funding** will be a digital service in EPJS for Enterprises to declare information and receive AP disbursements.



## absentee payroll

As part of SSG and WSG's commitment to Enterprises, the **AP claim process** has been **streamlined** and **moved to EPJS** to enhance the Enterprise user experience!

### The Absentee Payroll Claim Process in EPJS



**Enrolment**: Training Partner (TP) will submit trainee(s) enrolment on behalf of your Enterprise in Training Partners Gateway\*



**AP Declaration**: Enterprise receives an email to submit AP Declaration with required information including salary and worked hours for the trainee(s); and update PayNow details. Corppass is required to login to EPJS.



**AP Disbursement**: Enterprise receives AP disbursement(s) via PayNow.

#### \*Important Note

Please ensure you provide TP with your company's Unique Entity Number (UEN), who is the direct employer of the trainee(s) that also provides salary, statutory benefits, etc. The UEN will be utilised for verification purposes as part of the funding disbursement process.





# to Enterprise Portal for Jobs & Skills



The EPJS is a website for the public. Only users with the **assigned Corppass credentials** will be able to log in and transact within the portal.

Enterprises will be notified via email when trainee(s) have been successfully enroled by Training Partner(s); and receive a separate email to proceed with Absentee Payroll Declaration.



Setting up Corppass

Logging in to EPJS



## setting up corppass

If you are **not** the Corppass Administrator, you will need to approach your organisation's Corppass Administrator for assignment of Corppass to access EJPS.



### Action Required by Your Organisation's Corppass Administrator:

- 1. Select '<u>SSG-WSG E-SERVICES</u>' under Digital Services on the Corppass portal <u>https://www.enterprisejobskills.gov.sg/digital-services.html</u>
- 2. Assign **EPJS ENTERPRISE USER** to <u>at least one</u> required user within the organisation. Assigned user(s) will be able to submit AP Declaration. This role should be assigned to the employee who manages the transactions with SSG and WSG.

### For More Information on Corppass:

- Website: <u>www.corppass.gov.sg</u>
- Corppass Helpdesk: (65) 6335 3530
   Monday to Friday: 8am 8pm
   Saturday: 8am 2pm
   Closed on Sunday and Public Holiday
- Email: <a href="mailto:support@corppass.gov.sg">support@corppass.gov.sg</a>



## logging in to EPJS

Go to https://www.enterprisejobskills.gov.sg/digital-services.html Enterprise Portal for Jobs and Skills







As part of Whole-of-Government Digital Initiative, **PayNow** will be the **Default Mode** for **AP Funding Disbursement** to Enterprises.



# paynow for enterprises

### You Must Setup PayNow in EPJS to Receive AP Funding Disbursement!

- **First time login:** For first-time login, you will be prompted to enter your PayNow details.
- **Before submitting AP Declaration** you will be prompted to enter your PayNow details if you have not already done so.



https://www.abs.org.sg/consumer-banking/pay-now Alternatively, contact your local bank on how to link your corporate account to PayNow

### Update PayNow

### Keep Your PayNow Details Up-to-Date!

If there are changes to your PayNow details, you may update the details via the following steps:

- Select A profile icon at the top right hand corner.
- 2. Update PayNow UEN details and save.



Please note the screens are for illustrative purposes and are subject to changes



## dashboard

for absentee payroll



Upon logging in to EPJS, Enterprises will be directed to the "SFEC Training Claims" tab. **Enterprises need to click on the "AP Funding" tab**, where they will be directed to their **Unique Dashboard**, to **check the status** of their AP Declaration submission (e.g. pending for action or paid).



## enterprise dashboard

In the section **Absentee Payroll Declaration**, you will see **1**) the number of items pending for your action, if any (e.g. pending declaration or payment); **2**) the utilisation summary\* in last 2 years **starting from 2022**.

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Please note the screens are for illustrative purposes and are subject to changes.

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## declaration

for absentee payroll



**AP Declaration -**Important Information for Submission



## ap declaration page



### Select Course Title to go to the Absentee Payroll Declaration page

SKILLSFULTURE SG         Courses         SFEC Training           Things To Note         Things To Note         Things To Note           O Aussented Payroll Declaration takes about 5 min         Thins declaration is required so that we can procemployees for certifiable skills training.           In This declaration takes about 5 min         This declaration is required so that we can procemployees for certifiable skills training.           Please ensure that you that whet details require Skills Support Scheme. Otherwise, input of these de Monthly Salary         Hours Worked per week           Instructions         The second	aining Claims AP Funding SME Status nutes to complete. cess your application for absentee payroll funding ad below to complete the Absentee Payroll Declar talls are optional.	Absentee payroll (AP) funding is a grant to help employers defray the manpo ation, if the course attended had started before 1 January 2022 OR the traine	vwer costs incurred when they send their e is eligible for Absentee Payroll under Workfare	<ul> <li>In the Thing Instructions find important</li> <li>How long complete</li> <li>Informatic</li> </ul>	<b>Is To Note</b> and sections, you can it information on: does it take to the Declaration on needed
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Fixed Monthly Sa	lary Components	Excluded from Fixed Monthly S	alary		
(A) Basic Monthly Salary Pay that does not vary from month to month, regardless of employee or company performance, and regardless of whether the employee takes medical or personal leave	(B) Fixed Monthly Allowance Monthly allowances that do not vary from month to month e.g. fixed transport and fixed phone allowance	Variable allowances     Overtime payments, bonus, commission or annual wage supplements     In-kind payments     In-kind payments     Any form of reimbursements, including for expenses incurred by employee     Productivity incentive payments     Contributions payable by the employer to any pension or provident fund, li employee's behaif     Gratuity payable on discharge, retrenchment or retirement of employee	e in the course of employment ncluding any contributions made on the	Cancel to Declaration dashboard	exit and leave th n as pending in th
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Absentee Payroll

\$0.00

**Funding Agend** 

SkillsFuture

Singapore

Disbursement Date Remarks

the

will prompt you to confirm

your new draft which will

submit

overwrite the previous.

Submit to

Declaration.

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In the Course Information Absentee Payroll and Information sections, you will be able to:

- View course information
- Enter Monthly Salary and Hours Worked per week for eligible employees, where required.

Absentee Payroll Information (Mandatory inputs are marked with \*)

Monthly Salary

0

Trainee Name

Trainee

Identification

SXXXXXXXX

Hours Worked Per

0

Status

Pending Declaration

Please note the screens are for illustrative purposes and are subject to changes.

## ap declaration page



In the **Absentee Payroll Information** section, you may select the trainees to be included in the Declaration, and subsequently enter the **monthly salary and hours worked per week** 

#### **Course Information**

Course Information								^
Training Provider:	Training Provider ABC							
Course Title:	Introduction to Economic:	3		Cour Date:	rse Start :	04-06-2021		
Course Reference Number:	TGS-2021003020			Cour	rse End Date:	02-10-2021		
Absentee Payroll Information	Mandatory inputs are marked with *	)						
Identification Train ? Number	nee Name Monthly Salary	Hours Worked Per Week	Status	Funding Agency	Absentee Payroll	Disbursement Date	Remarks	
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## ap declaration page



To **submit your AP Declaration**, **at least one** trainee must be selected.

#### Declaration

By submitting this, we declare/undertake to each Funding Agency that:

a. The trainee(s) named in this Absentee Payroll claim ("Trainees") are our employee(s) who are on our company's payroll and that we have sponsored the Trainees for supportable cost components (such as course fees) for the course named in this Absentee Payroll claim ("Course");

(i) We have in place a Human Resource policy ("HR Policy") which provides for the payment of allowance or overtime pay to employee(s) for training conducted outside normal working hours ("Overtime Pay");

b.(ii) The Overtime Pay calculated in accordance with the HR Policy is at least the amount	Absentee Payroll Declaration
(https://www.mom.gov.sg/faq/salary/if-i-have-to-attend-training-outside-normal-working-ho	
b.(iii) We undertake to pay our employee(s) Overtime Pay in accordance with the HR Poli	You are now submitting the dec

c. We have met, and we confirm that the Trainee(s) have met the eligibility criteria for *I* be applying for any other grants or funding for wage compensation (this includes absented

d. We have not submitted any other claim(s) for Absentee Payroll for the Trainee(s), fo

You are now submitting the declaration, please ensure all data is accurate. Click OK to proceed with submission, or cancel to go back and make changes.	nding claim submitted by us for the Course and Trainees. We have not applied and w nt agencies, for any of the Trainee(s) for the Course;
<ul><li>⊘ Proceed</li><li>⊗ Cancel</li></ul>	and

n accordance with the rate(s) set out in the Ministry of Manpower's website

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e. We have read the <u>Terms and Conditions</u> and agree to them.

We hereby certify that the information provided herein is true and correct. We will, upon request, furnish all information and documentation required to support our claims. Such documentation may include but is not limited to, employment contract(s), CPF statement(s), payslip(s) etc.

We note that we may be liable for an offence under the relevant statute(s) if we make a statement or furnish any information or document that we know to be false or misleading in a material particular.

We understand that each of the Funding Agencies may hold us liable if any of the declarations are false or if we breach any of the undertakings above.





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## other information



Other Information on **Absentee Payroll Funding** for Enterprises



AP Status Definition

**AP** Notification



## absentee payroll status

### **Status Definition**

Status	Description	Amount
Pending Eligibility Check	<ul> <li>Enrolment successfully created for trainee</li> <li>Pending checks before AP Declaration enabled for action</li> </ul>	
Pending Declaration	Pending Enterprise AP Declaration	
Processing	<ul><li>Enterprise has submitted AP Declaration</li><li>AP Declaration payment in process</li></ul>	\$AP Amount
Paid	<ul><li>Enterprise has submitted AP Declaration</li><li>AP Disbursement paid</li></ul>	\$AP Amount
Not Applicable	Trainee is not eligible for AP Funding	
Cancelled	Enrolment or AP Declaration has been cancelled prior to any payment	
Pending Recovery	Recovery of AP Funding initiated	\$Recovery Amount
Recovered	AP Funding successfully recovered	\$Recovery Amount



## absentee payroll notification

### Enterprises will receive the following email notifications from EPJS regarding Absentee Payroll Funding:

- 1. When trainees have been successfully enrolled in a course by the Training Partner
- 2. When an Absentee Payroll Declaration is ready for Enterprises' action in EPJS
- 3. When an Absentee Payroll Funding has been cancelled





Frequently Asked Questions on Absentee Payroll Funding



### **General Questions on Absentee Payroll**

#### **Q: What is Absentee Payroll (AP) Funding?**

**A:** Absentee Payroll (AP) Funding is a grant to help employers defray the manpower costs incurred when they send their employees for certifiable skills training.

For training outside working hours, AP Funding will be given to the employers to defray the overtime pay that was paid to their employees. Hence to qualify for AP Funding, employers will have to pay their employees overtime pay in accordance with their Human Resource (HR) policy.

Note: AP Funding is not applicable to on-the-job training (OJT) hours.

#### Q: How do Enterprises apply for AP Funding in Enterprise Portal for Jobs & Skills?

**A:** For courses with course run start date on or after 1 November 2020, Enterprises will not need to apply for AP Funding. The Training Partner will enroll trainee(s) in Training Partners Gateway (TPGateway) on behalf of Enterprises. Following this, Enterprises will be notified to submit AP Declaration in Enterprise Portal for Jobs & Skills (EPJS) for eligible trainee(s).



### **General Questions on Absentee Payroll**

#### **Q:** What are the funding rates for employer-sponsored training?

**A:** The table below summarises the prevailing AP Funding rates:

Course Start Date	Normal Funding Rates	Funding Rates for <u>SMEs</u> (with effect from 1 July 2012)	Funding Rates under the <u>Workfare Skills</u> <u>Support (WSS) Scheme</u> (with effect from 1 July 2020)	Funding Rates for <u>Enhanced</u> <u>Training Support Package</u> <u>(ETSP)</u> (1 Jan 2021 to 31 Dec 2021)
Before 1 January 2022	<b>80%</b> of hourly basic salary (capped at <b>\$4.50</b> per trainee- hour)	<b>80%</b> of hourly basic salary (capped at <b>\$7.50</b> per trainee- hour)	<b>95%</b> of hourly basic salary (Only applicable for Singapore citizens aged 35 years & above,	<b>80%</b> of hourly basic salary (capped at <b>\$7.50</b> per trainee- hour [Approved Supportable Duration])
On or after 1 January 2022	<b>\$4.50</b> per hour, capped at <b>\$100</b> ye	, <b>000</b> per enterprise per calendar ear	with salary up to \$2,300)	Not applicable.



### **Questions on Eligibility Criteria**

#### **Q:** What courses/training is eligible for AP Funding?

A: When Training Partner submit trainee enrolment in TPGateway, there will be an eligibility check for AP Funding.

#### **Q:** Is my company eligible for AP Funding? Are all employees eligible for AP Funding?

A: In order to be eligible for AP Funding, the applicant company must meet the following criteria:

- ✓ Company must be registered or incorporated in Singapore;
- ✓ Trainees must be fully sponsored by their employer for supportable cost components (such as course fees) incurred on the training course;
- Trainees must:
  - be full-time or permanent part-time employees of the sponsoring company;
  - continue to receive their salary when they attend training;
  - have achieved at least 75% attendance;
  - have sat for and passed the examinations/ assessments where applicable; and
  - complete the course whilst under employment of the sponsoring company.
- Trainees must be paid overtime pay in accordance with the employer's Human Resource (HR) policy (for training outside working hours);
- ✓ Non-business entities not registered with ACRA, such as VWOs and societies, as well as sole proprietorships, are also eligible if they meet all the above criteria.

#### Note:

With effect from 1 April 2009, government entities are not eligible for AP Funding.

This includes private entities held under a government agency whose expenditure on manpower is partially government funded.



### **Questions on Eligibility Criteria**

Q: How is an enterprise defined for the \$100,000 AP cap per enterprise per calendar year (for courses starting on or after 1 January 2022)?

A: The enterprise-level cap will be implemented based on per unique entity number (UEN).

#### **Q:** Can the same employee be eligible for AP Funding for different courses?

A: Yes, as long as the employee received a salary while attending training and the courses do not overlap.

### Q: Can an employee enjoy AP Funding if she/he has previously received AP Funding for the same course (e.g. sent for the same course by a different employer)?

**A:** Employees cannot receive AP Funding for the same course by the same TP, even if they switch employer. This is against the double funding policy. If the course is a refresher course, then the employee is eligible for AP.

### Q: Do I have to pay my staff overtime pay to be eligible for AP Funding? Instead, can I give them time off to make up for training after working hours?

**A:** To be eligible for AP Funding for training outside working hours, you must pay your employee overtime pay for these training hours, in accordance with your company's Human Resource policy. AP Funding is given to you to defray the overtime pay paid to your employees.



### **Questions on Absentee Payroll Declaration**

**Q: How soon after submitting the AP Declaration will I receive Absentee Payroll disbursements? A:** For AP Declaration submitted in EPJS, and for courses with Course Run Start Date of 1 November 2020 onwards, you will receive AP disbursements within 2 and a half weeks.

#### Q: Why are the details of some trainees available in the Declaration page for inputs while the details of other trainees are not?

A: Trainees that are not eligible for Absentee Payroll for that course run will appear but you will not be able to include or submit an Absentee Payroll declaration for those trainees. You can only select records of trainees who are eligible for Absentee Payroll funding to submit a declaration. Funding is eligible for Singaporeans, Permanent Residents of Singapore and Long Term Visit Pass Plus (LTVP+) holders only.

### Q: For courses starting on or after 1 January 2022, AP funding is at a flat rate of \$4.50 per hour, capped at \$100,000 per enterprise per calendar year. Do I still need to submit the monthly salary and hours worked per week as part of the AP Declaration?

**A:** These details are required if the course attended started before 1 January 2022 OR the trainee is eligible for Absentee Payroll under Workfare Skills Support Scheme. Otherwise, input of these details is optional.

#### **Q: Can I view details of previously submitted AP Declaration?**

A: Yes, you can click on the Course Title of previously submitted AP Declaration to view submitted information.

#### **Q:** How do I search for previous AP Declaration?

A: In your dashboard, enter your search criteria into the search bar. You may search by Course Title and Course Reference Number.



### **Questions on Absentee Payroll Declaration**

**Q: I miscalculated the monthly salary, how do I fix this?** 

A: Please contact SSG via the service portal at <u>https://service-portal.skillsfuture.gov.sg</u>.

**Q: I disagree with some information that was pre-populated, how can I fix this? A:** Please contact SSG via the service portal at <u>https://service-portal.skillsfuture.gov.sq</u>.

#### **Q: Can I edit submitted/approved AP Declaration?**

**A:** No, once your AP Declaration has been submitted, you will not be able to edit the Declaration. For any amendments, please contact SSG via the service portal at <u>https://service-portal.skillsfuture.gov.sg</u>.

#### **Q:** When do I have to submit the AP Declaration by?

**A:** You will be notified via email when your AP declaration is ready for your action. The AP declaration is dependent upon 1) Training Partner submitting information in Training Partners Gateway and 2) successful completion of eligibility and disbursement checks (i.e. attendance, assessment requirements are met, etc.). You will have 150 days from course end date to submit your AP declaration for trainees that attended that course.

#### Q: Where can I get a breakdown of disbursement received from SkillsFuture Singapore?

A: From the "Completed" tab of the AP Funding page, you will be able to view the list of paid Absentee Payroll claims. Expand the "Course Title" to view the corresponding disbursement dates. Manually sum the Absentee Payroll funding amount for the claims with the disbursement date stated in the bank statement to tally the total disbursed amount. The disbursement date should tally with the date that your Enterprise will receive the disbursement.



### contact



**Contact Us** Tel: 6785 5785 Service portal at <u>https://service-portal.skillsfuture.gov.sg</u>

### Our **Operating Hours**

- Monday to Friday, 8.30am 5.30pm
- Saturdays, 8.30am 1.00pm
- Closed on Sunday and Public Holiday

