



6 October 2020

Dear Members

DPM'S STATEMENT 05 OCT 2020. CONTINUED SUPPORT FOR WORKERS AND JOBS.

We enclosed SCCCI's email below and their attachments for your reference.

For DPM's full statement, please refer to the link:

https://www.singaporebudget.gov.sg/budget_2020/ministerial-statement-oct-2020/ministerial-statement-oct-2020

Regards

Singapore Jewellers Association

Subject: DPM's statement 05 oct 2020. Continued Support for workers and Jobs.

Dear TA members,

Yesterday DPM Heng has delivered his statement in the Parliament.

Extraction from DPM's Facebook:

"I shared a stocktake of where we are now, and where we are headed. Our people and businesses are in the thick of battling COVID-19. We have adapted together, and we continue to do so as the situation evolves. Today, I announced that we will be providing one-off additional support for parents with newborns, on top of the Baby Bonus Cash Gift. I also extended the support provided to firms, including the Temporary Bridging Loan and the MAS Singapore Dollar Facility for Enterprise Singapore Loans by six months.

Singapore is at a defining phase of this crisis. We are building on our Industry Transformation Maps to deliver a refreshed economic strategy for a post-COVID-19 world — reposition our businesses to capture new opportunities in Asia, digitalisation, innovation, and to build a more resilient and sustainable economy. We must better prepare our people to take on these new opportunities and bounce back from setbacks. But given the great uncertainty ahead, we have to remain vigilant, and continue to adapt as we move ahead. Only then, can we emerge from this pandemic stronger as an economy, as a society, and as one people."



The following is the Extracts from DPM comment in mandarin:

E2. 新加坡的冠病疫情已经稳定下来。国人的配合是我们控制疫情的关键。我们绝对不能掉以轻心，大家还是必须配合防疫工作，遵守安全距离措施。

a. 冠病检测、病例追踪和疫苗的研发和生产，以及其他国家控制疫情的进度将决定我国什么时候能够安全地重启所有经济活动。

E3. 目前，各经济领域复苏的速度不一样。因此，我们将从现在到下一个财政年或以后，继续为国人和企业提供援助。

a. 我知道许多企业仍然面对资金周转的问题。因此，我将延长过渡性贷款计划到 2021 年 9 月，但政府的资助将减少。新加坡金融管理局也将同样延长新元贷款计划，协助企业继续获得信贷。

b. 另外，我们也会延长升级版培训援助配套到 2021 年 6 月，为受重创的行业如航空及旅游业等提供培训方面的补贴。

c. 我们了解疫情带来的不确定性导致许多年轻家庭推迟生育计划。因此，我们将为符合条件的夫妇提供一次性额外补贴，协助他们减轻养育孩子的负担。

d. 此外，政府已经开始制定 2021 年的财政预算案。我们将继续同企业、工友和社区团体紧密合作，共同规划新加坡未来的发展方向。

E4. 要为国人创造更多优质的工作，我们需要有一个蓬勃的经济。所幸的是，政府之前已经开启了企业转型的工作，设立了未来经济理事会，为各个领域推出了产业转型蓝图。我们也成立了“越战越勇工作小组”来更新我国的经济蓝图，为后冠病时代做好准备。我们也成立了“新加坡群策群力行动联盟”，由业界牵头，试行创新点子。

a. 我们也需要进一步巩固新加坡作为全球及亚洲科技、创新及商业枢纽的地位。

b. 我们必须加强我们经济韧力，发展绿色经济，为可持续的低碳未来做好准备，保持我国的竞争优势。

c. 新加坡也必须实现包容性增长。

i. 我们的工友必须拥有所需的技能，以跟上发展步伐。



ii. 我们将在更多行业逐步推行渐进式薪金模式，重新设计工作和提升工友的技能水平，让更多低薪工友受惠。这样一来，我们也能让这些行业的外籍员工增长速度放缓。

E5. 我在八月份发表的部长声明中，推出了额外八十亿元的援助措施来对抗冠病疫情。连同之前宣布的四份预算案，我们已承诺拨出近一千亿元为了协助国人和企业度过难关。除了必须应付庞大的开销外，我国的税收也因全球经济持续放缓而面对不少压力。

- a. 尽管如此，政府在规划我国财政时，还是会遵循谨慎理财、勿紧缩的原则。
 - i. 因此，我们将继续在家庭、医疗和基建等方面投入资源，为国人提升生活素质。
- b. 一个欣欣向荣的经济不但能让国人实现理想和抱负，也能确保政府拥有足够的资源来照顾国人的需要。

E6. 后冠病时代将会是个截然不同的世界。我们会根据局势的发展不断改进我们的经济策略，与时俱进、求新求变，让我国经济能够保持优势。不管眼前的挑战有多艰巨，我们都会把国人的利益和福祉放在第一位。我相信只要大家同舟共济、保持团结坚韧，我们必能克服眼前困难，迎接更美好的未来。

CONTINUED SUPPORT FOR WORKERS AND JOBS

Supporting Jobs



go.gov.sg/

Jobs Support

- Support for wages **extended up to March 2021**, bringing total coverage up to **17 months of wages**
- **Up to 50% support**, based on projected recovery of the different sectors

Jobs Growth Incentive

- **\$1 billion** programme to support firms to increase their headcount of local workers from September 2020 to February 2021
- For each new local hire, the Government will co-fund the **first \$5,000 of gross monthly wages** for up to 12 months
 - **Up to 25%** for those below 40 years old
 - **Up to 50%** for those 40 years old and above
 - **[New] Up to 50%** for all persons with disabilities (PWDs)



go.gov.sg/jgi

Supporting Workers



go.gov.sg/csg

COVID-19 Support Grant (CSG)

- Application period **extended till 31 December 2020**
- Open to both existing CSG recipients and new applicants from 1 October 2020
- Unemployed applicants must demonstrate job search or training efforts to qualify

Workfare Special Payment



go.gov.sg/csp2020

- **Eligibility widened** to those who received Workfare Income Supplement for work done in 2020, and who are not already receiving the Special Payment
- One-off payment of **\$3,000** to be received from October 2020 onwards

Enhanced Training Support Package

- **[New] Six-month extension** till 30 June 2021
 - **Enhanced course fee subsidies of 90%** for hardest-hit sectors, including the Marine and Offshore sector
 - **Absentee payroll support rate will be lowered to 80%** from 2021, capped at \$7.50 per hour



CONTINUED SUPPORT FOR WORKERS AND JOBS

Supporting Firms

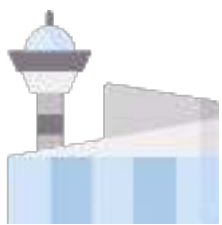


[startups.gov.sg/
programmes/4894/
startup-sg-founder](http://startups.gov.sg/programmes/4894/startup-sg-founder)

- Up to \$150 million, to enhance the [Startup SG Founder programme](#) in phases, to boost the pipeline of new innovative startups in Singapore
 - Raised the [startup capital grant](#) amount from \$30,000 to \$50,000
 - Raised the [Government matching ratio](#) from 3:1 to 5:1
 - Introduced [three-month venture building programmes](#)
- **[New]** Extension of the [Temporary Bridging Loan Programme](#) till September 2021 at reduced levels, to provide working capital for business needs
- **[New]** Adjustment of support under the [Enterprise Financing Scheme](#), to help Singapore enterprises access financing in areas such as trade and project needs
- **[New]** Extension or enhancement of [capability-building grants](#) for businesses seeking to internationalise, transform, and digitalise
 - [Market Readiness Assistance Grant](#), [Productivity Solutions Grant](#), [Enterprise Development Grant](#), and [PACT programme](#)



Preserving Core Capabilities



[visitsingapore.com/
singaporediscovers](http://visitsingapore.com/singaporediscovers)

- Support measures in the [Enhanced Aviation Support Package](#) extended up to March 2021
 - [Cost relief](#) for our airlines, ground handlers, cargo agents, and airport tenants
 - Support local carriers to [regain Singapore's air connectivity](#) to the world
- [Temporary redeployment programme scaled up](#) for workers in the aviation sector
- \$320 million to boost domestic tourism through [SingapoRediscovered Vouchers](#)
 - [\\$100 worth of vouchers](#) for each Singapore citizen aged 18 years and above in 2020, that can be used on hotel stays, attraction tickets, or tours
 - [Subsidies](#) for child/youth tickets for attractions and tours

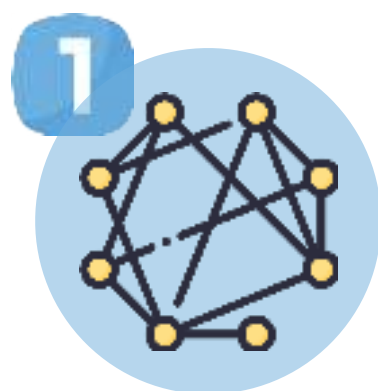
OUR ROADMAP FOR THE FUTURE

*We will emerge STRONGER TOGETHER,
with a VIBRANT economy and GOOD JOBS,
as an INCLUSIVE and RESILIENT society*

To deliver on our priorities as a society, we need a **dynamic and growing economy**, with quality jobs for all



BUILDING ON OUR INDUSTRY TRANSFORMATION MAPS, OUR REFRESHED ECONOMIC STRATEGY HAS THREE PRONGS:



1 Singapore as a Global-Asia node of technology, innovation, and enterprise

- **Strong home base**, connected to Asia and the world
- Environment where ideas are born, given life, and nourished into **globally-competitive enterprises**



2 Fostering inclusive growth

- **Strong, skilled** workforce
- **Inclusive** society



3 Investing in economic resilience and sustainability

- **Resilience** as a source of **competitive advantage**
- **New growth opportunities** - sustainable finance, services, and technologies

FAQs on IRAS' webpage

S/N	Question and Suggested Response																																								
Category: Eligibility criteria and application																																									
1.	<p>How do I compute my employer's baseline headcount and know if my employer is eligible for the JGI?</p> <p><u>Baseline computation</u> The baseline headcounts of (i) local workforce and (ii) local workforce earning at least \$1,400 is computed based on August 2020. This is determined using mandatory CPF contributions made for the month of August 2020 for local employees by 14 Sep 2020.</p> <p><u>Eligibility</u> The eligibility period for new local hires is from September 2020 to February 2021 (inclusive).</p> <p>To be eligible for the JGI, there must be an increase in overall local workforce size AND increase in local workforce size earning \geq\$1,400/month, compared to the August 2020 local workforce.</p> <p>You may wish to compute your employer's baselines using the JGI calculator while referencing examples below.</p> <p>Example 1 – Employers that meet the eligibility criteria for JGI</p> <table border="1" data-bbox="343 1131 1385 2045"> <thead> <tr> <th colspan="2" data-bbox="343 1131 1385 1205"></th> <th colspan="2" data-bbox="343 1131 1385 1205">Number of local employees based on mandatory CPF contribution</th> </tr> </thead> <tbody> <tr> <td data-bbox="343 1205 630 1534" rowspan="4">Number of local employees in August 2020 [A]</td> <td data-bbox="630 1243 1109 1281">Wages for month in</td> <td colspan="2" data-bbox="1109 1243 1385 1281">August 2020</td> </tr> <tr> <td data-bbox="630 1281 1109 1355">Mandatory CPF contribution made on or before:</td> <td colspan="2" data-bbox="1109 1281 1385 1355">14 September 2020</td> </tr> <tr> <td data-bbox="630 1355 1109 1393">Number in local workforce</td> <td colspan="2" data-bbox="1109 1355 1385 1393">4</td> </tr> <tr> <td colspan="3" data-bbox="630 1429 1385 1496">Employer had 4 local employees in August 2020. A = 4</td> </tr> <tr> <td data-bbox="343 1534 630 2045" rowspan="5">Number of local employees earning at least \$1,400 in gross monthly wages in August 2020 [B]</td> <td data-bbox="630 1572 1109 1610">Wages for month in</td> <td colspan="2" data-bbox="1109 1572 1385 1610">August 2020</td> </tr> <tr> <td data-bbox="630 1610 1109 1729">Mandatory CPF contribution made on or before:</td> <td colspan="2" data-bbox="1109 1610 1385 1729">14 September 2020</td> </tr> <tr> <td data-bbox="630 1729 1109 1789">Number in local workforce</td> <td colspan="2" data-bbox="1109 1729 1385 1789">4</td> </tr> <tr> <td data-bbox="630 1789 1109 1937" rowspan="4">Gross monthly wages</td> <td data-bbox="1109 1789 1385 1827">\$1000</td> <td colspan="2" data-bbox="1109 1827 1385 1865">\$1000</td> </tr> <tr> <td data-bbox="1109 1865 1385 1904">\$1400</td> <td colspan="2" data-bbox="1109 1904 1385 1942">\$1400</td> </tr> <tr> <td data-bbox="1109 1942 1385 1980">\$1400</td> <td colspan="2" data-bbox="1109 1980 1385 2018">\$1400</td> </tr> <tr> <td colspan="3" data-bbox="630 1980 1385 2045">Employer had 2 of the local employees earned at least \$1,400 in August 2020.</td> </tr> </tbody> </table>			Number of local employees based on mandatory CPF contribution		Number of local employees in August 2020 [A]	Wages for month in	August 2020		Mandatory CPF contribution made on or before:	14 September 2020		Number in local workforce	4		Employer had 4 local employees in August 2020. A = 4			Number of local employees earning at least \$1,400 in gross monthly wages in August 2020 [B]	Wages for month in	August 2020		Mandatory CPF contribution made on or before:	14 September 2020		Number in local workforce	4		Gross monthly wages	\$1000	\$1000		\$1400	\$1400		\$1400	\$1400		Employer had 2 of the local employees earned at least \$1,400 in August 2020.		
		Number of local employees based on mandatory CPF contribution																																							
Number of local employees in August 2020 [A]	Wages for month in	August 2020																																							
	Mandatory CPF contribution made on or before:	14 September 2020																																							
	Number in local workforce	4																																							
	Employer had 4 local employees in August 2020. A = 4																																								
Number of local employees earning at least \$1,400 in gross monthly wages in August 2020 [B]	Wages for month in	August 2020																																							
	Mandatory CPF contribution made on or before:	14 September 2020																																							
	Number in local workforce	4																																							
	Gross monthly wages	\$1000	\$1000																																						
		\$1400	\$1400																																						
\$1400		\$1400																																							
Employer had 2 of the local employees earned at least \$1,400 in August 2020.																																									

		B = 2	
Number of local employees in September 2020 [C]	Wages for month in	August 2020	September 2020
	Mandatory CPF contribution made on or before:	14 September 2020	14 October 2020
	Number in local workforce	4	5
	Gross monthly wages	\$1000 \$1000 \$1400 \$1400	\$1000 \$1000 \$1400 \$1400
	There is 1 new local employee hired in September 2020 →		\$1400
	<p>In this example, the employer hired one additional local employee in September 2020, making it a total of 5 local employees.</p> <p>C = 5</p>		
Number of local employees earning at least \$1,400 in September 2020 [D]	<p>In this example, there were 3 local employees earning at least \$1,400 in the month of September 2020.</p> <p>D = 3</p>		
Eligibility check: eligible for JGI if [C] – [A] > 0 AND [D] – [B] > 0	<p>The employer in this example is eligible for JGI as it met both eligibility conditions.</p> <p>Condition (1): Increased its local workforce by 1</p> <ul style="list-style-type: none"> • [C] – [A] = 5 – 4 = 1 <p>Condition (2): Increased its local workforce earning at least \$1,400 by 1</p> <ul style="list-style-type: none"> • [D] – [B] = 3 – 2 = 1 		

Example 2 – Employers that did not meet the eligibility criteria for JGI

	Number of local employees based on mandatory CPF contribution	
Number of local employees in August 2020 [A]	Wages for month in	August 2020
	Mandatory CPF contribution made on or before:	14 September 2020
	Number in local workforce	4

	Employer had 4 local employees in August 2020. A = 4															
Number of local employees earning at least \$1,400 in gross monthly wages in August 2020 [B]	<table border="1"> <tr> <td>Wages for month in</td> <td>August 2020</td> </tr> <tr> <td>Mandatory CPF contribution made on or before:</td> <td>14 September 2020</td> </tr> <tr> <td>Number in local workforce</td> <td>4</td> </tr> <tr> <td>Gross monthly wages</td> <td>\$1000 \$1000 \$1400 \$1400</td> </tr> </table> <p>Employer had 2 local employees earning at least \$1,400 in August 2020. B = 2</p>	Wages for month in	August 2020	Mandatory CPF contribution made on or before:	14 September 2020	Number in local workforce	4	Gross monthly wages	\$1000 \$1000 \$1400 \$1400							
Wages for month in	August 2020															
Mandatory CPF contribution made on or before:	14 September 2020															
Number in local workforce	4															
Gross monthly wages	\$1000 \$1000 \$1400 \$1400															
Number of local employees in September 2020 [C]	<table border="1"> <tr> <td>Wages for month in</td> <td>August 2020</td> <td>September 2020</td> </tr> <tr> <td>Mandatory CPF contribution made on or before:</td> <td>14 Sep 2020</td> <td>14 Oct 2020</td> </tr> <tr> <td>Number in local workforce</td> <td>4</td> <td>5</td> </tr> <tr> <td>Gross monthly wages</td> <td>\$1000 \$1000 \$1400 \$1400</td> <td>\$1000 \$1000 \$1000 \$1000</td> </tr> <tr> <td colspan="2">There is 1 new local employee hired in September 2020 →</td> <td>\$1400</td> </tr> </table> <p>In this example, employer hired one additional local employee in September 2020, making it a total of 5 local employees. But the wages for 2 of its existing employees was reduced to \$1,000 a month from \$1,400 a month. C=5</p>	Wages for month in	August 2020	September 2020	Mandatory CPF contribution made on or before:	14 Sep 2020	14 Oct 2020	Number in local workforce	4	5	Gross monthly wages	\$1000 \$1000 \$1400 \$1400	\$1000 \$1000 \$1000 \$1000	There is 1 new local employee hired in September 2020 →		\$1400
Wages for month in	August 2020	September 2020														
Mandatory CPF contribution made on or before:	14 Sep 2020	14 Oct 2020														
Number in local workforce	4	5														
Gross monthly wages	\$1000 \$1000 \$1400 \$1400	\$1000 \$1000 \$1000 \$1000														
There is 1 new local employee hired in September 2020 →		\$1400														
Number of local employees earning at least \$1,400 in September 2020 [D]	In this example, there was 1 local employee earning at least \$1,400 in the month of September 2020. D = 1.															
Eligibility check: eligible for JGI if [C] – [A] > 0 AND [D] – [B] > 0	<p>The employer in this example is not eligible for the JGI as it did not achieve an increase in local employees earning at least \$1,400 a month in September 2020.</p> <p>Condition (1): Increased its local workforce by 1</p> <ul style="list-style-type: none"> • [C] – [A] = 5 – 4 = 1 															

		Condition (2): Decrease in local workforce earning at least \$1,400 <ul style="list-style-type: none"> [D] – [B] = 1 – 2 = -1 																
2.	<p>If my employer meets the JGI eligibility criteria in September 2020 but not in October 2020, will the JGI be computed for my new local hires in September in the month of October?</p> <p>No, JGI will be computed only for the months where the employer meets the employer eligibility criteria.</p>																	
3.	<p>My employer hired 1 new local employee in each month for September, October and November. We met the eligibility criteria for the months of September and November but not for October. How will the JGI be computed?</p> <p>The JGI will be computed this way, assuming that person A, B and C do not leave:</p> <table border="1"> <thead> <tr> <th></th> <th>September 2020</th> <th>October 2020</th> <th>November 2020</th> </tr> </thead> <tbody> <tr> <td>New local hire</td> <td>Person A</td> <td>Person B</td> <td>Person C</td> </tr> <tr> <td>Employer met eligibility criteria in relevant month</td> <td>YES</td> <td>NO</td> <td>YES</td> </tr> <tr> <td>JGI computed for the relevant month</td> <td>Person A</td> <td>No JGI as employer was not eligible</td> <td>Person A, B and C</td> </tr> </tbody> </table> <p>The employer would not be able to enjoy the full 12 months of JGI for Person A and Person B as the JGI would be provided till August 2020 and September 2021 respectively (12 months from September 2020 and October 2020 respectively).</p>			September 2020	October 2020	November 2020	New local hire	Person A	Person B	Person C	Employer met eligibility criteria in relevant month	YES	NO	YES	JGI computed for the relevant month	Person A	No JGI as employer was not eligible	Person A, B and C
	September 2020	October 2020	November 2020															
New local hire	Person A	Person B	Person C															
Employer met eligibility criteria in relevant month	YES	NO	YES															
JGI computed for the relevant month	Person A	No JGI as employer was not eligible	Person A, B and C															
4.	<p>Must I maintain the wages of my existing local employees while JGI is in effect? Similarly, must I maintain the wages of my new local hires while JGI is in effect?</p> <p>In general, employers should ensure that they pay fair wages to their employees. As there may be legitimate reasons where wages are adjusted, it is not a requirement for employers to maintain the wages of their existing local employees or new local employees in order to be eligible for the scheme, subject to meeting the eligibility criteria.</p> <p>However, employers should note that downward wage revisions may affect the employer's JGI payouts in the affected months.</p>																	
5.	<p>Why do I have to increase my local workforce that is earning at least \$1,400 a month? I have already increased the size of my overall local workforce.</p> <p>The purpose of JGI is to bring about creation of good and long-term jobs, to ensure that local employees are employed meaningfully. \$1,400 a month is pegged to the Local Qualifying Salary for employers to hire foreign workers and covers more than 90% of full-time employed residents.</p>																	

6. **The overall size of my employer did not increase but my employer increased the number of local employees and had an increase in number of local employees earning at least \$1,400 a month. Is my employer still eligible for the JGI payout?**

Yes. Employers will be eligible as long as they increase the size of their local workforce. This includes employers which are able to hire more local hires even as they reduce or leave unchanged their overall workforce, i.e. had fewer foreign workers.

To be eligible for the JGI, there must be an increase in overall local workforce size AND increase in local workforce size earning \geq \$1,400/month, compared to the August 2020 local workforce.

7. **Why are employers who are new, dormant or without any mandatory CPF Contribution in August 2020 not eligible for the JGI?**

This allows us to target JGI at growing employers that had business activity before the JGI was introduced.

Category: Computation baseline

8. **Are business owners, employers trading in their own personal capacity and shareholder-directors included in the total local workforce?**

Yes, if they are local.

9. **I made mistakes in the submission of CPF contributions for my employees in August 2020. Can I adjust the CPF contributions?**

Yes, you may approach CPF to adjust your employer's CPF contributions made. However, for the purpose of JGI, any adjustments made after 14 September 2020 will not be factored into the computation of your JGI baseline.

Category: Computation of JGI for new local employees

10. **May I know which employee would receive the JGI?**

If the employer meets the eligibility criteria during the eligibility period (at least once from September 2020 to February 2021), and continues to be eligible throughout the payout period, all new local employees from September 2020 to February 2021 (inclusive) will receive JGI payouts for 12 months from the month of hire.

For the purposes of illustration, we assume that the JGI-eligible employer continues to meet the employer eligibility criteria throughout the JGI payout period:

a. Example 1: If the employer hires 1 new local hire in September 2020, JGI payouts will be given for this local hire until August 2021 as long as he/she is still employed by the employer

SEP 2020	OCT 2020	NOV 2020	DEC 2020	JAN 2021	FEB 2021	MAR 2021	APR 2021	MAY 2021	JUN 2021	JUL 2021	AUG 2021
1 st mth	2 nd mth	3 rd mth	4 th mth	5 th mth	6 th mth	7 th mth	8 th mth	9 th mth	10 th mth	11 th mth	12 th mth

b. **Example 2:** If the employer hires 2 new local hires in February 2021, JGI will be given for the 2 hires until January 2022 as long as they are still employed by the employer

FEB 2021	MAR 2021	APR 2021	MAY 2021	JUN 2021	JUL 2021	AUG 2021	SEP 2021	OCT 2021	NOV 2021	DEC 2021	JAN 2022
1 st mth	2 nd mth	3 rd mth	4 th mth	5 th mth	6 th mth	7 th mth	8 th mth	9 th mth	10 th mth	11 th mth	12 th mth

11.	<p>How will the Government derive the gross monthly wages paid to my employees?</p> <p>Gross monthly wages will be computed from mandatory CPF contributions that the employer makes for the local employee for each month, on the remuneration for which mandatory CPF contributions are payable under the CPF Act. This will be based on the mandatory CPF contributions made by employers for the relevant months made by the 14th of the following month (i.e. JGI for new local hires in September 2020 will be based on CPF contributions made on or before 14 Oct 2020). Gross monthly wages include employee mandatory CPF contributions but exclude employer CPF contributions.</p> <p>Employers should make timely CPF contributions and ensure that the mandatory contributions are accurate.</p>
12.	<p>Will the Government provide the JGI payouts to employees that were hired before September 2020?</p> <p>No. The JGI payouts will be given only to new local hires from eligibility period September 2020 to February 2021 (inclusive). This is to ensure prudent use of public resources and to reward hiring that was achieved due to the introduction of JGI.</p>
13.	<p>Will the JGI payouts be given to new local hires earning less than \$1,400 a month? What about part-timers?</p> <p>Yes, the JGI payouts will be provided to all new local hires from September 2020 to February 2021 (inclusive), if the employer meets the employer eligibility criteria. Please refer to [https://www.cpf.gov.sg/Members/Schemes/schemes/other-matters/cpf-contribution-for-employees] for information about CPF contribution for employees.</p> <p>Gross monthly wages will be computed from mandatory CPF contributions that the employer makes for the employee for each month, on the remuneration for which mandatory CPF contributions are payable under the CPF Act.</p> <p>However, firms undertaking abusive arrangements may have their JGI payouts denied and can be charged under Section 420 of the Penal Code, where they may face up to 10 years of imprisonment and a fine.</p>
14.	<p>How is the JGI payout computed for employees employed by two or more eligible employers?</p> <p>Each employer will receive the JGI payouts based on the gross monthly wage (capped at \$5,000 per month) that they paid to the new local hire.</p>

	The salary support cap on gross monthly wage is set at \$5,000 a month to align with the Hiring Incentive and Enhanced Hiring Incentive, which will be replaced by JGI which provides higher levels of salary support.																								
15.	<p>If my employer hired a local hire in the last week of September 2020 and met the JGI eligibility criteria that month, will my employer receive the JGI for full month's gross monthly wages or pro-rated gross monthly wages?</p> <p>Gross monthly wages will be computed from mandatory CPF contributions that the employer makes for the employee for each month, on the remuneration for which mandatory CPF contributions are payable under the CPF Act.</p> <p>For example, if your new hire's gross monthly wages were \$4,000 a month, but the mandatory CPF contribution provided was pro-rated to 1 week (i.e. derived gross monthly wage is \$1,000) as he/she had only worked for 1 week, JGI will be computed based on \$1,000 in September 2020.</p>																								
16.	<p>If my employer made a job offer to a local hire in end-February 2021 but he/she only receives his/her first salary in March 2021, will my employer receive the JGI for this new local hire?</p> <p>No. Only new local hires with mandatory CPF contributions from September 2020 to February 2021 (inclusive) will be considered as new local hires.</p>																								
17.	<p>If I hire a local employee after February 2021, will I receive the JGI for this new local employee?</p> <p>As we want to encourage employers to bring forward hiring, the JGI is only for new local hires from September 2020 to February 2021 (inclusive).</p>																								
18.	<p>If I hired my employee in September 2020 but he/she leaves in December 2020, will I get any JGI for this local hire?</p> <p>We will compute the JGI for the months where mandatory CPF contributions were made and where the employer meets the employer eligibility criteria.</p> <table border="1"> <thead> <tr> <th>Employer employs 1 new local hire (person Z) in September 2020, person Z left employment on 15th December 2020</th> <th>September 2020</th> <th>October 2020</th> <th>November 2020</th> <th>December 2020</th> <th>January 2021</th> </tr> </thead> <tbody> <tr> <td>Employer met eligibility criteria</td> <td>YES</td> <td>YES</td> <td>YES</td> <td>YES</td> <td>YES</td> </tr> <tr> <td>Employer made CPF contributions for person Z</td> <td>YES</td> <td>YES</td> <td>YES</td> <td>YES (pro-rated wages)</td> <td>NO</td> </tr> <tr> <td>JGI payouts for person Z (based on CPF contributions)</td> <td>Get JGI payout</td> <td>Get JGI payout</td> <td>Get JGI payout</td> <td>Get JGI payout</td> <td>NO JGI payout</td> </tr> </tbody> </table>	Employer employs 1 new local hire (person Z) in September 2020, person Z left employment on 15 th December 2020	September 2020	October 2020	November 2020	December 2020	January 2021	Employer met eligibility criteria	YES	YES	YES	YES	YES	Employer made CPF contributions for person Z	YES	YES	YES	YES (pro-rated wages)	NO	JGI payouts for person Z (based on CPF contributions)	Get JGI payout	Get JGI payout	Get JGI payout	Get JGI payout	NO JGI payout
Employer employs 1 new local hire (person Z) in September 2020, person Z left employment on 15 th December 2020	September 2020	October 2020	November 2020	December 2020	January 2021																				
Employer met eligibility criteria	YES	YES	YES	YES	YES																				
Employer made CPF contributions for person Z	YES	YES	YES	YES (pro-rated wages)	NO																				
JGI payouts for person Z (based on CPF contributions)	Get JGI payout	Get JGI payout	Get JGI payout	Get JGI payout	NO JGI payout																				

	made for the month)					
19.	<p>If I hired my employee in September 2020 but he/she leaves in December 2020, will I be affected by the JGI adjustment factor?</p> <p>No. The JGI adjustment factor is computed based on the ratio of existing local employees as at August 2020 who have left the employer to the total number of existing local employees as at August 2020 or 5%, whichever is higher. If none of the existing local employees as at August 2020 left the employer, no adjustment factor would be applied.</p>					
20.	<p>What is the JGI adjustment factor and why does it affect JGI payouts? I do not have any control over my employees' movements.</p> <p>The JGI adjustment factor encourages employers to retain their existing employees as far as possible.</p> <p>The adjustment factor is calculated based on the ratio of existing employees who have left the employer to the total number of existing employees as at August 2020, or 5%, whichever is higher. If none of the existing local employees as at August 2020 left the employer, no adjustment factor would be applied.</p> <p>The adjustment factor is therefore higher if more existing local employees leave the employer. If new local hires (hired from September 2020 onwards) leave the employer, this does not affect the adjustment factor. However, any JGI attached to such local hires will cease.</p> <p>If a local employee from August 2020 voluntarily resigned from the employer, retired or is currently on no-pay-leave*, you may submit the necessary documentation (e.g. resignation letter, retirement letter, proof of no-pay-leave,) using the jgiappeal form to IRAS for consideration.</p> <p>Employers should not deliberately withhold CPF contributions from genuine employees, in order to minimise risk of incurring the JGI adjustment factor. Firms undertaking abusive arrangements may have their JGI payouts denied and can be charged under Section 420 of the Penal Code, where they may face up to 10 years of imprisonment and a fine.</p> <p>* This should not be due to cost saving measures.</p>					
21.	<p>Will I get the JGI for new hires, if any of my existing local employees (as at August 2020) leave?</p> <p>If the employer meets the two conditions of eligibility criteria: (i) an increase in overall local workforce size AND (ii) increase in local workforce size earning \geq\$1,400/month, compared to the August 2020 local workforce, JGI will be given for the all new local hires.</p>					

	<p>However, the JGI payout will be adjusted downwards as existing local employees under the firm's employment as at August 2020 left.</p>
22.	<p>How will the JGI payouts be rounded?</p> <p>It will be rounded to the nearest dollar.</p>
23.	<p>How is the age of an employee determined in assessing the percentage of wage support provided by the JGI?</p> <p>The wage support provided by the JGI is 25% (or 50% for mature local hires aged 40 and above) of the first \$5,000 of gross monthly wages paid to all new local hires. The employee will be considered to be 40 in the month of his birthday.</p>
<p>Category: Abuse of JGI</p>	
24.	<p>How will the Government detect abuse of JGI?</p> <p>The Government takes a serious view on any attempt to abuse the scheme. Offenders may have their JGI payouts denied and can be charged under Section 420 of the Penal Code, where they may face up to 10 years of imprisonment and a fine.</p> <p>To detect possible abuses, the Government has instituted a robust anti-gaming framework leveraging data from multiple sources to identify risks. When ascertaining whether an arrangement is abusive, the Government will consider all relevant facts and circumstances and conduct in-depth verifications where necessary.</p>
<p>Interaction with other Government schemes (with effect from 1 September 2020)</p>	
25.	<p>Will I continue to receive JSS if I am eligible for the JGI?</p> <p>Yes, employers will receive the JSS and JGI based on their eligibility for each scheme. You are not required to apply for either scheme. You can refer to https://go.gov.sg/jss to read more about JSS.</p>
26.	<p>Why was the Hiring Incentive announced in Unity budget and enhanced in Fortitude budget replaced with the JGI?</p> <p>This is part of Government's continued effort to ensure that public monies are used prudently and responsibly.</p> <p>This is not a withdrawal of support:</p> <ul style="list-style-type: none"> • The enhanced hiring incentive has been replaced with a more generous JGI to encourage hiring in the immediate term. • Unlike the Hiring Incentive, employers will not need to apply nor hire new local employees that had undergone reskilling programmes, in order to receive the JGI. <p>The Government will work out grandfathering arrangements for those eligible for the Hiring Incentive. You may call 6883-5885 for further enquiries if your employer is eligible for the Hiring Incentive.</p>

27.	<p>Will new local employees on career conversion programmes receive the JGI?</p> <p>Yes, these local employees will qualify for the JGI payouts, if the employer meets the JGI eligibility criteria and these local employees were hired within the eligibility period from September 2020 to February 2021.</p>
28.	<p>Why did the Government make temporary changes to the construct of career conversion programmes, with the introduction of the JGI?</p> <p>The JGI was launched to provide additional salary support to companies, in order to encourage them to hire more locals and provide more good jobs over the next six months (September 2020 to February 2021).</p> <p>As jobseekers who are placed into new jobs via WSG’s career conversion programmes such as the Professional Conversion Programmes may be in employers that are eligible for the JGI, WSG will be making adjustments to the programmes to further strengthen the retention of local employees.</p> <p>While the total funding provided by WSG will remain unchanged, the disbursement period will be adjusted to encourage companies to retain new local hires for a longer period of time. The duration of funding will now include both the original training duration and a retention period.</p>
Category: Other questions	
29.	<p>Can I instruct IRAS to make the JGI payout to a third party?</p> <p>No. The JGI payout can only be paid to the employer which made CPF mandatory contributions for its employees.</p>
30.	<p>How will I receive my JGI payout?</p> <p>Payouts will be credited via the following means (in order of priority):</p> <ol style="list-style-type: none"> 1. The JGI payout will be credited to the employers' GIRO bank account used for Income Tax/GST 2. For those without GIRO accounts, the JGI payout will be credited to their bank account registered with PayNow Corporate*. <p>*Organisations can sign up for PayNow Corporate by linking their organisation’s UEN (without suffix) [e.g. ROC (2019XXXXXA), ROB (531XXXXXA), UEN (T19LLXXXXA)] to their bank account via internet banking. The nine banks participating in PayNow Corporate are United Overseas Bank, DBS Bank/POSB, OCBC Bank, Citibank, HSBC, Maybank, Standard Chartered Bank, Bank of China and Industrial and Commercial Bank of China Limited. For assistance, please approach these banks.</p>
31.	<p>Why is IRAS not issuing cheques for the JGI?</p> <p>ePayment is the fastest way for employers to receive money from the Government.</p>