

27 September 2021

VACCINATE OR REGULAR TEST REGIME FOR THE PRIVATE TUITION AND ENRICHMENT SECTOR

1. **With effect from 1 October 2021, enterprises in the private tuition and enrichment sector¹ (“Enterprises”) are required to implement the Vaccinate or Regular Test (“VoRT”) regime. Enterprises must comply with the mandatory requirements that are set out in this notice. For avoidance of doubt, the mandatory requirements are specified in the paragraphs below prefaced with the words ‘[Mandatory]’**

Background

2. The purpose of the VoRT regime is to increase the vaccination rate among the selected sectors and to enable us to detect possible infections early among unvaccinated persons, so as to keep our workplaces and community safe.
3. For avoidance of doubt, the VoRT regime will apply concurrently with any existing Polymerase Chain Reaction Rostered Routine Testing (“PCR RRT”) or Fast and Easy Testing Rostered Routine Testing (“FET RRT”) regime that these persons are currently subject to (see paragraph 9 below for more details).
4. Under the VoRT regime, Enterprises are required to ensure that all their employees and persons who work under their direction (e.g. contractors and subcontractors), including those in non-public facing roles, are Fully Vaccinated (as defined in paragraph 10 below) or undergo regular testing if they are not.
5. The VoRT regime and the mandatory requirements set out in this notice are imposed on Enterprises under the COVID-19 (Temporary Measures) (Control Order) Regulations 2020. Failure to comply with the requirements set out herein may result in prosecution and/or other enforcement action, including suspension/closure of operations. Checks will be conducted by enforcement teams to verify if Enterprises have complied with the mandatory requirements set out in this notice.

VoRT Requirements for Enterprises

6. **[Mandatory]** All Enterprises must ensure that all their employees² and persons who work under their direction or at their premises (collectively, “Workers”) are (a) Fully Vaccinated (as defined in paragraph 10 below); **or** (b) undergo a COVID-19 Polymerase

¹ Enterprises include all private tuition and enrichment centres that: (i) have any student aged 12 years old and below (i.e. born in 2009 or later); or (ii) are located in retail malls (defined as a building with commercial space for business-to-consumer [B2C] businesses with at least 7,000sqm of net lettable area).

² This includes both full and part time employees, as well as staff who are contractors, subcontractors, employees of contractors and subcontractors who work at the workplace of the Enterprise.

Chain Reaction Test (“**PCR**”) or COVID-19 Antigen Rapid Test (“**ART**”)³ twice a week (“**VoRT Requirement**”) and on separate days within that week. This applies to:

- (1) All staff working within the premises of private tuition and enrichment centres that have students aged 12 years old and below (i.e. born in 2009 or later) even if the staff does not come into contact with the students; and
 - (2) All staff working within the premises of private tuition and enrichment centres that are located in retail malls (defined as a building with commercial space for business-to-consumer [B2C] businesses with at least 7,000sqm of net lettable area).
7. For the avoidance of doubt, if an Enterprise consists of only one self-employed person, he or she has to comply with the VoRT Requirement as well. Workers who do not interact with students aged 12 and below and are working in a separate worksite that is not: (a) part of the premises of the private tuition or enrichment centre serving students aged 12 and below; or (b) located in retail malls are not required to undergo VoRT.
 8. Enterprises should guide their Workers who are not Fully Vaccinated to maintain a 3 to 4 day interval between their weekly tests (e.g. if a Worker’s first test of the week is carried out on Monday, his or her second test of the week should be carried out on a Thursday or Friday).
 9. Enterprises whose Workers are subject to existing PCR RRT or FET RRT regimes can recognise any PCR test or ART undergone by those Workers under those regimes during a given week as counting towards the Enterprises’ testing requirement for those Workers (if they are not Fully Vaccinated) under the VoRT Requirement for that same week. For example, if an Enterprise has a Worker who is not Fully Vaccinated that underwent a PCR/ART test as part of the PCR/FET RRT regime once during a week, the Enterprise is allowed to recognise that Worker’s PCR/ART test as satisfying one of the two weekly testing requirements for that Worker under the VoRT.
 10. For the purposes of the VoRT Requirement and this notice, a Worker is considered to be “**Fully Vaccinated**” for the periods set out in the third column of Table 1 below if he or she fulfils the relevant requirements for those periods as set out in the corresponding second columns.

Table 1

Category	Requirement(s)	Period
(1) Vaccinated with no prior history of COVID-19 infection	(a) Individual must not have had a history of COVID-19 infection; (b) Individual must have been vaccinated against a COVID-19 infection by the administration of the appropriate regimen of any approved vaccine ⁴ ; and	Starting 14 days after the day the individual was so vaccinated and ending 365 days later.

³ The ART test **must** be carried out (1) by an approved test provider under the Infectious Diseases (Antigen Rapid Test Providers); or (2) via ESSS (refer to paragraphs 14 to 22 below). For avoidance of doubt, unsupervised self-swabs by Workers are not recognised.

⁴ These are limited to: (1) Tozinameran (Pfizer-BioNTech COVID-19 vaccine or Comirnaty COVID-19 vaccine); (2) Moderna COVID-19 vaccine; (3) Vaxzevria (AstraZeneca COVID-19 vaccine); (4) Covishield COVID-19 vaccine; (5) Johnson & Johnson’s (J&J) Janssen COVID-19 vaccine; (6) Sinopharm COVID-19 vaccine; (7) Sinovac-

	(c)	14 days or more have elapsed after the day the individual was so vaccinated.		
(2)		Recovered from COVID-19 infection without prior vaccination	<p>(a) Individual must not have been vaccinated against COVID-19 infection; and</p> <p>(b) Individual must have recovered from COVID-19 infection.</p>	Starting the day the individual first tested positive for SARS-CoV-2 via a PCR test and ending 270 days later.
			<p>(a) Individual must not have been vaccinated against COVID-19 infection; and</p> <p>(b) Individual must have recovered from COVID-19 infection; and</p> <p>(c) Individual had a second COVID-19 infection and recovered from it.</p>	Starting the day the individual first tested positive for SARS-CoV-2 upon via a PCR test for the second COVID-19 infection and ending 270 days later.
(3)		Recovered from COVID-19 infection and subsequently vaccinated	<p>(a) Individual must have recovered from COVID-19 infection</p> <p>(b) Individual must have been vaccinated against a COVID-19 infection by the administration of one dose of any approved vaccine⁵ in Singapore; and</p> <p>(c) 14 days or more have elapsed after the day the individual was so vaccinated.</p>	Starting 14 days after the day the individual was so vaccinated and ending 365 days later.

11. **[Mandatory]** When verifying if a Worker is Fully Vaccinated, Enterprises shall:
- (1) only recognise the proofs of vaccination as set out in **Annex B**; and
 - (2) regard Workers who decline or are unable to produce the proofs of vaccination as set out in **Annex B** as being **not** Fully Vaccinated for the purposes of the VoRT Requirement and this notice.
12. **[Mandatory]** In the event that a Worker is not Fully Vaccinated and has undergone PCR/ART as part of the Enterprises' VoRT Requirement, Enterprises shall:
- (1) verify⁶ the PCR/ART test results obtained by their Workers;
 - (2) not allow any Worker that has obtained an "AG+" or "AG Invalid", "Double Invalid" ART test result (please refer to **Annex C** on details of these various test results) or positive PCR test result to continue working, or enter or remain in the workplace;
 - (3) direct any Worker that has obtained an "AG+" or "Double Invalid" test result to undergo a PCR test and self-isolate at home; and
 - (4) only allow the Worker described in paragraph 12(3) to resume work, or enter or remain in the workplace if the PCR test undergone by the Worker pursuant to

CoronaVac COVID-19 vaccine; or (8) any other vaccine regimen as approved by the Ministry of Health (MOH). Where the individual is vaccinated under (3) to (8), their vaccination records must have been ingested into MOH's national IT systems before they will be recognised.

⁵ Please refer to footnote 4.

⁶ Enterprises are required to inspect any physical test result slip, SMS or test kit evidencing the test result of the Worker. It would not be sufficient for Enterprises to rely on oral statements by Workers to fulfill this obligation.

paragraph 10(3) has disclosed a test result that shows that he or she is **negative for COVID-19 infection**.

13. To meet the twice weekly testing requirements for Workers that are not Fully Vaccinated under the VoRT Requirement, Enterprises should conduct **Employer-Supervised Self-Swab (“ESSS”)** for their Workers. Details on how to conduct ESSS are set out in paragraphs 14 to 22 below.

Requirements for Enterprises that conduct ESSS

14. ESSS involves Workers using an ART kit and performing a swab on themselves under the supervision of a trained supervisor (“**Supervisor**”). The swabbing and supervision can be done either at the workplace or virtually using digital tools such as video conferencing.
15. **[Mandatory]** Enterprises conducting ESSS for their Workers are required to ensure that:
- (1) they have appointed an adequate number of Supervisors to supervise every Worker whenever they carry out the swabs on themselves;
 - (2) the Supervisor has satisfied the training requirements set out under paragraph 16 below and properly performs his supervisory role⁷;
 - (3) Workers comply with the steps set out in paragraph 19 below and properly perform the swabs on themselves;
 - (4) the test results obtained by Workers from ESSS are uploaded on the Swab Registration System (“**SRS**”) in accordance with the requirements set out under paragraph 20 below;
 - (5) Workers who obtain ‘AG+’ or ‘Double Invalid’ test results while conducting ESSS are managed by the Enterprise in accordance with the requirements set out under paragraph 22 below; and
 - (6) the ART test kits used for ESSS are those that are set out on the Health Sciences Authority’s website at <https://www.hsa.gov.sg/consumer-safety/articles/covid19-ARTselftests>.

Training for Supervisors

16. **[Mandatory]** Enterprises conducting ESSS shall ensure that their Supervisors have attended the 4-hour virtual Supervisory Training in ART Self-Swab that is conducted by the Ministry of Health’s (“**MOH**”) appointed training provider, HMI Institute of Health Sciences Pte. Ltd. (“**HMI**”) before they perform their supervisory role. If a Supervisor is above 50 years old, Enterprises must ensure that he or she is Fully Vaccinated against

⁷ This includes wearing adequate personal protective equipment and maintaining appropriate infection prevention control procedures while conducting supervision.

COVID-19⁸ (refer to paragraph 10 for the definition of Fully Vaccinated) before they can perform any supervisory role.

17. Enterprises conducting ESSS are advised to nominate at least two Workers per outlet to undergo training to be a Supervisor. The training provided by HMI will equip Supervisors with the knowledge needed to supervise the conduct ESSS and a certificate of attendance will be issued to those who have completed it. The training provided by HMI is carried out daily from (a) 8am to 12pm, (b) 2pm to 6pm and (c) 6pm to 10pm on a first-come-first-served basis. Enterprises are advised to book their training slot directly with HMI at [VirtualCampus \(wizlearn.com\)](https://www.virtualcampus.wizlearn.com) as soon as possible.
18. Upon successful registration and confirmation of the course, HMI will send an email notification with the web link for supervisors to attend the virtual training session. Please visit HMI's website at <https://hmi-ihc.com/supervisory-training-in-art-self-swab/> for latest details on the ESSS training details.

Conduct of ESSS by Workers

19. **[Mandatory]** Enterprises are required to ensure that their Workers comply with the following when carrying out ESSS:
 - (1) Workers must be supervised⁹ by a Supervisor whenever they carry out ESSS;
 - (2) Workers who obtained an "AG Invalid" test result are to undertake a follow-up ART test;
 - (3) Workers who obtained an "AG+" or "Double Invalid" test result are to undertake a follow-up PCR test;
 - (4) Workers must use new ART test kits whenever they carry out ESSS; and
 - (5) Workers must properly dispose of used ART test kits after they have carried out ESSS¹⁰.

Uploading of Test Results onto the Swab Registration System ("SRS")

20. **[Mandatory]** Enterprises are required to upload the test results obtained by their Workers from ESSS onto SRS in accordance with the following:
 - (1) if the test result is "AG+" or "Double Invalid", Enterprises are to upload the test result of that Worker onto SRS **no later than 30 minutes** after the ESSS for that specific Worker is completed;

⁸ Enterprises can consider asking Supervisors to verify their vaccination status via TraceTogether.

⁹ This can be done in person or virtually.

¹⁰ Used test kits should be double-bagged and tied before disposing them in closed bins (e.g. pedal bins).

- (2) if the test result is “AG-”, Enterprises are to upload the test result of that Worker **no later than 24 hours** after the ESSS for that specific Worker is completed; and
- (3) the requirements set out under paragraphs 4 and 5 of **Annex C**.

21. More details on how enterprises can register for an SRS account can be found in the cover letter to this notice or at <https://go.gov.sg/tuition-enrichment-fet>.

Management of Workers with ‘AG+’ or ‘Double Invalid’ Test Result

22. **[Mandatory]** If any Worker obtains an ‘AG+’ or ‘Double Invalid’ test result from ESSS, the Enterprise shall comply with all the requirements set out under paragraphs 7 to 8 of **Annex C**.