

From: 'ASMI'
Sent: Friday, 3 April, 2020 11:17 AM
To: 'ASMI'
Cc:
Subject: UPDATED INFECTIOUS DISEASES ACT AND ADVISORY ON COVID-19 FOR BUSINESSES
Attachments: Advisory on COVID-19 for Businesses 240320 2120 hrs.pdf; Infectious Disease Act_1Apr S235.pdf.pdf; Infectious Diseases Act_1Apr S185 - Infectious Diseases (Measures to Prevent Spread of COVID-19) Regulations 2020.pdf.pdf



CIRCULAR TO MEMBERS

3 April 2020

Dear Members,

RE: UPDATED INFECTIOUS DISEASES ACT AND ADVISORY ON COVID-19 FOR BUSINESSES

Please see attached the updated Infectious Diseases Act (IDA) and latest Business Advisory from Enterprise Singapore as per the latest updates from the Ministry of Health (MOH) and Ministry of Manpower (MOM).

We would like to urge you to comply to the updated IDA so as not get be fined and be given stop work order when visited by the MOM's enforcement team.

Included in the latest Advisory on Covid-19 for Businesses is on Safe Distancing measures at the workplace, which you can also click at this [link](#) to find out more details.

Best Regards,
ASMI SECRETARIAT

Enclosures
Advisory on COVID-19 for Businesses
Infectious Diseases Act No. S 185
Infectious Diseases Act No. S 235



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Updated on 24 March 2020

ADVISORY ON COVID-19 (CORONAVIRUS DISEASE 2019) FOR BUSINESSES

1. The Government is taking further precautionary measures to reduce the risk of importation of COVID-19 into Singapore. We advise all businesses to take note of these additional measures which are in the latest advisories published by the [Ministry of Health \(MOH\)](#) and the [Ministry of Manpower \(MOM\)](#).

Business Continuity Plans¹

2. All workplaces should update their business continuity plans (BCP), and prepare for widespread community transmission. As the situation is evolving rapidly around the world, companies are encouraged to have their BCP in place. This includes making plans, where feasible, to:
 - Make arrangements so that workers do not have to travel in and out of Singapore;
 - Secure temporary accommodation in Singapore for workers who may not normally reside here (e.g. those that commute frequently in and out of Singapore). More information can be found in [MOM's press release](#).
 - Implement alternatives to travel out of Singapore, such as video-conferencing.
3. Enterprise Singapore (ESG), supported by the Singapore Business Federation, has enhanced the [Business Continuity Guide](#) for enterprises to develop your plans to deal with COVID-19. This guide is also available [on ESG's website](#).

Travel Advisory^{2,3}

4. Employers should review work-related travel plans and defer all travel abroad, with immediate effect. We encourage employers to explore alternative ways of business communications.
5. Employers should remind employees to defer all travel plans to all countries. You should obtain a travel declaration from your employees.
6. If an employee still proceeds to travel overseas, you may require the employee to use his/her own annual leave entitlements to cover the duration of the mandatory Stay-Home Notice (SHN), or any extended period of travel in the destination country. If the

¹ ["General Advisory for Workplace Measures in Response to DORSCON Orange Situation in Singapore"](#), Ministry of Manpower, Extracted on 7 February 2020

² ["Updates on COVID-19"](#), Ministry of Health, Extracted on 4 March 2020

³ ["Additional Measures for Travellers to Prevent Further Importation of COVID-19 Cases"](#), Ministry of Health, Extracted on 18 March 2020

employee does not have sufficient annual leave entitlements, you may allow the employee to consume advance leave or put the employee on no-pay leave.

7. Any Singapore resident or Long Term Pass holder who leaves Singapore from 27 March 2020, in disregard of the prevailing travel advisories, will be charged at unsubsidised rates for their inpatient stay at public hospitals, if they are admitted for suspected COVID-19 and have onset of symptoms within 14 days of returning to Singapore. Singapore residents will also not be able to claim from MediShield Life or Integrated Shield Plans for these treatments at public and private hospitals⁴.
8. Any work pass holder or his/her dependant who leaves Singapore from 27 March 2020 will be deprioritised for entry approval and could see significant delays before they are allowed to return to Singapore if they persist in travelling abroad and return infected⁵.

Travel Restrictions^{6,7,8}

9. The summary list of countries/regions and border control measures is as follows:

Travel History in Countries/Regions	For Singapore Residents and Long-Term Pass Holders	For Short-Term Visitors
Hubei province (China)	14-day quarantine	Not allowed entry or transit
All countries/regions <i>With effect from 23 March 2020, 2359 hours</i>	14-day SHN MOM will only allow the entry/return of work pass holders (and their dependents) who are providing essential services such as healthcare and transport. Details of how Malaysians with Singapore work permits can enter Singapore to work are being worked out under the	Not allowed entry or transit

⁴ ["Tighter measures to Minimise Further Spread of COVID-19"](#), Ministry of Health, Extracted on 24 March 2020

⁵ ["Tighter measures to Minimise Further Spread of COVID-19"](#), Ministry of Health, Extracted on 24 March 2020

⁶ ["Updates on COVID-19"](#), Ministry of Health, Extracted on 4 March 2020

⁷ ["Advisories on COVID-19"](#), Ministry of Manpower, Extracted on 4 March 2020

⁸ ["Additional Border Control Measures to Reduce Further Importation of COVID-19 Cases"](#), Ministry of Health, Extracted on 22 March 2020

	Singapore-Malaysia Committee on COVID-19.	
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10. From 27 March 2020, 0900 hours, all travellers arriving in Singapore, including residents (Singapore Citizens, Permanent Residents) and Long-Term Pass holders (Student's Pass, Dependent's Pass, Work Pass and Long-Term Visit Pass Holders), must submit a health declaration before proceeding with immigration clearance⁹. They will have to do so via the [SG Arrival Card \(SGAC\) e-Service](#). The health declaration will be made available before 27 March 2020 as part of the SGAC e-Service, so that travellers who are due to arrive in Singapore after 27 March, 0900 hours, can complete it in advance of their arrival.
11. All travellers can submit their health declaration up to three days prior to arrival in Singapore. They must re-submit their health declaration if there are changes to their health condition or travel history before arriving in Singapore.

Visas and Work Passes^{10,11,12}

12. The issuance of all forms of new visas and previously issued visas to those with PRC passports and Iranian passports have been suspended. The visa-free transit facility for those with PRC passports has also been suspended with immediate effect.
13. From 23 March 2020, 2359 hours, all short-term visitors (from anywhere in the world) will not be allowed to enter or transit through Singapore.
14. The MOM will only allow the entry/return of work pass holders, including their dependents, for those providing essential services, such as in healthcare and transport.
15. Such workers planning to enter/return to Singapore from any country are to obtain MOM's approval before commencing their journey. The entry approval requirement applies to:
- Existing work pass holders currently out of Singapore; and
 - In-Principle Approval holders who have yet to enter Singapore.
16. When applying for entry approval, you must:

⁹ ["All Travellers Arriving In Singapore From 27 March 2020, 0900 Hours, Must Submit Health Declaration Via The SG Arrival Card E-Service"](#), Immigration & Checkpoints Authority, Extracted on 23 March 2020

¹⁰ ["Extension of Precautionary Measures to Minimise Risk of Community Spread in Singapore"](#), Ministry of Health, Extracted on 31 January 2020

¹¹ ["Additional Precautionary Measures in Response to Escalating Global Situation"](#), Ministry of Health, Extracted on 4 March 2020

¹² ["Additional Border Control Measures to Reduce Further Importation of COVID-19 Cases"](#), Ministry of Health, Extracted on 22 March 2020

- Declare that you have arranged for suitable premises to house affected employees as they will be placed on a mandatory 14-day SHN upon their arrival in Singapore.
- [Request for MOM's approval](#) before your employees can enter Singapore. You will need to send the MOM approval letter to the employee, who will need to show it to airline staff upon check-in and at the ICA checkpoint upon arrival in Singapore.

17. Please note the following:

- If your employees wish to bring their dependents who are not employed in Singapore, please advise them to seek [prior approval from MOM](#).
- Use [MOM's entry approval calculator](#) to plan when to submit your request.

For new or existing	Who needs to request for approval?	Who is responsible to ensure SHN is observed?
Work pass holders, including those with Letter of Consent	Employer	Employer and work pass holder
Dependent's Pass or Long-Term Visit Pass holders who are not employed i.e. not issued a work pass, including Letter of Consent	Local sponsor i.e. employer of Employment Pass or S Pass holder	Holders of Employment Pass, S Pass, Dependant's Pass or Long-Term Visit Pass

Additional Measures for Returning Employees^{13,14}

18. As a precautionary measure, MOM is encouraging all companies to impose Leave of Absence (LOA) for all employees returning to Singapore between 14 March 2020 and 20 March 2020 if these employees have not been issued with SHN¹⁵. You may find more details [here](#).

19. Those entering Singapore and exhibiting fever and/or other symptoms of respiratory illness are required to undergo a COVID-19 swab test at the checkpoint, regardless of travel history. Those who meet the clinical suspect case definition will be conveyed to the hospital for follow-up. Please refer to [this link on MOH's website](#) for more details.

¹³ "[MOM Entry Approval and Stay-Home-Notices Now Covers All New and Existing Work Pass Holders](#)", Ministry of Manpower, Extracted on 18 March 2020

¹⁴ "[Additional Measures for Travellers to Prevent Further Importation of COVID-19 Cases](#)", Ministry of Health, Extracted on 18 March 2020

¹⁵ "[Companies Encouraged to Impose Leave of Absence for Employees Returning Between 14 And 20 March 2020](#)", Ministry of Manpower, Extracted on 20 March 2020

20. MOM is providing support for those affected by SHN requirements due to COVID-19. Under the [LOA/SHN Support Programme](#), eligible employers will be able to apply for \$100 per affected worker for the required duration of SHN or company-imposed LOA. Please refer to [this link](#) for full details on the eligibility criteria and application process.
21. Employees who are served a Quarantine Order will be deemed to be on paid sick leave. The period of absence from work will be treated as paid hospitalisation leave, as part of the employees' hospitalisation leave eligibility under their employment contracts, collective agreements or as per the Employment Act.
22. MOH is providing support to those affected by the Quarantine Order due to COVID-19. Please refer to [this link on the MOH website](#) for details on the eligibility criteria of the Quarantine Order Allowance (QOA) Scheme.
23. The Government is implementing [enhanced precautions for UK/US returnees](#)¹⁶. The UK and US account for the largest share of imported cases by far. More residents are expected to return from these countries over the coming weeks.
24. Employees who have completed 14 days of quarantine, SHN, and who remain well, can return to work. It is not necessary for them to undergo additional tests to detect the presence of the COVID-19 virus. All doctors/clinics **will not** issue any letters or memos to certify a person to be free from COVID-19 infection.

Precautionary Measures for General Employees^{17,18}

25. Please remind all employees who have returned to Singapore from overseas (regardless of location) to monitor their health closely and exercise appropriate precautions at all times. They should see a doctor promptly if they are unwell, and inform their doctor of their travel history. Should they have fever or respiratory symptoms (e.g. cough, runny nose, fever, sore throat, breathlessness), they should wear a mask and call a clinic ahead of the visit.
26. We advise you to pay special attention to vulnerable employees (e.g. older employees, pregnant employees and employees who have underlying medical conditions) in planning your operations or work schedules. You should reduce exposure of such employees to frontline work, where possible.
27. Ensure your employees conduct regular temperature-taking and check whether they have respiratory symptoms such as cough and runny nose. Temperature should be

¹⁶ "[Tighter measures to Minimise Further Spread of COVID-19](#)", Ministry of Health, Extracted on 24 March 2020

¹⁷ "[Updates on COVID-19](#)", Ministry of Health, Extracted on 28 January 2020

¹⁸ "[Additional Precautionary Measures to Prevent Further Importation and Spread of COVID-19 Cases](#)", Ministry of Health, Extracted on 13 March 2020

taken at least twice daily, and anyone with a fever or is unwell should leave the office immediately to see a doctor. In particular, they should avoid coming into close and sustained proximity with others.¹⁹ For more details, please refer to [this advisory](#).

28. Should you become aware that someone at your workplace is a confirmed or suspect case of COVID-19, you are advised to adopt [these measures set out by MOM](#).
29. You should also carry out a thorough cleaning and disinfecting of that section of the workplace premises exposed to confirmed case(s). Please refer to the National Environment Agency's (NEA) [guidelines](#) for more details.

Precautionary Measures for Specific Sectors

30. The MOH has compiled a list of advisories for companies and employees in specific sectors. Please refer to the list [here](#).

Safe Distancing Measures^{20,21, 22}

31. With effect from 26 March 2020, 2359 hours, the Multi-Ministry Taskforce will be enforcing stricter measures to limit gatherings outside of work and school to 10 persons or fewer and ensure that physical distancing of at least one metre can be achieved in most settings where interactions are non-transient. These measures are expected to be in place until 30 April 2020 but may be extended if the situation does not improve.

Events & Gatherings

32. All events and mass gatherings (e.g. conferences, exhibitions, festivals, concerts, sporting events, trade fairs) must be deferred or cancelled, regardless of size. This is a tightening of the previous requirement where all events and gatherings were to be limited to fewer than 250 participants.
33. Singaporeans are advised to avoid holding and participating in social events and gatherings involving more than 10 persons at any one time. More details can be found [here](#).

¹⁹ ["Risk Assessment Raised to DORSCON Orange"](#), Ministry of Health, Extracted on 7 February 2020

²⁰ ["Additional Precautionary Measures to Prevent Further Importation and Spread of COVID-19 Cases"](#), Ministry of Health, Extracted on 13 March 2020

²¹ ["Stricter Safe Distancing Measures to Prevent Further Spread of COVID-19 Cases"](#), Ministry of Health, Extracted on 20 March 2020

²² ["Tighter measures to Minimise Further Spread of COVID-19"](#), Ministry of Health, Extracted on 24 March 2020

Workplaces

34. We strongly advise you to put in place measures to reduce close physical interactions among employees.²³ Tele-conferencing should be used in place of physical meetings wherever possible. Where employees can perform their work by telecommuting from home, you must ensure that they do so.
35. For employees undertaking job roles or functions where tele-commuting is not feasible, employers should take the following precautions:
- Staggered working hours
 - Reduce duration and proximity of physical interactions
 - Defer non-critical events and scale down critical work events
 - For more details, please refer to [this link on MOH](#)

Business Establishments²⁴

36. The Government will close all bars and entertainment venues like night clubs, discos, cinemas, theatres, and karaoke outlets, where there is a high risk of transmission due to sustained close contact over a period of time.
37. [Existing measures for food & beverage and retail establishments](#) continue to apply. Other activities such as live music or karaoke which are likely to cause patrons to congregate will have to cease. Food and beverage outlets must set up their spaces (arrangement of tables and seating) to ensure separation of at least one metre between tables or different groups of diners.
- Related diners (e.g. family members, couples) can be seated together at one table, but the tables must be spaced out.
 - Groups of diners should also be limited to 10 persons or fewer.
38. Other public venues such as retail malls, museums and attractions, where contact is more transient, may remain open remain open. However, operators must ensure the following:
- Reduce operating capacity within the venue at any one time, so that the venue does not have more than one person per 16 square metres of usable space. This is to significantly reduce the density of crowds in these venues, especially during peak periods.
 - Groups must not exceed 10 persons. Shows within attractions (indoor and outdoor), group tours at the museums, and open atrium sales events (except for supermarket retailers where atrium sales may be used to disperse crowds from their stores) will be suspended.

²³ ["Stricter Safe Distancing Measures to Prevent Further Spread of COVID-19 Cases"](#), Ministry of Health, Extracted on 20 March 2020

²⁴ ["Tighter measures to Minimise Further Spread of COVID-19"](#), Ministry of Health, Extracted on 24 March 2020

- Disperse congregations and provide an environment that allows at least one metre physical spacing between patrons. These include queues and waiting areas. Operators are encouraged to offer services by appointment or through digital services where possible, to minimise queues. Crowds should be quickly dispersed.

39. Retail malls and attractions that are unable to adhere to these requirements must be closed. Additional penalties may be imposed on those which are found to have been a place of transmission of COVID-19, if the venues are found not to have adhered to these requirements.

Regulations Under the Infectious Disease Act

40. The MOH will be promulgating Regulations under the Infectious Diseases Act to give legal force to the safe distancing measures, as well as to provide enhanced penalties for breaches of the SHN. The penalty for an offence under the Regulations, including any SHN breach, would be a fine of less than \$10,000 or imprisonment of less than six months or both. In addition, existing levers under the Infectious Diseases Act, including the temporary suspension of operations, may be used against persons and operators found to be non-compliant with the Regulations.

41. Government agencies will also step up enforcement efforts against persons on SHN, using a combination of mobile applications, phone surveillance and house visits. The number of officers conducting such checks will be increased substantially to tighten enforcement efforts. Detailed checks will also be carried out to verify the declared addresses of returning residents on the SHN forms. To provide expeditious support to persons on SHN, a centralised call centre will be set up from 26 March 2020 to handle all SHN-related queries.

Collective Effort to Keep Singapore Clean^{25,26}

42. We encourage your business to commit and adhere to sector-specific sanitation and hygiene checklists under the “SG Clean” certification programme. Businesses that meet the necessary requirements can qualify for an “SG Clean” quality mark to be displayed at their premises. These efforts are part of the “SG Clean” campaign led by the NEA, together with multiple agencies including ESG, to rally businesses to commit to upholding good hygiene practices. You may find more information on “SG Clean” [here](#).

²⁵ [“Press Release: “SG Clean” Campaign Launched to Rally Public and Businesses to Work Together to Keep Singapore Clean”](#), National Environment Agency, Extracted on 16 February 2020

²⁶ [“SG Clean Campaign Launched to Rally Public and Businesses to Work Together to Keep Singapore Clean”](#), National Environment Agency, Extracted on 16 February 2020

Support for Businesses

43. The Government has introduced [measures](#) at Budget 2020 to help companies and workers weather near-term uncertainties. These include:
- A Stabilisation and Support Package amounting to \$4 billion to support firms by defraying their wage costs and addressing short-term cash flow needs;
 - Additional support for sectors directly affected by COVID-19 i.e. tourism, aviation, retail, food services and point-to-point transport services.²⁷
44. In view of the evolving Covid-19 situation, the MOM will introduce [further measures to help businesses cope during this period](#)²⁸ MOM will provide:
- A three-month extension of the levy payment timeline to small-and-medium size enterprises (SMEs)¹ with immediate effect, for more flexibility in their cash-flow management;
 - Levy waiver for up to 90 days with immediate effect for foreign workers on overseas leave; and
 - Man-Year Entitlement (MYE) refund for construction firms affected by disruptions arising from COVID-19, with effect from 1 April 2020.
45. In addition, firms with excess manpower are urged to prioritise locals to be retained in their jobs. These firms should also give consent for their existing foreign workers to be transferred other employers facing manpower shortages.
46. As businesses seek to adjust to the changing operating environment, we strongly encourage employers to take a long-term view of their manpower needs. When managing excess manpower, retrenchment should always be the last resort, after other options have been considered and found to be unworkable²⁹. For appropriate measures to manage excess manpower, you may refer to the [Tripartite Advisory on Managing Excess Manpower and Responsible Retrenchment](#).
47. If you have 10 or more employees and have implemented any cost-saving measures that affects your employees' monthly salaries (including bonuses and increments) during this period, you are required to notify MOM through this [online form](#) – within 1 week after implementation. This temporary requirement is in place to encourage responsible implementation of such measures, prevent downstream salary disputes, and allow MOM to monitor the scope and scale of such measures. For more details, please refer to [the MOM website](#).

²⁷ "[Budget 2020 Speech: Responding to Challenges in a New Decade](#)", Singapore Budget 2020, Extracted on 19 February 2020

²⁸ "[Further Measures to Help Companies Cope with COVID-19 Situation](#)", Ministry of Manpower, Extracted on 24 March 2020

²⁹ "[Tripartite Partners Update Advisory on Managing Excess Manpower and Responsible Retrenchment in View of COVID-19](#)", Ministry of Manpower, Extracted on 12 March 2020

48. If you have workers affected by Malaysia's Movement Control Order, MOM will provide temporary housing support to help you to defray the additional costs of housing affected workers in short term housing. Eligible employers can apply for temporary housing support of \$50 per affected worker per night, capped at 14 nights to cover the extra housing costs incurred. For more details, please refer to [this advisory](#). Affected workers refer to workers who:

- Are Singapore Citizens, Permanent Residents or Work Pass holders who are Malaysian Citizens;
- Reside in Malaysia and commute to Singapore; and
- Are housed in Singapore in hotels, dormitories or rented accommodation between 18 March and 31 March 2020.


49. The Government will continue to work together with tripartite partners to restructure our economy, build new enterprise capabilities, and upskill our workers for the future.






Latest Updates





50. All companies and employees should closely monitor COVID-19-related developments and follow travel and health advisories. Please refer to the [MOH website](#) for the latest update on the COVID-19 situation. You can also refer to the [Ministry of Trade and Industry \(MTI\)'s website](#) for more business-related information pertaining to COVID-19.






ANNEX A





QR Codes to Relevant Websites

<p>Enterprise Singapore – Advisory on the COVID-19 (Coronavirus Disease 2019) for Businesses</p>	
<p>Enterprise Singapore – Safe Distancing Measures at Retail and F&B Establishments (20 March 2020)</p>	
<p>Singapore Government – SG Clean Website</p>	
<p>Ministry of Health – Updates on COVID-19 (Coronavirus Disease 2019) Local Situation</p>	
<p>Ministry of Health – Advisories for Various Sectors</p>	

<p>Ministry of Health – Tighter measures to Minimise Further Spread of COVID-19 (24 March 2020)</p>	
<p>Ministry of Health – Additional Border Control Measures to Reduce Further Importation of COVID-19 Cases (22 March 2020)</p>	
<p>Ministry of Health – Stricter Safe Distancing Measures to Prevent Further Spread of COVID-19 Cases (20 March 2020)</p>	
<p>Ministry of Health – Additional Measures for Travellers to Reduce Further Importation of COVID-19 Cases (18 March 2020)</p>	
<p>Ministry of Health – Additional Precautionary Measures to Prevent Further Importation of COVID-19 Cases (15 March 2020)</p>	

<p>Ministry of Health – Additional Precautionary Measures to Prevent Further Importation and Spread of COVID-19 Cases (13 March 2020)</p>	
<p>Ministry of Health – Additional Precautionary Measures in Response to Escalating Situation Global Situation (3 March 2020)</p>	
<p>Ministry of Health – Implementation of New Stay-Home Notice (17 February 2020)</p>	
<p>Ministry of Manpower – Further Measures to Help Companies Cope with COVID-19 Situation (24 Mar 2020)</p>	
<p>Ministry of Manpower – Companies Encouraged to Impose Leave of Absence for Employees Returning Between 14 And 20 March 2020 (20 March 2020)</p>	

<p>Ministry of Manpower – MOM Entry Approval and Stay-Home Notices Now Covers All New and Existing Work Pass Holders (18 March 2020)</p>	
<p>Ministry of Manpower – MOM Entry Approval and Stay-Home Notices Extended to ASEAN Countries, Japan, Switzerland and the United Kingdom (15 March 2020)</p>	
<p>Ministry of Manpower – Advisory on social distancing measures at the workplace (13 March 2020)</p>	
<p>Ministry of Manpower – Tripartite Partners Update Advisory on Managing Excess Manpower and Responsible Retrenchment in View of COVID-19 (11 March 2020)</p>	
<p>Ministry of Manpower – General Advisory for Employers if a Confirmed or Suspect Case of COVID-19 is Detected at the Workplace (18 February 2020)</p>	

<p>Ministry of Trade and Industry – Updates on COVID-19 (Coronavirus Disease 2019)</p>	
<p>National Environment Agency – Interim Guidelines for Environmental Cleaning and Disinfection of Areas Exposed to Confirmed Case(s) of COVID-19 (Coronavirus Disease 2019) in Non-Healthcare Commercial Premises</p>	
<p>Ministry of Foreign Affairs – Where Are You Travelling to?</p>	
<p>Immigration & Checkpoints Authority – All Travellers Arriving In Singapore From 27 March 2020, 0900 Hours, Must Submit Health Declaration Via The SG Arrival Card E-Service</p>	

First published in the Government *Gazette*, Electronic Edition, on 1 April 2020 at 10.30 pm.

No. S 235

INFECTIOUS DISEASES ACT
(CHAPTER 137)

INFECTIOUS DISEASES
(WORKPLACE MEASURES TO PREVENT
SPREAD OF COVID-19) REGULATIONS 2020

ARRANGEMENT OF REGULATIONS

Regulation

1. Citation
 2. Definitions
 3. Application
 4. Employers and principals to implement telecommuting
 5. Safe distancing measures by employers and principals
 6. Communications by employers and principals
 7. Obligations of occupiers
 8. Workers and other individuals subject to movement control measure
 9. Obligations of workers and other individuals
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In exercise of the powers conferred by section 73 of the Infectious Diseases Act, the Minister for Health makes the following Regulations:

Citation

1. These Regulations are the Infectious Diseases (Workplace Measures to Prevent Spread of COVID-19) Regulations 2020.

Definitions

2. In these Regulations —

“approved medical institution” has the meaning given by section 2(1) of the Employment Act (Cap. 91);

“collaborative workspace” means any premises the whole or part of which (including seats or meeting rooms) are let by the occupier of the premises to any person or persons primarily to enable an individual or individuals (whether self-employed or employed or engaged by the same employer or principal or otherwise) to carry out tasks relating to their work;

“contractor”, “premises” and “principal” have the respective meanings given by section 4(1) of the Workplace Safety and Health Act (Cap. 354A);

“control period” means the period between 2 April 2020 and 30 April 2020 (both dates inclusive);

“COVID-19” means the infectious disease known as Coronavirus Disease 2019;

“employee” has the meaning given by section 6 of the Workplace Safety and Health Act, but does not include any individual mentioned in paragraph 1 or 2 of the Sixth Schedule to that Act;

“employer” has the meaning given by section 6 of the Workplace Safety and Health Act;

“public service vehicle” means —

- (a) any vehicle described in the Second Schedule to the Road Traffic Act (Cap. 276); or
- (b) a train used as part of a rapid transit system the operation of which is licensed under the Rapid Transit Systems Act (Cap. 263A);

“specified symptom” means any of the following symptoms:

- (a) coughing;
- (b) sneezing;
- (c) breathlessness;
- (d) a runny nose;

“worker” —

- (a) in relation to an employer — means an employee of an employer; or
- (b) in relation to a principal — includes an employee of a contractor or subcontractor of the principal, where the contractor, subcontractor or employee (as the case may be) works under the direction of the principal as to the manner in which the work is carried out;

“workplace”, in relation to a worker, means any premises where the worker is at work or is to work, for the time being works, or customarily works, and includes a collaborative workspace, but does not include —

- (a) any premises of an approved medical institution for the reception, lodging, treatment or care of individuals who require medical treatment or suffer from any disease;
- (b) any premises exempted under paragraph 2 of the Workplace Safety and Health (Exemption) Order (Cap. 354A, O 1) or any domestic premises the occupier of which is exempted under paragraph 4 of that Order; or
- (c) any premises for the conduct of the proceedings of Parliament or the courts.

Application

3.—(1) Regulations 5(1)(d) and (2) and 7(1)(a) to (e) do not apply in relation to a workplace —

- (a) that is a public place; or
- (b) in which any public event is for the time being held.

(2) Regulations 5(1)(d) and (2) and 7(1)(a) to (f) do not apply in relation to a workplace that is a public service vehicle.

(3) In this regulation —

“event” includes a meeting or gathering of any nature;

“public event” means any event that is open to the public or a section of the public.

Employers and principals to implement telecommuting

4.—(1) For the purposes of preventing the spread of COVID-19, every employer or principal must —

- (a) provide the facilities necessary for every worker of the employer or principal (as the case may be) to work in the worker’s place of residence in Singapore during the control period; and
- (b) direct every worker to work in the worker’s residence in Singapore during the control period,

unless it is not reasonably practicable to do so.

(2) A person who, without reasonable excuse, contravenes paragraph (1) shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$10,000 or to imprisonment for a term not exceeding 6 months or to both.

Safe distancing measures by employers and principals

5.—(1) Every employer or principal must implement the following measures during the control period in respect of every worker of the employer or principal (as the case may be) at work in a workplace, or other individual at the workplace:

- (a) as far as reasonably practicable, workers are placed in 2 or more groups for the purpose of avoiding or minimising physical interaction between workers in different groups when at work in the workplace;
- (b) as far as reasonably practicable, workers who are to work in the workplace do not all arrive at and leave the workplace at the same time;
- (c) any worker who exhibits any specified symptom or is otherwise physically unwell is required to report, immediately upon the onset of the symptom or feeling physically unwell, to the employer or principal (as the case may be), either directly or indirectly through one or more

other persons appointed by the employer or principal (as the case may be) for the purpose of receiving the report;

- (d) the employer or principal (as the case may be) takes reasonable steps to ensure that there is a distance of at least one metre between any 2 individuals in the workplace.

(2) Without limiting paragraph (1)(d), the employer or principal must take all reasonable steps during the control period —

- (a) where seating is provided to individuals (including at workers' workstations and in meeting rooms) in the workplace —

(i) in a case where the seating is not fixed to the floor of, or a wall or any other thing in, the workplace — to ensure that each seat is at least one metre away from any other seat at all times; or

(ii) in any other case — to ensure that alternate seats are demarcated as seats not to be occupied;

- (b) where individuals may form a queue or remain in an area (including a pantry, waiting area or room, or an area with changing or sanitary facilities) in the workplace for any reason — to apply practices that ensure that every individual in the queue or area is at least one metre away from any other individual in the queue or area; and

- (c) where individuals (other than workers) enter the workplace for any reason (including to deliver or receive goods or services in the workplace) — to ensure that those individuals do not arrive at the workplace at the same time and that they do not remain in the workplace for a longer period than necessary.

(3) An employer or a principal must cancel or postpone every organised activity that involves interaction in person between the workers of the employer or principal (as the case may be) or between those workers and other individuals during the control period, except —

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- (a) any activity that is critical to the operations of the employer's or principal's organisation;
 - (b) any activity during which workers are provided professional or vocational training or are tested or certified for any professional or vocational purposes; or
 - (c) any activity during which workers are provided education by an educational institution.

(4) A person who, without reasonable excuse, contravenes paragraph (1), (2) or (3) shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$10,000 or to imprisonment for a term not exceeding 6 months or to both.

Communications by employers and principals

6.—(1) An employer or a principal must, as far as reasonably practicable —

- (a) communicate to all workers the arrangements, steps or other measures mentioned in regulations 4, 5 and 8(1) that apply to them; and
- (b) communicate to all individuals (other than workers) the steps mentioned in regulation 5(1)(d), (2) and (3) that apply to them.

(2) A person who, without reasonable excuse, contravenes paragraph (1) shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$10,000 or to imprisonment for a term not exceeding 6 months or to both.

Obligations of occupiers

7.—(1) An occupier of a workplace must take the following measures during the control period:

- (a) as far as reasonably practicable, allow natural ventilation of the workplace during working hours;
- (b) take the body temperature of every individual entering the workplace, in order to determine whether the individual is

febrile and to visually ascertain whether the individual displays any specified symptom;

- (c) obtain and keep the contact particulars of every individual (other than a worker who ordinarily works in the workplace), before allowing the individual to enter the workplace, so as to facilitate contact tracing measures;
- (d) refuse entry to the workplace of any individual who is febrile or who exhibits any specified symptom, or who refuses to comply with any measure mentioned in sub-paragraph (b) or (c);
- (e) implement the measures and take the reasonable steps mentioned in regulation 5(1)(d) and (2);
- (f) where any individual in the workplace is found by the occupier to be febrile or to display any specified symptom —
 - (i) as far as reasonably practicable, provide the individual with a face mask and require the individual to wear the face mask;
 - (ii) require the individual to immediately leave the workplace; and
 - (iii) if the individual is not able to immediately leave the workplace, isolate the individual.

(2) A person who, without reasonable excuse, contravenes paragraph (1) shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$10,000 or to imprisonment for a term not exceeding 6 months or to both.

Workers and other individuals subject to movement control measure

8.—(1) An employer or a principal must not require or permit a worker who is subject to a movement control measure to enter the workplace during the control period.

(2) An occupier of a workplace must during the control period refuse entry into the workplace of an individual whom the occupier

knows or has reason to believe is subject to a movement control measure.

(3) A person who, without reasonable excuse, contravenes paragraph (1) or (2) shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$10,000 or to imprisonment for a term not exceeding 6 months or to both.

(4) For the purposes of this regulation, an individual is subject to a movement control measure for so long as the individual is required to not leave a place of accommodation because of —

- (a) an order made under regulation 3(1) of the Infectious Diseases (COVID-19 — Stay Orders) Regulations 2020 (G.N. No. S 182/2020);
- (b) regulation 3(2) or 4(1) of the Infectious Diseases (COVID-19 — Stay Orders) Regulations 2020; or
- (c) an order under section 15 of the Act.

Obligations of workers and other individuals

9.—(1) A worker or other individual who exhibits any specified symptom or is febrile must not enter any workplace.

(2) When a worker or other individual is required by an employer, a principal or an occupier to do or refrain from doing any thing in relation to any direction, arrangement, step or measure required to be implemented or taken by the employer, principal or occupier under regulation 4(1), 5(1) or (2) or 7(1)(d), (e) or (f), the worker or individual must comply as far as reasonably practicable.

(3) Any individual who, without reasonable excuse, contravenes paragraph (1) or (2) shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$10,000 or to imprisonment for a term not exceeding 6 months or to both.

Made on 1 April 2020.

NG HOW YUE
*Permanent Secretary
(Health Development),
Ministry of Health,
Singapore.*

[AG/LEGIS/SL/137/2020/9 Vol. 1]

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No. S 185

INFECTIOUS DISEASES ACT (CHAPTER 137)

INFECTIOUS DISEASES (MEASURES TO PREVENT SPREAD OF COVID-19) REGULATIONS 2020

ARRANGEMENT OF REGULATIONS

Regulation

1. Citation
 2. Definitions
 3. Prohibited events and activities
 4. Limit on attendance for unprohibited events
 5. Safe distancing measures for public events
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 7. Limiting of capacity and group sizes
 8. Excluded matters
- The Schedule
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In exercise of the powers conferred by section 73 of the Infectious Diseases Act, the Minister for Health makes the following Regulations:

Citation

1. These Regulations are the Infectious Diseases (Measures to Prevent Spread of COVID-19) Regulations 2020.

Definitions

2. In these Regulations, unless the context otherwise requires —
- “control period” means the period between 27 March 2020 and 30 April 2020 (both dates inclusive);
- “COVID-19” means the infectious disease known as Coronavirus Disease 2019;

“eating establishment” means any restaurant, hawker centre, coffeeshop or other similar premises where individuals may consume food or drinks or both, but excludes an outlet for takeaways only;

“event” includes a meeting or gathering of any nature;

“gross floor area” has the same meaning as “floor area” in rule 2(1) of the Planning (Development Charges) Rules (Cap. 232, R 5);

“organiser”, in relation to an event, means a person who is responsible (whether fully or substantially) for the organisation and holding of the event and the receipt of revenue from the event, if any;

“prescribed threshold”, in relation to any premises, means one person per 16 square metres of the premises, computed by dividing the gross floor area (expressed in square metres) of the premises by 16;

“room” means any area within a building that is fully enclosed on all sides;

“specified symptom” means any of the following symptoms:

- (a) coughing;
- (b) sneezing;
- (c) breathlessness;
- (d) a runny nose.

Prohibited events and activities

3.—(1) During the control period, a person must not carry on or cause or allow to be carried on any of the following activities or events:

- (a) any competition, sporting event or sporting contest between any number of people or animals, held in a public place;
- (b) any convention, exhibition, trade fair or sales event held in a public place;

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- (c) an organised tour or visit to one or more places or points of interest in which the participant or participants in the tour or visit is or are, for any part of the tour or visit, accompanied by an individual who is not a participant of the tour or visit;
 - (d) any public entertainment held or provided at a cinema, theatre, concert hall, amusement centre, games arcade, computer games centre, sports or recreation facility or eating establishment;
 - (e) any enrichment activity or tuition conducted for children 18 years of age and below, at an enrichment centre, a tuition centre or a sporting facility;
 - (f) any provision of goods, entertainment or services at a bar, public house, karaoke lounge, nightclub or discotheque.

(2) A person who, without reasonable excuse, contravenes paragraph (1) shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$10,000 or to imprisonment for a term not exceeding 6 months or to both.

Limit on attendance for unprohibited events

4.—(1) An organiser of any event that is not prohibited by regulation 3 and is held —

- (a) during the control period; and
- (b) in or on any premises in Singapore,

commits an offence if the organiser allows or causes more than 10 individuals to be present at or take part in that event in person.

(2) An individual commits an offence if —

- (a) the individual takes part in an event held during the control period in or on any premises in Singapore;
- (b) more than 10 individuals are present or taking part in the event in person;

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- (c) the individual knows or ought reasonably to know that more than 10 individuals are present or taking part in the event in person; and
 - (d) the individual continues to take part in or remains at the event in or on those premises.

(3) A person guilty of an offence under paragraph (1) or (2) shall be liable on conviction to a fine not exceeding \$10,000 or to imprisonment for a term not exceeding 6 months or to both.

(4) This regulation does not apply to any event that is conducted in the ordinary course of business at a workplace or providing education in an educational institution.

Safe distancing measures for public events

5.—(1) Where an event not prohibited by regulation 3 is held during the control period in or on premises that is a public place, the organiser of the event must, so far as is reasonably practicable, take steps —

- (a) where any food or beverage is served for consumption in or on the premises during the event, to ensure that —
 - (i) each individual served may consume the food or beverage only in an area that allows him or her to be at least one metre away from another individual; and
 - (ii) the food or beverage is served in individual portions in a manner that minimises the time and extent that individuals may interact when eating;
- (b) to allow natural ventilation of the premises during the event;
- (c) for every individual entering the premises, to take the body temperature of the individual in order to determine whether the individual is febrile and to visually ascertain whether the individual displays any specified symptom;
- (d) to obtain the contact particulars of every individual attending the event, before the individual enters the premises, so as to facilitate contact tracing measures;

- (e) to refuse entry to the premises to any individual who is febrile or who exhibits any specified symptom, or who refuses to comply with any measure mentioned in sub-paragraph (c) or (d).

(2) An organiser who, without reasonable excuse, contravenes paragraph (1) shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$10,000 or to imprisonment for a term not exceeding 6 months or to both.

Special safe distancing measures for seating and queues

6.—(1) An owner or occupier of a public place, and any organiser of an event not prohibited by regulation 3 that is held in a public place, must take all reasonable steps during the control period —

- (a) where seating is provided —
 - (i) if the seating is not fixed to the floor of the public place — to ensure that each seat is at least one metre away from any other seat at all times; or
 - (ii) if the seating is fixed to the floor of the public place — to ensure that alternate seats are demarcated as seats not to be occupied; and
- (b) where individuals may form a queue or wait in an area in the public place for any reason, including to purchase goods or services or to use changing or sanitary facilities — to apply practices that ensure that every individual in the queue or area is at least one metre away from any other individual in the queue or area.

(2) A person who contravenes paragraph (1) shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$10,000 or to imprisonment for a term not exceeding 6 months or to both.

(3) An individual who intentionally —

- (a) sits on a seat that is not fixed to the floor and that is less than one metre away from another seated individual in a public place;

- (b) sits on a fixed seat in a public place that is demarcated as not to be occupied; or
- (c) stands in a queue less than one metre away from another individual in the queue in a public place,

shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$10,000 or to imprisonment for a term not exceeding 6 months or to both.

Limiting of capacity and group sizes

7.—(1) An owner or occupier of any of the following premises must take all reasonable steps to comply with the measures in paragraph (2) during the control period:

- (a) a place of attraction specified in the Schedule;
- (b) a shopping centre.

(2) The measures mentioned in paragraph (1) are the following:

- (a) the number of customers and other individuals within the premises does not at any time exceed the prescribed threshold for those premises;
- (b) customers and other individuals within the premises do not intentionally gather in a group of more than 10 individuals within the premises;
- (c) there is a distance of at least one metre between individuals in a group;
- (d) where there are 2 or more groups of customers or individuals within the premises, there is a distance of at least one metre between the groups.

(3) An owner or occupier of any place of worship, a funeral parlour or any other premises for the time being used for a funeral wake or funeral (called in this regulation a specified place) must take all reasonable steps to ensure that during the control period —

- (a) there are not more than 10 individuals in any room within the specified place at any time; and

(b) the measures mentioned in regulation 6(1) are implemented in relation to the specified place.

(4) A person who, without reasonable excuse, contravenes paragraph (1) or (3) shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$10,000 or to imprisonment for a term not exceeding 6 months or to both.

Excluded matters

8. These Regulations do not apply to proceedings of the Parliament or the courts.

THE SCHEDULE

Regulation 7(1)(a)

PLACES OF ATTRACTION

1. Arts House
2. Asian Civilisations Museum
3. Chinatown Heritage Centre
4. Gardens By The Bay
5. Haw Par Villa
6. Indian Heritage Centre
7. Jurong Bird Park
8. Malay Heritage Centre
9. National Gallery Singapore
10. National Museum of Singapore
11. National Orchid Garden
12. Night Safari
13. Pororo Park
14. River Safari
15. Singapore Flyer
16. Singapore Musical Box Museum
17. Singapore Zoological Gardens
18. Snow City

THE SCHEDULE — *continued*

19. Sun Yat Sen Nanyang Memorial Hall
20. The Intan
21. Flight Experience
22. GX-5 Extreme Swing
23. Battle Box
24. Mint Museum Of Toys
25. Singapore Science Centre
26. Trickeye Museum
27. Headrock VR
28. Royal Albatross
29. Wild Wild Wet
30. Adventure Cove Waterpark
31. Universal Studios Singapore
32. SEA Aquarium
33. ArtScience Museum
34. MBS SkyPark
35. AJ Hackett Bungy
36. Focus Adventure @ Tanjong Beach
37. Go Green Segway
38. Intra-island Cableway at Sentosa
39. Ola Beach Club @ Siloso
40. Sentosa 4D Adventureland
41. Sentosa Butterfly Park and Insect Kingdom
42. Sentosa iFly Singapore
43. Sentosa Kidzania Singapore
44. Sentosa Luge
45. Sentosa Madame Tussauds Singapore
46. Sentosa Megazip Adventure Park
47. Sentosa Wings of Time

THE SCHEDULE — *continued*

48. Singapore Cable Car
49. Hydrodash
50. Bounce Singapore
51. Kiztopia
52. Nerf Action Experience
53. Ultimate Airzone
54. Zero Latency
55. Esplanade

Made on 26 March 2020.

NG HOW YUE
*Permanent Secretary
(Health Development),
Ministry of Health,
Singapore.*

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