

## Client Alert

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## New Leave Enhancements for Father and Adoptive Mothers from 2017

A second week of paid paternity leave will be legislated for fathers of Singapore citizen babies born from 1 January 2017. Currently, fathers are given one week of paternity leave, while a second week may be offered on a voluntary basis by the employers.

In addition, working mothers will be able to share up to four weeks of their paid maternity leave with their husbands for children born from 1 July 2017. Working mothers can currently only share one out of sixteen weeks of maternity leave.

Adoption leave will also be increased to twelve weeks, up from the current four weeks, for mothers of adopted infant below one year old, effective from 1 July 2017 onwards. Adoptive fathers will also be able to share four weeks of the mother's adoption leave.

The new changes to paternity leave and shared parental leave will be funded by the Government, capped at S\$ 2,500 per week including Central Provident Fund contributions. As for adoption leave, the first four weeks will be paid by employers, while the Government will fund the remaining eight weeks for the first two adopted children. For the third child and beyond, all twelve weeks will be funded by the Government. The new changes to the adoption leave will be funded by the Government subject to reimbursement caps that may be imposed by the Government from time to time.

In total, working fathers may receive up to eight weeks of leave within their baby's first year, including one week each of childcare and unpaid infant care leave.

These new measures will encourage working fathers to be more involved in raising their children and help parents balance work and family life. Employees should take note of these upcoming changes and ensure that their HR practices are up to date when the changes are made into effect. We will provide further details regarding these changes once the changes to the legislation are released.