

1 Jan 2022

Dear Enterprises

UPDATED WORKFORCE VACCINATION MEASURES

1. On 14 December 2021, the Multi-Ministry Taskforce indicated that the tripartite partners were discussing the removal of the concession for unvaccinated workers to provide a negative PET result before entering the workplace. The tripartite partners support the following workforce vaccination measures which will allow the country to reopen safely:
 - a. **Phase 1 (1 January 2022 to 14 January 2022):** Workers who are fully vaccinated¹, certified to be medically ineligible, or have recovered from COVID-19 within 180² days, can return to the workplace³. Unvaccinated workers will still be allowed at the workplace if they have a negative Pre-Event Testing (PET) result⁴. The PET negative result must be valid⁵ for the duration that workers are required to be present at the workplace. Unvaccinated workers have to pay for the costs of PET and show the PET results to their workers when reporting to the workplace.
 - b. **Phase 2 (15 January 2022 onwards):** Only workers who are fully vaccinated, certified to be medically ineligible or have recovered from COVID-19 within 180 days, can return to the workplace. The concession for unvaccinated workers to perform PET in lieu of being fully vaccinated will be removed, i.e. such workers will not be allowed to return to the workplace even if they did PET with a negative result. Partially vaccinated⁶ workers will still be allowed at workplaces with a negative PET result up to 31 January 2022 after which they must be fully vaccinated.

¹ Please refer to [MOH's Information on Vaccination Differentiated Safe Management Measures \(SMMs\)](#) for the definition of a fully vaccinated individual.

² From 1 January 2022, all recovered persons from COVID-19 who are not fully vaccinated will only be given a 180-day exemption after infection to enter the workplace. Non-fully vaccinated individuals who had recovered from COVID-19 prior to 1 January 2022 will also have their exemption period reduced from 270 days to 180 days. Such individuals who will already exceed the 180-day period as at 1 January 2022 would be granted an additional one-month grace period till 31 January 2022 to complete their vaccination regime, so as to continue being able to enter the workplace.

³ Subject to prevailing Government mandated Safe Management Measures (SMM).

⁴ Unvaccinated workers may proceed to MOH-approved COVID-19 test providers for PET. Please refer to [MOH website](#) for more details.

⁵ Negative PET result is valid for 24 hours.

⁶ Workers must have received at least 1 dose of a vaccine under the National Vaccination Programme or WHO Emergency Use Listing.

2. Please see **MOM's updated advisory on COVID-19 vaccination at the workplace (27 December 2021)** for more details: <https://mom.gov.sg/covid-19/advisory-on-covid-19-vaccination-in-employment-settings>

Work Arrangements for Unvaccinated Workers

3. For unvaccinated workers, enterprises may allow them to work from home if the enterprises assess that such working arrangements sufficiently meet their operational / business needs. However, as the vast majority of vaccinated workers eventually return to the workplace more frequently, the prolonged absence of the unvaccinated workers from the workplace may affect their individual performance as well as negatively impact team or organisational performance.
4. From 15 January 2022, for workers whose jobs require working on-site as determined by their enterprise, enterprises can:
 - a. Redeploy them to suitable jobs which can be done from home if such jobs are available, with remuneration commensurate with the responsibilities of the alternative jobs; or
 - b. Place them on no-pay leave based on mutually agreeable terms. By not coming to the workplace, unvaccinated workers are protected from being exposed to the threat of the virus; or
 - c. As a last resort after exploring options above, terminate their employment (with notice) in accordance with the employment contract. If termination of employment is due to workers' inability to be at the workplace to perform their contracted work, such termination of employment would not be considered as wrongful dismissal.

Special Consideration for Unvaccinated Workers who are Medically Ineligible for Vaccines under the National Vaccination Programme (NVP)

5. Even though workers who are certified to be medically ineligible for vaccines under the NVP are allowed to work on-site, enterprises should consider the following measures:
 - a. Allow the workers to work from home if they are able to do so and their absence from the workplace should **not** affect assessment of their performance; or
 - b. Redeploy the workers to suitable jobs which can be done from home if such jobs are available, with remuneration commensurate with the responsibilities of the alternative jobs.

Special Consideration for Pregnant Workers

6. Pregnant workers are also strongly encouraged to be vaccinated with the vaccines under the NVP as soon as possible. Pregnant women who delay vaccination are at higher risks of complications should they contract COVID-19 during pregnancy. Pregnant women may wish to consult their obstetricians to discuss benefits and risks.
7. Enterprises should not terminate the employment of medically eligible but unvaccinated pregnant workers and are strongly encouraged to give special consideration to their needs and concerns. Enterprises should consider extending similar support measures as per **Paras 5a and 5b** or no-pay leave (NPL) until after the worker has delivered. Such NPL should not affect their right to maternity benefits required under any legislation, employment contract or collective agreement.

Call to Action

8. The tripartite partners urge enterprises to make a concerted push to get their unvaccinated workers to be vaccinated as soon as possible. To facilitate this, companies may check their workforce's vaccination rate using the [Workforce Vaccination Checker](#) (Corppass required).
9. Enterprises need to verify workers' eligibility before they are allowed to return to the workplace (e.g. proof of vaccination, certificate of being medically ineligible for vaccination, PET result or proof of recovery within 180 days). Workers who refuse to show proof would be treated as unvaccinated for the purposes of paragraphs **1, 3 and 4**.
10. Enterprises should facilitate vaccination by granting paid time-off to workers for their vaccination (including vaccination booster shots), and additional paid sick leave (beyond contractual or statutory requirement) in the rare event that the worker experiences a vaccine-related adverse reaction.
11. The tripartite partners would also like to urge the remaining unvaccinated workers to go for vaccination as soon as possible to protect their well-being and avoid any impact to their jobs and livelihoods. Workers may walk into any vaccination centre, polyclinic and participating Public Health Preparedness Clinic (PHPC) to get vaccinated without the need to make an appointment.
12. Please note that the current Fast and Easy Testing – Rostered Routine Testing (FET-RRT) regime will continue to apply, unless otherwise advised.

Conclusion

13. Vaccination significantly strengthens our defences against COVID-19. As we transit into a COVID resilient nation, the tripartite partners urge all enterprises and workers to work together to control the spread of COVID-19, reduce the strain on our healthcare institutions and facilitate a safe reopening of our society and economy.

14. For more details, please contact your service/programme coordinators in MSF/SGE for further clarifications.

(Last updated on 1 January 2022)

Annexes

- Annex A List of Enterprises in the Social Services Sector
- Annex B Frequently Asked Questions
- Annex C Recognised Proofs of Vaccination

List of Enterprises in the Social Services Sector

S/N	Type of Service	Programmes
1	Residential Homes serving elderly residents	<ul style="list-style-type: none"> ● Welfare Homes ● Sheltered Homes ● Adult Disability Homes ● Transitional Shelters ● Senior Group Homes ● Community Homes ● Disability Hostels ● Safe Sound Sleeping Places
2	Residential Homes serving non-elderly residents	<ul style="list-style-type: none"> ● Children and Young Persons' Homes ● Singapore Boys' Home ● Singapore Girls' Home ● Children Disability Homes ● Crisis Shelters
3	Care Services for Children	<ul style="list-style-type: none"> ● Early Intervention (EI) Centres ● Community-based Student Care Centres (SCCs)
4	Community-based Disability Services	<ul style="list-style-type: none"> ● Day Activity Centres ● Therapy Hub ● Sheltered Workshops ● Community-based integration support ● Special Student Care Centres
5	Social Services in the eldercare sector and/or serving children 12 years old and below e.g., case interviews, counselling sessions	<ul style="list-style-type: none"> ● Family Service Centres ● Family Violence Specialist Centres ● Child Protection Specialist Centres ● Integrated Services for Individual and Family Protection Specialist Centre ● Mandatory Counselling Centres ● Divorce Support Specialist Agencies ● Integrated Service Providers ● Fostering Agencies ● HOPE Mentoring Agencies ● Safe and Strong Families Agencies ● Pre-Family Guidance Order Service Agencies ● Family Guidance Order Service ● Agencies providing residential services ● Access Agencies
6	Services providing frontline services with direct interaction with seniors or children 12 years old and below	<ul style="list-style-type: none"> ● Parenting Support Programme (if serving grandparents) ● Early Risk Marriage Programme (if serving children 12 years old and below)
7	Others	Organisations running services similar to above, but are not listed, are to contact MSF on their obligations under the workforce vaccination measures.

FREQUENTLY ASKED QUESTIONS

1. Should SSAs pay for the Pre-Event Testing (PET) from a MOH-approved COVID-19 test provider, for workers who are returning to the workplace and are medically eligible, but choose not to vaccinate?

No. In line with MTF's direction, unvaccinated workers should pay for the costs of their PET.

2. Are all contractors and volunteers included under the workforce vaccination measures?

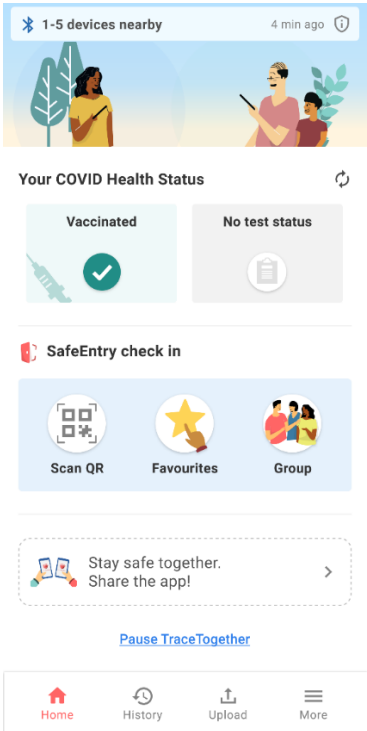
Regular contractors and regular volunteers (those who come into the facility to provide services/volunteer at least once a month) are included under the workforce vaccination measures.

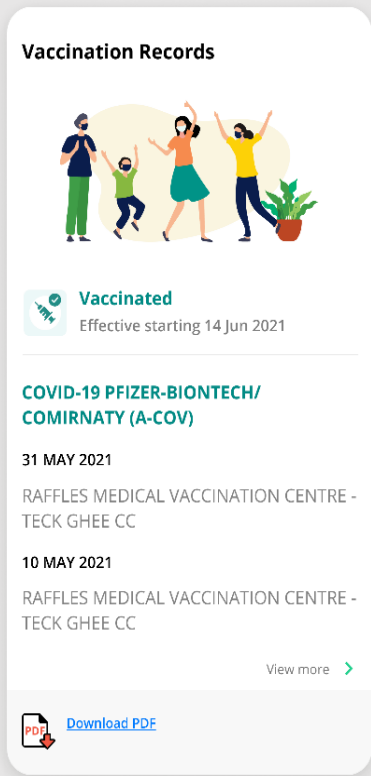
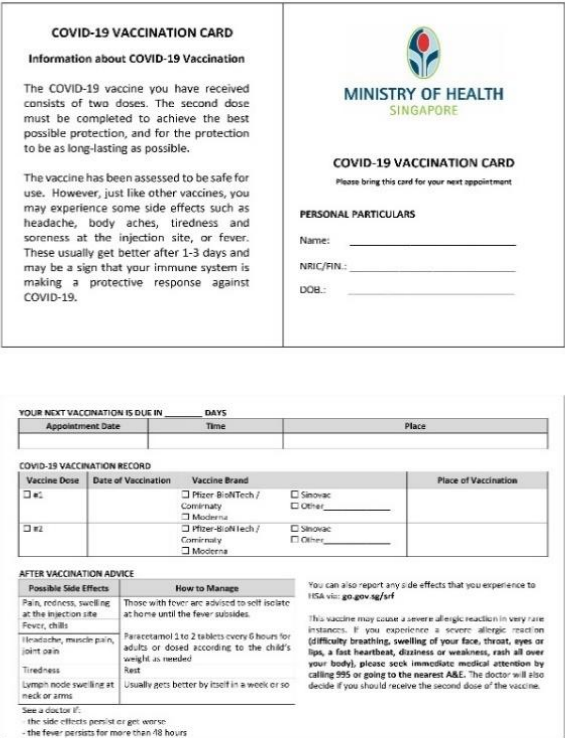
3. Which other groups are included under the workforce vaccination measures?

Caregivers who accompany clients with high needs into classes, or taking part in classes on how to care or their clients at least once a month, will also be included under the workforce vaccination measures.

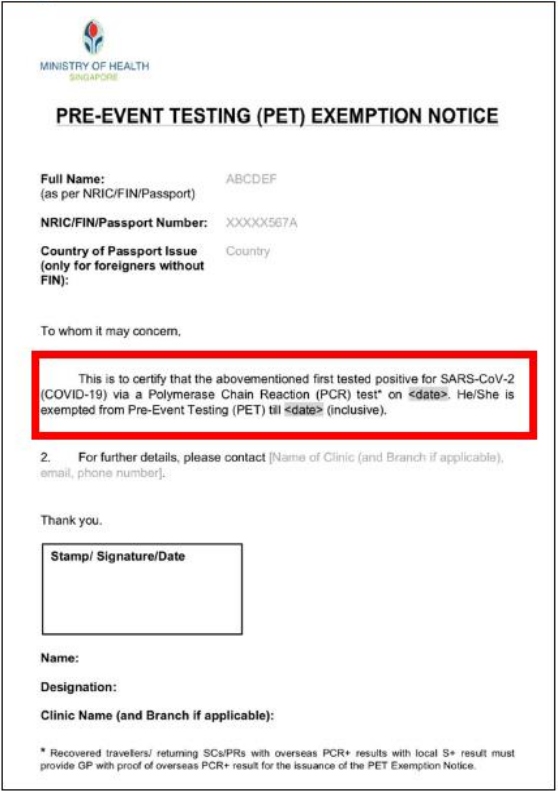
Recognised Proofs of Vaccination

Enterprises can establish how many workers are Fully Vaccinated by checking their vaccination status using the most updated methods as set out on <https://go.gov.sg/acceptabledocs> (refer to the “For fully vaccinated individuals” and “For individuals who have recovered from COVID-19” sections).

Category of Fully Vaccinated (see Paragraph 8)	Description	Reference Image(s)
(1) and (3)	<p><u>Vaccination Status on TraceTogether application</u></p> <p>Enterprises are to ensure that the 'Vaccinated' icon appears as shown in the picture on the right.</p> <p>Enterprises are to ensure it is not a screenshot by asking the individual to click on other icons or refresh button within the app.</p>	 <p>The screenshot shows the TraceTogether app interface. At the top, it indicates '1-5 devices nearby' and '4 min ago'. Below this is an illustration of people. The main section is titled 'Your COVID Health Status' and features two buttons: 'Vaccinated' (highlighted in light blue with a green checkmark icon) and 'No test status' (greyed out with a document icon). Below this is a 'SafeEntry check in' section with three icons: 'Scan QR', 'Favourites', and 'Group'. At the bottom, there is a 'Stay safe together. Share the app!' banner and a 'Pause TraceTogether' link. The bottom navigation bar includes 'Home', 'History', 'Upload', and 'More'.</p>

Category of Fully Vaccinated (see Paragraph 8)	Description	Reference Image(s)
(1) and (3)	<p><u>Vaccination Status on HealthHub application</u></p> <p>Enterprises are to ensure that the 'Vaccinated' icon as shown in the picture on the right.</p> <p>Enterprises are to ensure it is not a screenshot by asking the individual to click on other icons within the app.</p>	
(1) and (3)	<p><u>Physical Vaccination Card/Slip</u></p> <p>Enterprises are to only accept the original hardcopy card/slip.</p> <p>Enterprises are to ensure that the card/slip belongs to the individual by checking against the his/her Government-issued photo identification.</p> <p>Enterprises are to ensure that more than 2 weeks have passed since the final dose of the vaccine (e.g. if your final dose was on 1 July 2021 (Day 1), you would be considered to be fully vaccinated from 15 July 2021 (Day 15)).</p> <p><i>Note. Hard-copy and digital overseas vaccination certs are not recognised.</i></p>	

Category of Fully Vaccinated (see Paragraph 8)	Description	Reference Image(s)
(2)	<p><u>Discharge Memo</u></p> <p>Enterprises are to only accept the original hardcopy memo.</p> <p>Enterprises are to ensure that the memo belongs to the individual by checking against his/ her Government-issued photo identification.</p> <p>To ensure that the duration of the activity is within the 270 days exemption period calculated from the date of the 1st PCR test.</p> <p>Older versions of memo that do not indicate the exemption period or the date of the PCR positive test result will not be accepted.</p>	<p>MINISTRY OF HEALTH SINGAPORE</p> <p>DISCHARGE MEMO</p> <p>Name of Patient: _____</p> <p>NRIC/FIN: _____</p> <p>To whom it may concern,</p> <p>The abovementioned patient first tested positive for SARS-CoV-2 (COVID-19) via a PCR test on _____ and was isolated under the Infectious Diseases Act. The abovementioned patient was discharged on _____.</p> <p>The abovementioned patient has since completed the necessary period of isolation for the treatment of COVID-19 and is no longer infectious. He is exempted from Pre-Event Testing until <date>.</p> <p>[Please indicate N.A if not applicable] The abovementioned patient has also been given a leave of absence¹ to rest and recover at his/her place of residence until _____.</p> <p>Thank you.</p> <p>For any queries, please contact the MOH Emergency Line at 1800 333 9999 or email to moh_qsm@moh.gov.sg.</p> <p>DR DERRICK HENG DEPUTY DIRECTOR OF MEDICAL SERVICES PUBLIC HEALTH GROUP</p> <p><small>¹ During the period of the Leave of Absence, you should remain in your place of accommodation/residence as much as possible, and only leave your place of accommodation/residence for essentials (e.g. food and groceries, urgent medical treatment). If you have a prior non-pressing medical appointment, you should call your healthcare provider and inform them that you are on Leave of Absence, so that they can assist to reschedule your appointment.</small></p> <p><small>After your Leave of Absence is over, you may report back to work, subject to prevailing safe-distancing measures imposed by the Government.</small></p>
(2)	<p><u>e-Discharge Memo</u></p> <p>The unique link to the e-Discharge Memo will be sent via SMS.</p> <p>Ensure it is not a screenshot by asking the individual to click on other links within the memo.</p> <p>Enterprises are to ensure that the duration of the activity is within the 270 days exemption period.</p>	<p>Government agencies communicate via .gov.sg websites</p> <p>MINISTRY OF HEALTH SINGAPORE</p> <p>DISCHARGE MEMO</p> <p>Name of Patient: _____</p> <p>NRIC/FIN: _____</p> <p>Dear Sir/Mdm,</p> <p>This memo indicates that you are discharged from your Isolation Order as of 12pm on _____. After your discharge, you are deemed no longer infectious.</p> <p>You are exempted from pre-event testing (PET) for 270 days after your positive test result until _____ and are allowed to enter premises and venues (that are subjected to PET entry checks) without any further PCR or ART tests (https://go.gov.sg/vdsmminfo) similar to that for vaccinated individuals.</p> <p>You may also use your Isolation Order SMS with your end date as proof of discharge.</p> <p>For more information, you may wish to visit covid.gov.sg. If you have further questions, contact the MOH COVID-19 General Enquiries Hotline at 1800 333 9999, or email moh_qsm@moh.gov.sg</p> <p>Thank you.</p> <p>PUBLIC HEALTH GROUP MINISTRY OF HEALTH</p>

Category of Fully Vaccinated (see Paragraph 8)	Description	Reference Image(s)
(2)	<p><u>PET Exemption Notice</u></p> <p>Enterprises are to only accept the original hardcopy memo.</p> <p>Enterprises are to ensure that the memo belongs to the individual by checking against his/ her Government-issued photo identification.</p>	

(Last updated on 1 January 2022)