



ISO 22301-2012 Clause 4.2.2 stipulates:

"The organization shall ensure that these applicable legal, regulatory and other requirements to which the organization subscribes are taken into account in establishing, implementing and maintaining its BCMS."

The above stated requirement, interpreted with a BCM perspective, requires an examination of legal and regulatory enactments that could result in business disruptions (e.g. stop-work order). It is not the intention of the clause to require BCM implementers to be law-abiding or to practise social etiquette, which, while good, are not the ultimate objective of a BCM programme. In most cases of infringement, organisations are first given warnings or are fined before the authorities would take drastic action to issue stop-work orders or to require closure of involved business operations. However, there could be instances of infringements that strong and immediate action can be taken by the Authorities or that the infringement could result in collateral damages on persons or reputation leading to BCM issues. Therefore, planners should review their legal and regulatory requirements and compliance to have clear understanding of the ramifications of infringing, whether negligently or wilfully, any such laws.

The following are some common legal and regulatory requirements:

Employment Act (Cap 91)

Enacted in 1968 to provide for the basic terms and working conditions for all types of employees except those employed in managerial or executive positions, seamen and domestic workers.

- **Employment (Part-Time Employees) Regulations 1996**
- **Employment (Children and Young Persons) Regulations**
- **Employment (Female Workmen) Regulations**
- **Retirement and Re-employment Act**
An Act passed in 2011 to provide for a minimum retirement age for employees, and for the re-employment of employees.

Industrial Relations Act (Cap 136) (Revised Edition)

Enacted in 1960 to provide a framework for the prevention and settlement of industrial disputes through collective bargaining, conciliation and arbitration by the Industrial Arbitration Court.

Trade Unions Act (Cap 333)

- **Trade Unions Regulations**
Enacted to regulate the activities of trade unions including the proper management of union affairs, safe custody of funds and the free election of union officers.
- **Trade Disputes Act (Cap 331)**
Enacted in 1941 to regulate the conduct of industrial action, strikes and lock-outs.
- **Part III of the Criminal Law (Temporary Provisions) Act (Cap 67)**
An Act to make temporary provisions for the maintenance of public order, the control of supplies by sea to Singapore, and the prevention of strikes and lock-outs in essential services.
- **Singapore Labour Foundation Act (Cap 302)**
Enacted in 1977 to improve the welfare of union members and their families and further the development of Singapore's union movement.
- **Child Development Co-Savings Act**
Amended on 31 October 2008, Part III of the CDCA provides maternity benefits for mothers of Singapore Citizen children. It also stipulates the conditions for Government-paid maternity leave, childcare leave, infant care leave and adoption leave.

Amendments to the Employment of Foreign Manpower Act (2012)

Workplace Safety & Health Act

IRAS Requirements

ACRA Regulations

Building Control Act, including its amendments

National Environment Agency, pertaining to its Codes of Practice

- Code of Practice on Environmental Health (last updated on Aug 10)
- Code of Practice for Environmental Control Officers
- Code of Practice for Licensed General Waste Collectors
- Code of Practice on Pollution Control
- Code of Practice for the Control of Legionella Bacteria in Cooling Towers
- Code of Practice on Piped Drinking Water Sampling

Note: The above list is not intended to be all inclusive, organizations should conduct a thorough review on its own.