

Platform Workers Bill

Bill No. 26/2024.

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PLATFORM WORKERS ACT 2024

(No. of 2024)

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A BILL

intituled

An Act to provide for the rights and obligations of platform operators and platform workers, to register and recognise platform work associations and provide for matters connected therewith, to amend certain Acts to provide for the rights, obligations, protections and representation of platform workers and platform operators under those Acts, and to make consequential and related amendments to certain other Acts.

Be it enacted by the President with the advice and consent of the Parliament of Singapore, as follows:

PART 1

PRELIMINARY

Short title and commencement

5 1.—(1) This Act is the Platform Workers Act 2024 and comes into operation on a date that the Minister appoints by notification in the *Gazette*.

(2) A notification made under this section may specify that different provisions of the Fourth to Tenth Schedules come into operation on different days.

10 General interpretation

2. In this Act —

“authorised officer” means an individual who is appointed under section 80(1)(a);

15 “civil contravention” means a contravention that is declared to be a civil contravention under section 76;

“Commissioner” means the Commissioner for Labour appointed under section 3(1) of the Employment Act 1968;

20 “earnings”, in relation to a platform worker, means all payments payable to the platform worker in relation to the platform worker’s provision of a platform service for a platform operator under a platform work agreement (including any bonus earned by the platform worker from the platform operator), but does not include the following amounts:

25 (a) contributions paid by the platform operator towards any pension or provident fund for the platform worker;

30 (b) payments to the platform worker to cover any special expenses incurred by the platform worker by reason of the platform worker’s provision of the platform service;

“payment” includes a commission;

“platform work agreement” means a contract or other agreement (whether written or oral and whether express or implied) between a platform operator and a platform worker, under which the platform worker performs tasks in Singapore in relation to the provision of a platform service to service users for the platform operator, but does not include a contract of service within the meaning given by section 2(1) of the Employment Act 1968; 5

“service user”, in relation to a platform service, means a person who uses the platform service; 10

“task”, in relation to a platform service, means a task —

- (a) for which a request is taken or facilitated by a platform operator; and
- (b) that is performed by a platform worker providing the platform service to one or more service users for the platform operator. 15

Meaning of platform service

3.—(1) In this Act, “platform service” means a service specified in the First Schedule that is provided in Singapore via a digital platform or other platform by a platform operator exercising management control in respect of the provision of that service by one or more platform workers of the platform operator. 20

(2) A platform worker provides a platform service to a service user for a platform operator by performing one or more tasks in relation to the provision of the platform service by the platform operator to the service user. 25

Meaning of platform operator

4.—(1) In this Act, “platform operator” means a person who —

- (a) provides a platform service in Singapore by —
 - (i) entering into a contract or other agreement with one or more service users to provide that platform service to those service users; and 30

(ii) exercising management control in respect of the provision of that platform service by one or more platform workers of the person; and

(b) satisfies any other requirement that may be prescribed,

5 but excludes any person that the Minister may prescribe by order in the *Gazette*.

(2) A person (*P*) does not cease to be a platform operator by reason only that *P* has engaged any other person —

10 (a) to carry out or operate any part of the provision of a platform service on *P*'s behalf, including as a subcontractor; or

(b) to exercise management control on *P*'s behalf in respect of the provision of a platform service by any platform worker for *P*.

15 (3) In this section, “person” means —

(a) an individual whether or not a resident or citizen of Singapore and whether physically present in Singapore or outside Singapore; or

20 (b) any of the following entities whether formed, constituted or registered in Singapore or outside Singapore:

(i) a body corporate (including a limited liability partnership);

(ii) an unincorporated association;

(iii) a partnership;

25 (iv) a person other than an individual.

Meaning of platform worker

5.—(1) In this Act, “platform worker” means an individual who —

30 (a) has an agreement (whether written or oral and whether express or implied) with a platform operator to provide a platform service in Singapore to service users for the platform operator;

(b) is subject to the management control of the platform operator in respect of the individual’s provision of the platform service;

(c) derives or will derive, under the agreement mentioned in paragraph (a), any payment or benefit in kind from the individual’s provision of the platform service for the platform operator; and

(d) is in Singapore when providing the platform service,

but excludes an individual who belongs to a prescribed class of individuals.

(2) In subsection (1), “agreement” does not include a contract of service within the meaning given by section 2(1) of the Employment Act 1968.

Meaning of management control in respect of provision of platform service

6.—(1) For the purposes of this Act, a person (*A*) exercises management control in respect of the provision of a platform service by an individual (*B*) for *A* if all of the following are satisfied:

(a) *A* uses, for any specified purpose, data relating to —

(i) service users and persons who intend to use that platform service; and

(ii) individuals (other than employees of *A*) who perform or intend to perform tasks in relation to the provision of that platform service for *A*;

(b) *A*’s use of the data mentioned in paragraph (a) for the specified purpose does not involve human intervention on a regular or routine basis;

(c) subject to subsection (3), *A* imposes on *B*, in relation to *B*’s provision of the platform service for *A*, any requirement, prohibition or restriction specified in the Second Schedule.

(2) In subsection (1), “specified purpose” means all or any of the following:

- (a) determining whether *B* is eligible to provide the platform service for *A*;
- (b) allocating one or more tasks to *B* to perform, or determining the task or tasks that *B* may choose to perform, in relation to *B*'s provision of the platform service for *A*;
- (c) determining the payment payable to *B*, or the benefit in kind to which *B* is entitled, in relation to the task or tasks *B* performed in relation to *B*'s provision of the platform service for *A*;
- (d) any other prescribed purpose.

(3) Subsection (1)(c) does not include any requirement, prohibition or restriction imposed by *A* on *B* under or in accordance or in compliance with any written law.

(4) Without affecting subsection (1), *A* is presumed, unless proven otherwise, to exercise management control in respect of *B*'s provision of a platform service for *A* if —

- (a) *B* provides the platform service for *A* under a platform work agreement between *A* and *B*; and
- (b) *A* requires *B* to access the tasks to be performed by *B* in relation to *B*'s provision of the platform service for *A* by —
 - (i) using an app provided or specified by *A*; or
 - (ii) accessing a website specified or designated by *A*.

(5) In this section —

“app” includes a computer program;

“data” includes individually-identifiable information and anonymised or aggregated information;

“use” of any data includes the organisation, adaptation, alteration or combination of that data.

No contracting out of rights of platform worker to join, participate in or organise platform work associations

7.—(1) Subject to any other written law for the time being in force, every term of an agreement between a platform operator and any platform worker which purports to restrict or exclude, in any way, the right of any platform worker to do any of the following is void:

- (a) to join a registered platform work association;
- (b) to participate in the activities of a registered platform work association, whether as an officer of the registered platform work association or otherwise;
- (c) to associate with any other persons for the purpose of organising a platform work association in accordance with the provisions of Part 3.

(2) A platform operator that enters or purports to enter into an agreement with a term mentioned in subsection (1) shall be guilty of an offence and shall be liable on conviction —

- (a) to a fine not exceeding \$5,000 or to imprisonment for a term not exceeding 6 months or to both; and
- (b) in the case of a second or subsequent offence — to a fine not exceeding \$10,000 or to imprisonment for a term not exceeding 12 months or to both.

(3) In this section, “registered platform work association” has the meaning given by section 19.

PART 2

PLATFORM OPERATORS

Division 1 — Notification by platform operators, etc.

Platform operator must notify Commissioner

8.—(1) A person that satisfies the criteria to be a platform operator under section 4 must notify the Commissioner of that fact —

- (a) within the prescribed time; and
- (b) in the form and manner that the Commissioner requires.

(2) A notification under subsection (1) must —

(a) include the name and particulars of the person notifying and any other particulars prescribed; and

(b) be accompanied by the prescribed fee, if any.

5 (3) The Commissioner may, in relation to a notification submitted in accordance with subsection (1), require the person notifying to provide any other information or document that the Commissioner requires.

Notification of cessation as platform operator

10 **9.** A platform operator that ceases to be a platform operator within the meaning of section 4 must notify the Commissioner of that fact within the prescribed time.

Power of Commissioner to require notification

15 **10.—**(1) The Commissioner may, for the purpose of ascertaining whether any person is a platform operator, do either or both of the following:

(a) by written notice, require the person to provide any report, document or information in respect of any business activity of the person;

20 (b) enter the business premises of the person during normal business hours and carry out any inspection that the Commissioner may think necessary.

(2) The Commissioner may determine that a person is a platform operator within the meaning of section 4 and require the person to
25 submit a notification under section 8(1).

Compliance with obligations of platform operator

11. To avoid doubt, where a person is a platform operator within the meaning of section 4, the person's notification or failure to notify under section 8 or 9 does not affect the person's obligation to comply
30 with any requirement applicable to a platform operator under this Act or any other written law.

List of platform operators

12. The Commissioner may publish a list of platform operators known to the Commissioner in any manner that the Commissioner considers appropriate.

Division 2 — Obligations of platform operator

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Platform operator’s obligation — records in respect of platform workers

13.—(1) A platform operator must make, and keep for the period prescribed (called in this section the record retention period), specified records containing the prescribed particulars for —

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- (a) every platform worker who provides a platform service for the platform operator; and
- (b) every individual who has ceased to provide a platform service for the platform operator (called in this section the former platform worker).

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(2) A platform operator must ensure that a specified record made and kept under subsection (1) is, during the record retention period prescribed for the specified record, readily accessible to the platform worker or former platform worker to which the specified record relates.

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(3) A platform operator is taken to have failed to comply with subsection (1) if the platform operator makes or keeps a specified record that is incomplete or inaccurate, whether or not the platform operator knew that the specified record is incomplete or inaccurate.

(4) Different record retention periods may be prescribed for different classes of platform workers or former platform workers, for different platform services and for different types of specified records.

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(5) In this section, “specified record”, for a platform worker or former platform worker of a platform operator, means a record of information or particulars about the provision by the platform worker or former platform worker (as the case may be) of a platform service for the platform operator.

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Platform operator’s obligation — earnings slips for platform workers

14.—(1) A platform operator must give to every platform worker, within the prescribed time, an earnings slip for all earnings paid by the platform operator in respect of each task performed by the platform worker in relation to the platform worker’s provision of a platform service for the platform operator.

(2) To avoid doubt, subsection (1) continues to apply where the platform worker, at any time after performing the task mentioned in that subsection, ceases to provide the platform service for the platform operator for any reason.

(3) An earnings slip given by a platform operator to a platform worker must be in the form prescribed (if any) and must contain all the information prescribed.

(4) The requirement to give an earnings slip to a platform worker under subsection (1) is satisfied if an electronic record containing the information prescribed for the purposes of subsection (3) is provided in a manner that enables the information contained in the electronic record to be accessible and useable by the platform worker for subsequent reference.

(5) Where an earnings slip is in respect of 2 or more tasks performed by the platform worker in relation to the platform worker’s provision of a platform service for the platform operator, the platform operator —

(a) must provide the earnings slip, within the prescribed time, in respect of the earliest task performed by the platform worker that is included in the document or electronic record; and

(b) must ensure that the earnings slip contains the information prescribed for the purposes of subsection (3) in respect of each task included in the document or electronic record.

(6) A platform operator is taken to have failed to comply with subsection (1) if the earnings slip given to a platform worker is incomplete or inaccurate, whether or not the platform operator knew that the earnings slip is incomplete or inaccurate.

*Division 3 — Judicial management, insolvency or
bankruptcy of platform operator*

Judicial management of platform operator

15.—(1) This section applies where a platform operator that is a company enters judicial management under the Insolvency, Restructuring and Dissolution Act 2018. 5

(2) Where platform workers of the platform operator —

(a) are creditors, by reason that earnings are payable to them under platform work agreements or any award or agreement regulating conditions under which the platform workers provide a platform service for the platform operator or otherwise; and 10

(b) are members of a platform work association that is recognised by the platform operator under the Industrial Relations Act 1960, 15

it is sufficient compliance by the judicial manager with sections 105, 107 and 108 of the Insolvency, Restructuring and Dissolution Act 2018 if the notice, statement of proposals and revised proposals mentioned in those sections are sent to the platform work association representing the platform workers. 20

(3) A platform work association to which subsection (2) applies —

(a) is entitled to represent any such platform workers at a meeting of creditors summoned under section 107(1) of the Insolvency, Restructuring and Dissolution Act 2018 or, with the permission of the General Division of the High Court, to apply to the General Division of the High Court under section 115 of that Act on their behalf; and 25

(b) may make representations to the judicial manager on behalf of those platform workers,

in respect of any matter connected with or arising from the continuation or termination of their platform work agreements, or any matter relating to any award made by the Industrial Arbitration Court under the Industrial Relations Act 1960 or any collective 30

agreement certified under that Act that affects those platform workers.

Priority of specified debts relating to platform workers in winding up of platform operator

5 **16.**—(1) This section applies in relation to a winding up of a platform operator that is a company under the Insolvency, Restructuring and Dissolution Act 2018.

10 (2) The following must be paid in priority over all unsecured debts of the platform operator other than the preferential debts specified in section 203(1)(a) to (h) of the Insolvency, Restructuring and Dissolution Act 2018, and rank in priority after the debts specified in section 203(1)(h) but before those specified in section 203(1)(i) of that Act:

15 (a) first, all earnings payable to a platform worker, including any amount payable by way of reimbursement under any platform work agreement or any award or agreement regulating the conditions under which any platform worker provides a platform service for the platform operator;

20 (b) second, all amounts due in respect of any work injury compensation payable to or for the benefit of a platform worker under the Work Injury Compensation Act 2019 accrued before, on or after the commencement of the winding up;

25 (c) third, all amounts due in respect of contributions payable, during a period of 12 consecutive months commencing not earlier than 12 months before and ending not later than 12 months after the commencement of the winding up, by the platform operator, under any written law relating to platform workers' superannuation or provident funds.

30 (3) The amount payable under subsection (2)(a) must not exceed any amount that may be prescribed by the Minister by order in the *Gazette*.

(4) The debts in each class specified in subsection (2) rank in the order specified in that subsection but debts of the same class rank

equally between themselves, and are to be paid in full, unless the property of the platform operator is insufficient to meet them, in which case the debts of the same class abate in equal proportions between themselves.

(5) Where any payment has been made to any platform worker of the platform operator on account of earnings out of money advanced by a person for that purpose, the person by whom the money was advanced, in a winding up — 5

(a) has a right of priority in respect of the money so advanced and paid, up to the amount by which the sum in respect of which the platform worker would have been entitled to priority in the winding up has been diminished by reason of the payment; and 10

(b) has the same right of priority in respect of that amount as the platform worker would have had if the payment had not been made. 15

(6) So far as the assets of the platform operator available for payment of general creditors are insufficient to meet any preferential debts specified in —

(a) section 203(1)(a), (b), (c), (d), (e), (g) and (h) of the Insolvency, Restructuring and Dissolution Act 2018; 20

(b) subsection (2)(a) and (c); and

(c) any amount payable in priority by virtue of subsection (5) or section 203(5) of the Insolvency, Restructuring and Dissolution Act 2018, 25

those debts —

(d) have priority over the claims of the holders of debentures under any floating charge created by the platform operator (which charge, as created, was a floating charge); and

(e) must be paid accordingly out of any property comprised in or subject to that charge. 30

(7) Despite anything in subsection (2), paragraph (b) of that subsection does not apply in relation to the winding up of a platform operator that is a company in any case where —

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- (a) the company is being wound up voluntarily merely for the purpose of reconstruction or amalgamation with another company, and the right to the compensation has on the reconstruction or amalgamation been preserved to the person entitled to that right; or
 - (b) the platform operator has entered into a contract with an insurer in respect of any liability under any law relating to work injury compensation.

10 **Priority of specified debts relating to platform workers where debt repayment scheme applicable to platform operator**

17.—(1) This section applies in relation to a platform operator who is a debtor within the meaning given by section 288(1) of the Insolvency, Restructuring and Dissolution Act 2018.

15 (2) The following must be paid under a debt repayment plan applicable to the platform operator in priority to all other debts proved under the debt repayment scheme to which the plan relates and included in the plan, other than the debts specified in section 296(1)(a) to (g) of the Insolvency, Restructuring and Dissolution Act 2018, and rank in priority after the debts specified in section 296(1)(g) but before those specified in section 296(1)(h) of that Act:

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- (a) first, all earnings payable to a platform worker, including any amount payable by way of reimbursement under any platform work agreement or any award or agreement regulating the conditions in which any platform worker provides a platform service for the platform operator;
 - (b) second, all amounts due in respect of any work injury compensation payable to or for the benefit of a platform worker under the Work Injury Compensation Act 2019 accrued before, on or after the effective date of the scheme;
 - (c) third, all amounts due in respect of contributions payable, during a period of 12 consecutive months commencing not earlier than 12 months before and ending not later than 12 months after the effective date of the scheme, by the
- 30

platform operator, under any written law relating to platform workers' superannuation or provident funds.

(3) The amount payable under subsection (2)(a) must not exceed any amount that may be prescribed by the Minister by order in the *Gazette*.

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(4) The debts in each class specified in subsection (2) rank in the order specified in that subsection but debts of the same class rank equally between themselves, and are to be paid in full, unless the amount standing to the credit of the debtor in the Debt Repayment Schemes Account (within the meaning given by section 28 of the Insolvency, Restructuring and Dissolution Act 2018) is insufficient to meet them, in which case the debts of the same class abate in equal proportions between themselves.

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(5) Where any payment has been made to any platform worker of the platform operator on account of earnings out of money advanced by a person for that purpose, the person by whom the money was advanced —

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- (a) has, under the debt repayment plan, a right of priority in respect of the money so advanced and paid, up to the amount by which the sum in respect of which the platform worker would have been entitled to priority under this section has been diminished by reason of the payment; and
- (b) has the same right of priority in respect of that amount as the platform worker would have had if the payment had not been made.

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Priority of specified debts relating to platform workers in bankruptcy of platform operator

18.—(1) This section applies in relation to the bankruptcy of a platform operator under the Insolvency, Restructuring and Dissolution Act 2018.

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(2) In the distribution of the property of the platform operator, the following have priority over all other debts of the platform operator other than the preferential debts specified in section 352(1)(a) to (g) of the Insolvency, Restructuring and Dissolution Act 2018, and rank

in priority after the debts specified in section 352(1)(g) but before those specified in section 352(1)(h) of that Act:

5 (a) first, all earnings payable to a platform worker, including any amount payable by way of reimbursement under any platform work agreement or any award or agreement regulating the conditions in which any platform worker provides a platform service for the platform operator;

10 (b) second, all amounts due in respect of any work injury compensation payable to or for the benefit of a platform worker under the Work Injury Compensation Act 2019 accrued before, on or after the date of the bankruptcy order;

15 (c) third, all amounts due in respect of contributions payable, during a period of 12 consecutive months commencing not earlier than 12 months before and ending not later than 12 months after the date of the bankruptcy order, by the platform operator, under any written law relating to platform workers' superannuation or provident funds.

20 (3) The amount payable under subsection (2)(a) must not exceed any amount that may be prescribed by the Minister by order in the *Gazette*.

25 (4) The debts in each class specified in subsection (2) rank in the order specified in that subsection but debts of the same class rank equally between themselves, and are to be paid in full, unless the property of the platform operator is insufficient to meet them, in which case the debts of the same class abate in equal proportions between themselves.

30 (5) Where any payment has been made to any platform worker of the platform operator on account of earnings out of money advanced by a person for that purpose, the person by whom the money was advanced, in a bankruptcy —

35 (a) has a right of priority in respect of the money so advanced and paid, up to the amount by which the sum in respect of which the platform worker would have been entitled to priority in the bankruptcy has been diminished by reason of the payment; and

- (b) has the same right of priority in respect of that amount as the platform worker would have had if the payment had not been made.

PART 3

PLATFORM WORK ASSOCIATIONS

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Division 1 — General

Interpretation of this Part

19. In this Part —

“delegate”, in relation to a platform work association, means a person who is elected or appointed in accordance with the rules of the platform work association to attend and vote at a meeting of the platform work association on behalf of any number of members of the platform work association; 10

“executive” means the body, by whatever name called, to which the management of the affairs of a platform work association or any branch of a platform work association is entrusted; 15

“industrial action” means the adoption, in furtherance of a work dispute, of any practice, procedure or method in the provision of a platform service which would result in the limitation or restriction in the performance of tasks by platform workers in relation to the provision of that platform service; 20

“lockout” means —

- (a) the suspension or termination by a platform operator of the right or ability of any number of platform workers to obtain tasks assigned or facilitated by the platform operator; or 25

- (b) the refusal of a platform operator to assign tasks to, or facilitate tasks for, any number of platform workers,

in consequence of a work dispute, where the suspension, termination or refusal (as the case may be) is with a view to — 30

(c) compelling those platform workers to accept terms or conditions of, or affecting the provision of, any platform service by those platform workers for that platform operator; or

5 (d) aiding another platform operator in compelling platform workers of that platform operator to accept terms or conditions of, or affecting the provision of, any platform service by those platform workers for the other platform operator;

10 “officer”, in relation to a platform work association —

(a) includes any member of the executive of the platform work association and any member of any committee, provision for which is made in the rules of the platform work association; but

15 (b) does not include an auditor;

“platform work association” means any association or combination of platform workers or platform operators, whether temporary or permanent, whose principal object is to regulate relations between platform workers and platform operators for all or any of the following purposes:

20 (a) to promote good industrial relations between platform workers and platform operators;

(b) to improve the working conditions of platform workers or enhance their economic and social status;

25 (c) to achieve the raising of productivity for the benefit of platform workers, platform operators and the economy of Singapore;

“Register” means the register of platform work associations kept and maintained by the Registrar under section 21;

30 “registered office” means the office of a platform work association which is registered under this Part as the head office of the platform work association;

“registered platform work association” means a platform work association registered under this Part;

“Registrar” means the Registrar of Platform Work Associations appointed under section 20(1)(a) and includes any Assistant Registrar of Platform Work Associations appointed under section 20(1)(b);

“requisite consent”, in relation to a platform work association, means the consent, obtained by secret ballot, of — 5

(a) the majority of the members of the platform work association voting on their own behalf on the matter for which consent is sought; or

(b) where the rules of the platform work association allow or require a decision on that matter to be taken by means of voting by delegates and the decision is taken using that means — two-thirds of the total number of delegates representing the members; 10

“strike” means — 15

(a) the cessation of the provision of a platform service by a body of platform workers providing that platform service acting in combination; or

(b) a concerted refusal, or a refusal under a common understanding, of any number of platform workers who are or have been providing a platform service for a platform operator to continue to do so or to accept tasks to provide that platform service allocated or facilitated by a platform operator, 20

where the cessation or refusal (as the case may be) is in furtherance of a work dispute; 25

“work dispute” means any dispute between platform workers and one or more platform operators, between platform workers or between platform operators, which is connected with — 30

(a) whether a person is engaged or otherwise allowed to provide any platform service for a platform operator; or

- (b) the terms under which or the conditions in which a platform worker provides a platform service.

Appointment of Registrar, etc.

20.—(1) The Minister may appoint, from public officers —

- 5 (a) a Registrar of Platform Work Associations; and
 (b) one or more Assistant Registrars of Platform Work Associations.

10 (2) The Registrar is responsible for the administration of this Part, and may exercise all the powers and perform all the duties and functions of the Registrar under this Part, subject to any general or special directions of the Minister.

15 (3) An Assistant Registrar of Platform Work Associations may exercise all the powers and perform all the duties and functions of the Registrar under any provision of this Part, subject to any condition or limitation that the Registrar may specify.

Register of platform work associations

21.—(1) The Registrar must keep and maintain a register of platform work associations which must contain the prescribed particulars of each registered platform work association.

20 (2) The Register may be kept, in whole or in part, in an electronic form.

25 (3) The Registrar may require an officer or a member of a registered platform work association to produce any document or provide any information as the Registrar may require for the purposes of maintaining the Register.

 (4) A certified copy of any entry in the Register is conclusive proof of the facts specified in that entry as on the date of the certified copy.

Division 2 — Registration of platform work associations

Registration of platform work associations

22.—(1) Every platform work association must apply to be registered under this Part within a period of one month starting from the date on which it is established. 5

(2) The Registrar may, from time to time, grant an extension of the period mentioned in subsection (1), provided that no such period is, in any particular case, extended so as to exceed a period of 6 months in aggregate.

(3) For the purposes of this Part, a platform work association is established on the first date on which any platform workers or platform operators agree to become or create an association or a combination for the furtherance of any one or more of the objects specified in the definition of “platform work association” in section 19. 10 15

(4) For the purposes of any prosecution of a platform work association which fails to apply for registration in accordance with this section, the following apply:

(a) the date of establishment of that platform work association, in the absence of proof of the date mentioned in subsection (3), is deemed to be — 20

(i) the date on which any person is proved to have been accepted or admitted as a member of that platform work association; or

(ii) the date on which any act is proved to have been done by that platform work association in furtherance of any one or more of the objects specified in the definition of “platform work association” in section 19; 25

(b) where proof is available of both the dates mentioned in paragraph (a)(i) and (ii), the date of establishment of that platform work association is deemed to be the earlier of those dates. 30

Application for registration

23.—(1) Every application for registration as a registered platform work association must be —

(a) made to the Registrar in the prescribed form; and

(b) signed by at least 7 members of the platform work association, at least one of whom must be an officer of the platform work association.

(2) Every application must be accompanied by —

(a) the prescribed application fee;

(b) a copy of the rules of the platform work association; and

(c) a statement of the prescribed particulars of —

(i) the members of the platform work association mentioned in subsection (1)(b); and

(ii) the officers of the platform work association.

(3) The Registrar may call for further information for the purpose of satisfying himself or herself that any application for registration complies with this section or that an applicant is entitled to registration as a registered platform work association under this Part.

Registration

24.—(1) After consideration of an application for registration as a registered platform work association, the Registrar may —

(a) subject to section 25, register the applicant as a registered platform work association in the prescribed manner if the Registrar is satisfied as to the matters in subsection (2); or

(b) refuse to register the applicant as a registered platform work association.

(2) The matters mentioned in subsection (1)(a) are the following:

(a) the applicant has complied with the provisions of this Part;

(b) the objects, rules and constitution of the applicant are not unlawful and do not conflict with any provision of this Part;

- (c) the rules and constitution of the applicant are not oppressive or unreasonable;
- (d) the applicant is not likely to be used for unlawful purposes or for purposes inconsistent with its objects and rules;
- (e) where the applicant is an association or a combination of platform workers providing a platform service, it is not likely to be used against the interests of the platform workers providing that platform service; 5
- (f) where the applicant is an association or a combination of platform workers providing a platform service, there is no existing platform work association registered in respect of that platform service. 10

(3) Despite subsection (1)(a), if any of the objects of an applicant is unlawful, the registration of a registered platform work association is void. 15

(4) The Registrar, on registering a platform work association under subsection (1)(a), must issue to the registered platform work association a certificate of registration in the prescribed form.

(5) A certificate of registration, unless proved to have been cancelled, is conclusive evidence for all purposes that the platform work association has been duly registered under this Part. 20

Power of Registrar to require alteration of name

25.—(1) If the name under which a platform work association is proposed to be registered —

- (a) is identical with the name by which any other platform work association has been registered; or 25
- (b) in the Registrar's opinion, so nearly resembles the name by which any other platform work association has been registered as to be likely to deceive or mislead the public or the members of either platform work association, 30

the Registrar must require an applicant to alter the name of the platform work association stated in the application for registration.

(2) The Registrar must not register the applicant until the alteration has been made.

Cancellation of registration

5 **26.**—(1) The Registrar may cancel the registration of a registered platform work association in any of the following cases:

(a) at the request of the registered platform work association upon its dissolution to be verified in the manner required by the Registrar;

(b) if the Registrar is satisfied that —

10 (i) the registration was obtained by fraud or mistake;

(ii) any of the objects or rules of the registered platform work association is unlawful;

(iii) the constitution of the registered platform work association or of its executive is unlawful;

15 (iv) the registered platform work association is being used for any unlawful purpose or any purpose inconsistent with its objects and rules;

(v) the registered platform work association has rescinded any rule providing for any matter for which provision is required under section 48, or has wilfully and after notice from the Registrar —

(A) contravened any provision of this Part or allowed any rule to continue in force which is inconsistent with that provision; or

25 (B) allowed any rule to continue in force which is, in the Registrar's opinion, oppressive or unreasonable;

(vi) the funds of the registered platform work association are expended in an unlawful manner or on an unlawful object or on an object not authorised by the rules of the registered platform work association;
or

30

- (vii) the registered platform work association has ceased to exist;
- (c) in the case of a registered platform work association of platform workers providing a platform service — if the Registrar is satisfied that the registered platform work association is being used, or is likely to be used, against the interests of platform workers providing that platform service; 5
- (d) in the case of a registered platform work association of platform workers providing a platform service — if the Registrar, having regard to the existence of any other registered platform work association of platform workers providing that platform service, is of the opinion that it is necessary in the interests of the platform workers providing that platform service to cancel the registration of the registered platform work association. 10 15
- (2) Except in a case falling within subsection (1)(a), the Registrar must give a registered platform work association not less than 2 months' written notice stating that the Registrar intends to cancel its registration and specifying the ground on which the registration is proposed to be cancelled. 20
- (3) A registered platform work association served with a notice under subsection (2) may, within the period of 2 months starting from the date of the notice, make written representations to the Registrar with respect to the proposed cancellation of its registration. 25
- (4) The Registrar may cancel the registration of a registered platform work association —
- (a) after consideration of any written representation made to the Registrar pursuant to the notice mentioned in subsection (2); or 30
- (b) after the time mentioned in subsection (3), where no representation is so made or any written representation made is subsequently withdrawn.
- (5) An order made by the Registrar under this section cancelling the registration of a registered platform work association must — 35

- (a) be dated as of the date on which the order was made;
- (b) specify briefly the grounds for the cancellation of the registration; and
- (c) be immediately served on the registered platform work association.

Power to stop payment of money held by financial institution

27.—(1) Where the Registrar has given written notice to a registered platform work association under section 26(2), the Minister may, if he or she is satisfied that it is likely that the funds of the registered platform work association may be misused, by written notice direct any financial institution not to pay or cause to be paid any money out of or honour any cheque drawn on the account of the registered platform work association for a specified period not exceeding 3 months, except with the Registrar's written authorisation.

(2) Where an investigation is being conducted by a public authority regarding the improper use or misapplication of the funds of a registered platform work association, the Minister may by written notice direct any financial institution not to pay or cause to be paid any money out of or honour any cheque drawn on the account of the registered platform work association for a specified period not exceeding 3 months, except with the Registrar's written authorisation.

(3) A financial institution which complies with the Minister's written notice under subsection (1) or (2) is relieved of any liability to any other person in respect of the payment prohibited by the notice.

(4) A financial institution which fails to comply with the Minister's written notice under subsection (1) or (2) shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$3,000 or to imprisonment for a term not exceeding 3 years or to both.

(5) Without affecting sections 88 and 89, where a financial institution commits an offence under subsection (4), a person —

(a) who is —

- (i) an accountant, a sub-accountant or any other similar officer of the financial institution; or
- (ii) a person purporting to act in any such capacity; and

(b) who —

- (i) consented or connived, or conspired with others, to effect the commission of the offence;
- (ii) is in any other way, whether by act or omission, knowingly concerned in, or is party to, the commission of the offence by the financial institution; or
- (iii) knew or ought reasonably to have known that the offence by the financial institution would be or is being committed, and failed to take all reasonable steps to prevent or stop the commission of that offence,

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shall be guilty of that same offence as is the financial institution, and shall be liable on conviction to be punished accordingly.

(6) A person mentioned in subsection (5) may rely on a defence that would be available to the financial institution if it were charged with an offence under subsection (4) and, in doing so, the person bears the same burden of proof that the financial institution would bear.

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(7) In this section —

“financial institution” means a bank, a finance company or any co-operative society carrying on the business of managing and investing funds;

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“public authority” means the Registrar, an authorised officer, the Commissioner of Police, the Commissioner of Inland Revenue or the Director of the Corrupt Practices Investigation Bureau.

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Consequences of failure to register or cancellation of registration

28.—(1) This section applies if —

5 (a) a platform work association does not apply for registration within the time specified in section 22;

 (b) an application for registration as a platform work association is refused under section 24(1)(b); or

 (c) the registration of a registered platform work association is cancelled under section 26.

10 (2) The platform work association is dissolved.

 (3) Subject to subsection (4), the platform work association is deemed to be an unlawful association and ceases to enjoy any of the rights, immunities or privileges of a registered platform work association.

15 (4) Subsection (3) does not affect any liabilities incurred or to be incurred by the platform work association which may be enforced against the platform work association and its assets.

 (5) The platform work association, and its officers, members or agents on behalf of the platform work association, must not —

20 (a) take part in any work dispute or promote, organise or finance any strike or lockout; or

 (b) provide pay or other benefits for the members of the platform work association during a strike or lockout.

 (6) A person must not —

25 (a) take any part in the management or organisation of the platform work association; or

 (b) act or purport to act on behalf of the platform work association or as an officer of the platform work association,

30 except for the purpose of —

 (c) defending proceedings against the platform work association; or

- (d) dissolving the platform work association and disposing of its funds in accordance with the rules of the platform work association.

Consequences upon dissolution of platform work association

29.—(1) Upon the dissolution of a platform work association under section 28(2) — 5

- (a) the property of the platform work association immediately vests in the Official Receiver; and
- (b) the Official Receiver must proceed to wind up the affairs of the platform work association and, after satisfying and providing for all debts and liabilities of the platform work association and the costs of winding up, must pay the surplus assets (if any) of the platform work association — 10
 - (i) where the Minister so directs — into the Workers’ Fund; or 15
 - (ii) in the absence of a direction from the Minister — in accordance with the rules of the platform work association.

(2) Where —

- (a) no direction is given by the Minister under subsection (1)(b)(i); and 20
- (b) the surplus assets or part of the surplus assets cannot be distributed in accordance with the rules of the platform work association because the members cannot be found or a meeting of the members is not possible or for any other good and sufficient reason, 25

the surplus assets or part of the surplus assets must be paid into the Workers’ Fund.

(3) For the purpose of winding up the affairs of the platform work association — 30

- (a) the Official Receiver has all the powers vested in the Official Receiver under the Insolvency, Restructuring and Dissolution Act 2018 for the purpose of discovery of the

property of a debtor, the realisation of such property and the winding up of a company; and

- (b) the provisions of that Act apply, with the necessary modifications, to the winding up of the affairs of the platform work association under this Part.

(4) In this section, “Workers’ Fund” has the meaning given by section 2 of the Work Injury Compensation Act 2019.

Division 3 — Rights and liabilities of platform work associations

Disabilities of unregistered platform work association

30. A platform work association does not enjoy any of the rights, immunities or privileges of a registered platform work association until it is registered.

Immunity from civil suit in certain cases

31. No suit or other legal proceedings shall be maintainable in any civil court against any registered platform work association, or any officer or member of a registered platform work association, in respect of any act done in contemplation or in furtherance of a work dispute to which a member of the platform work association is a party on the ground only that the act —

(a) induces some other person to break a platform work agreement; or

(b) is in interference with —

(i) the trade, business or employment of, or the provision of a platform service by, some other person; or

(ii) the right of some other person to dispose of that person’s capital or labour as he or she wills.

Liability in tort

32.—(1) A suit against a registered platform work association, or any officer or member of a registered platform work association on behalf of himself or herself and all other members of a platform work

association, in respect of any tortious act alleged to have been committed by or on behalf of the platform work association is not to be entertained by any court.

(2) Nothing in this section affects the liability of a platform work association, or any officer of a platform work association, to be sued in any court touching or concerning the property or rights of a platform work association except in respect of any tortious act committed by or on behalf of the platform work association in contemplation or in furtherance of a work dispute.

Liability in contract

33.—(1) Every registered platform work association is liable on any contract entered into by it or by an agent acting on its behalf.

(2) Despite subsection (1), a platform work association is not liable on any contract which is void or unenforceable at law.

Objects in restraint of trade not unlawful in case of registered platform work association

34. The objects of a registered platform work association are not, by reason only that they are in restraint of trade, deemed to be unlawful so as to render any member of that platform work association liable to criminal prosecution for conspiracy or otherwise, or to render void or voidable any agreement or trust.

Proceedings by and against platform work association

35.—(1) A registered platform work association may sue and be sued and be prosecuted under its registered name.

(2) An unregistered platform work association may be sued and prosecuted under the name by which it has been operating or is generally known.

(3) A platform work association whose registration has been cancelled may be sued and prosecuted under the name by which it was registered.

(4) An enforcement order for any money recovered from a platform work association in civil proceedings may issue against any property

belonging to or held in trust for the platform work association other than the benevolent fund of a registered platform work association.

5 (5) Any fine ordered to be paid by a platform work association may be recovered by distress and sale of any movable property belonging to or held in trust for the platform work association in accordance with the provisions of the Criminal Procedure Code 2010.

10 (6) In any civil or criminal proceedings in which a registered platform work association is a party, the platform work association may appear in those proceedings by any one of its officers or by an advocate and solicitor.

Strike or industrial action

15 **36.—**(1) A registered platform work association must not commence, promote, organise or finance any strike or any form of industrial action affecting the whole or any section of its members without obtaining the consent, by secret ballot, of the majority of the members so affected.

20 (2) Any registered platform work association which, and every member of its executive who, contravenes subsection (1) shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$3,000.

(3) The members of a platform work association who commence, promote, organise, participate or otherwise act in furtherance of any strike or any form of industrial action —

25 (a) where the consent of the majority of the members so affected has not been obtained by secret ballot; or

(b) taken in contravention of the rules or by-laws of the platform work association,

shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$2,000.

30 (4) Any person who instigates or incites others to take part in or otherwise acts in furtherance of a strike or any form of industrial action —

- (a) where the consent of the majority of the members of a platform work association so affected has not been obtained by secret ballot; or
- (b) taken in contravention of the rules or by-laws of the platform work association to which the majority of the persons taking part in the strike or industrial action belongs,

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shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$3,000.

(5) In any proceedings for an offence under subsection (2), the onus of proving that the consent of the majority of the members of the registered platform work association so affected has been obtained by secret ballot is on the registered platform work association or the member of its executive, as the case may be.

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(6) In any proceedings for an offence under subsection (3) or (4), the onus of proving that —

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- (a) the consent of the majority of the members of the platform work association so affected has been obtained by secret ballot; or
- (b) the strike or industrial action was not taken in contravention of the rules or by-laws of the platform work association concerned,

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is on the member of the platform work association or the accused person, as the case may be.

Division 4 — Constitution

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Membership of minors

37.—(1) A person above 18 years of age may be a member of a registered platform work association.

(2) A member of a registered platform work association who is above 18 years of age, but under 21 years of age, must not be a member of the executive or a trustee of the platform work association unless he or she has obtained the Minister's written approval.

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Public officers, etc., not to be members of platform work association

5 **38.**—(1) Subject to subsection (2), a person who is a public officer, or an officer or employee of any public authority, must not join or be a member of any platform work association or be accepted as a member by any platform work association.

10 (2) The President may, by notification in the *Gazette*, exempt any class or description of public officer, or officer or employee of any public authority, from subsection (1), subject to any conditions specified in the notification.

(3) In this section, “public authority” means a body established or constituted by or under a public Act to perform or discharge a public function.

Officers of platform work association

15 **39.**—(1) A person must not act as an officer of a platform work association or any branch of a platform work association, and is disqualified for election as such officer, if the person —

(a) is an undischarged bankrupt; or

20 (b) has been convicted by any court of criminal breach of trust, extortion or criminal intimidation, or of any offence which, in the Minister’s opinion, renders the person unfit to be an officer of a platform work association.

25 (2) Subsection (1)(b) does not apply where the Minister is satisfied that the person has reformed and has become fit to be an officer of a platform work association.

(3) A person who is not a citizen of Singapore must not act as an officer of a platform work association or any branch of a platform work association unless the prior written approval of the Minister has been obtained.

30 (4) Not less than two-thirds of the total number of the officers of every registered platform work association must be persons actually providing a platform service with which the registered platform work association is connected.

Authority of officers, etc., to bind platform work association without ratification

40.—(1) Despite any provision in any rules or resolution of any platform work association —

- (a) the officers of a platform work association and any other persons duly appointed by the platform work association to represent its members in negotiations with a view to a collective agreement have the authority to bargain collectively for and to bind all the members of the platform work association by a collective agreement without the need for ratification by the members; and
- (b) the decisions of those officers or persons on any matter in such negotiations is the decision of all members of the platform work association.

(2) Any provision in any rules or resolution of any platform work association that is inconsistent with subsection (1) is void to the extent of that inconsistency.

Employees of platform work association

41.—(1) A registered platform work association may, subject to subsections (2) and (4) and the rules of the platform work association, employ and pay such persons as may be necessary for the purposes of the platform work association.

(2) A person must not be employed by a registered platform work association under subsection (1) if —

- (a) the person has been convicted by a court of a criminal offence and has not received a free pardon in respect of that offence; and
- (b) in the Minister’s opinion, the conviction renders the person unfit to be employed by a platform work association.

(3) Subsection (2) does not apply where the Minister is satisfied that the person so convicted has reformed and has become fit to be employed by a platform work association.

(4) A person who is not a citizen of Singapore must not be employed by a registered platform work association under subsection (1) unless the prior written approval of the Minister has been obtained.

5 **Powers of Minister in relation to sections 39 and 41**

42. Without limiting section 94, the Minister may, by order in the *Gazette* —

10 (a) declare that section 39 or 41 does not apply to any registered platform work association or class of registered platform work associations specified in the order; or

15 (b) exempt, subject to any conditions that the Minister considers reasonably necessary, from all or any provision of section 39 or 41, any officer or employee or any proportion or class of officers or employees of any registered platform work association or class of registered platform work associations as may be specified in the order.

Change of name

20 **43.** A registered platform work association must not change its name except with the requisite consent of its members.

Amalgamation

25 **44.—**(1) Any 2 or more registered platform work associations may become amalgamated as one platform work association if each of the platform work associations has the requisite consent of its members to the amalgamation.

(2) The amalgamation may be undertaken with or without dissolution or division of the funds of the platform work associations or either or any of them.

Notice of change of name or amalgamation

30 **45.—**(1) Written notice must be given to the Registrar of every change of name and every amalgamation, signed —

(a) in the case of a change of name, by the secretary and 7 members of the registered platform work association changing its name; or

(b) in the case of an amalgamation, by the secretary and 7 members of every registered platform work association which is a party to the amalgamation.

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(2) Subject to subsection (3), if the Registrar is satisfied that the provisions of this Part in respect of change of name have been complied with, the Registrar must register the change of name in the prescribed manner, and the change of name has effect from the date of the registration.

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(3) The Registrar must refuse to register the change of name if the proposed name —

(a) is identical with the name by which any other existing platform work association has been registered; or

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(b) in the Registrar's opinion, so nearly resembles any such name as to be likely to deceive or mislead the public or the members of either platform work association.

(4) If the Registrar is satisfied that —

(a) the provisions of this Part in respect of amalgamation have been complied with; and

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(b) the platform work association formed by amalgamation is entitled to registration under section 24,

the Registrar must register the platform work association in the prescribed manner, and the amalgamation has effect from the date of the registration.

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Effect of change of name or amalgamation

46.—(1) A change in the name of a registered platform work association does not affect any rights or obligations of the platform work association or render defective any legal proceeding by or against the platform work association, and any legal proceeding which might have been continued or commenced by or against it

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under its former name may be continued or commenced by or against it under its new name.

(2) An amalgamation of 2 or more registered platform work associations does not prejudice any right of any such platform work association or any right of a creditor of any such platform work association.

Registered office

47.—(1) Every registered platform work association must have a registered office to which all communications and notices may be addressed.

(2) Every platform work association must notify the Registrar of the location of its registered office and any change to that location, and the platform work association is deemed not to have complied with the provisions of this Part until such notice has been given.

(3) Every platform work association which operates —

(a) without having a registered office, or without giving notice of the location of its registered office to the Registrar; or

(b) at any place to which its registered office may have been removed, without having given notice of the change of location to the Registrar,

shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$50 for every day or part of a day during which it is so in operation.

(4) Every officer of any platform work association mentioned in subsection (3) shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$50 for every day or part of a day during which the platform work association is in operation as described in subsection (3)(a) or (b).

Rules of registered platform work association

48.—(1) The rules of every registered platform work association must provide for all matters specified in the Third Schedule and must not be so altered or amended as to cease to contain provision in respect of all such matters.

(2) A copy of the rules for the time being in force of any registered platform work association —

(a) must be prominently exhibited at the registered office of the registered platform work association; and

(b) must be provided by the secretary of the registered platform work association to any person on demand on payment of the prescribed sum. 5

(3) Where a new rule of a registered platform work association is made or an alteration is made in the rules of a registered platform work association — 10

(a) a copy of the new rule or alteration must be sent to the Registrar within 7 days after the making of that rule or alteration; and

(b) the Registrar must, subject to subsection (4), register that rule or alteration on payment of the prescribed fee. 15

(4) The Registrar may refuse to register any new rule or alteration of any rule if the Registrar is of the opinion that the new rule or altered rule is unlawful or is oppressive or unreasonable.

(5) Every new rule or alteration of any rule takes effect from the date of registration by the Registrar unless some later date is specified in the rules of the registered platform work association. 20

Secret ballot

49.—(1) The rules of a registered platform work association relating to the taking of decisions by secret ballot must ensure that —

(a) every member or delegate (as the case may be) has an equal right, and a reasonable opportunity to record his or her vote freely; 25

(b) the results of the voting are correctly ascertained and declared; and

(c) the secrecy of the ballot is properly secured. 30

(2) The Registrar may, for the purpose of satisfying himself or herself that a secret ballot taken by a registered platform work association has been properly conducted —

5 (a) order a person to deliver to the Registrar any ballot papers, envelopes, lists or other documents which have been used in connection with or are relevant to the secret ballot and which are in the possession or under the control of that person;

10 (b) take possession of any such ballot papers, envelopes, lists or other documents; and

 (c) inspect those ballot papers, envelopes, lists or other documents and retain them for such period as is necessary for that purpose.

15 (3) Subject to subsection (2) or as may be provided in the rules of the platform work association, no person is allowed to inspect or copy any paper or document relating to a secret ballot.

20 (4) A registered platform work association and every officer of a registered platform work association who is able to do so must, despite anything in the rules of the platform work association, take such steps as are necessary to ensure that all ballot papers, envelopes, lists and other documents used in connection with or relevant to a secret ballot are kept at the registered office of the platform work association for a period of 6 months after the completion of the secret ballot.

25 (5) The secretary of the platform work association must send the results of a secret ballot taken to decide any of the matters specified in paragraph 8 of the Third Schedule to the Registrar within 7 days after the holding of the secret ballot in the form directed by the Registrar.

Notification of change of officers, etc.

30 **50.**—(1) A registered platform work association must, prominently and in a place that it may be easily read, exhibit —

 (a) at its registered office a notice showing the names and titles of the officers for the time being of the platform work association; and

(b) at the office of each branch a notice showing the names and titles of the officers for the time being of the branch.

(2) Where —

(a) a person becomes or ceases to be an officer of a registered platform work association or a branch of a platform work association; or

(b) the title of any officer is changed,

the platform work association must notify the Registrar of the appointment or election of the officer, the cessation of the person to be an officer or the change in title (as the case may be) in the prescribed form, together with the prescribed fee, within 7 days after the appointment or election, cessation or change.

(3) The Registrar must, on being satisfied that the appointment or election of the officer, the cessation of the person to be an officer or the change in title (as the case may be) is not contrary to the rules of the platform work association or the provisions of this Part, alter the Register accordingly.

Notification of change of employees

51. When a person becomes or ceases to be an employee of a registered platform work association or a branch of a registered platform work association, the platform work association must notify the Registrar within 7 days after the appointment or cessation in the form directed by the Registrar.

Notice of dissolution

52.—(1) When a registered platform work association is dissolved, notice of the dissolution signed by the secretary and 7 members of the platform work association must be sent to the Registrar within 14 days after the dissolution.

(2) The Registrar must, if satisfied that the dissolution has been effected in accordance with the rules of the platform work association, register the dissolution, and the dissolution has effect from the date of the registration.

Trustees

53.—(1) The rules of a registered platform work association must provide for the appointment or election of trustees and for the filling of vacancies in the office of trustees so that, as far as may be, there are
5 always at least 3 trustees of the platform work association.

(2) A person who is an undischarged bankrupt —

(a) must not be appointed or elected as a trustee of a platform work association; or

10 (b) if so appointed or elected, must not remain as a trustee of a platform work association.

(3) Except with the Minister's approval, a person who has been convicted of an offence involving fraud or dishonesty or any other offence which, in the Minister's opinion, renders the person unfit to be a trustee of a platform work association —

15 (a) must not be appointed or elected as a trustee of a platform work association; or

(b) if so appointed or elected, must not remain as a trustee of a platform work association.

(4) A person who —

20 (a) is holding the office of president, chairperson, treasurer, secretary or similar office in a platform work association; or

(b) is not a citizen of Singapore,

25 must not be appointed or elected as a trustee of the platform work association without the prior written approval of the Minister.

(5) When a person is appointed or elected as, or ceases to be, a trustee of a registered platform work association or branch of a registered platform work association, the platform work association must notify the Registrar within 7 days after the appointment or
30 election or cessation in the form required by the Registrar.

Division 5 — Property

All property vested in trustees

54. All property, movable or immovable, of a registered platform work association must be vested in its trustees for the use and benefit of the platform work association and its members, and are under the control of the trustees. 5

Devolution of property

55. Upon any change in the office of any trustee, the Supreme Court may, upon an originating application without notice made to it in that behalf, make an order vesting the property of a registered platform work association in the trustees for the time being of the platform work association for the same estate and interest as the former trustee had in that property, and subject to the same trusts, without any transfer, conveyance or assignment. 10

Purchase or lease of land or buildings 15

56.—(1) Subject to subsection (2) and to any provision in its rules, a registered platform work association may —

- (a) purchase or take a lease of, for the purposes of the platform work association and in the names of its trustees, any land or building; and 20
- (b) subject to any written law or other law which may be applicable, sell, exchange, charge or lease any land or building purchased or leased by it.

(2) A registered platform work association must not purchase or take a lease of any land or building situated outside Singapore without having first obtained the requisite consent of its members. 25

Division 6 — Funds and accounts

Application of funds

57.—(1) The funds of a registered platform work association may, subject to the rules of the platform work association and the provisions of this Act, be expended only for the following objects: 30

- (a) the payment of salaries, allowances and expenses to officers of the platform work association;
- 5 (b) the payment of expenses for the administration of the platform work association, including audit of the accounts of the funds of the platform work association;
- 10 (c) the prosecution or defence of any legal proceeding to which the platform work association or any member of the platform work association is a party, when the prosecution or defence is undertaken for the purpose of securing or protecting any rights of the platform work association as such or any rights arising out of the relations of any member with a platform operator for whom the member provides a platform service or with a platform worker who provides a platform service for the member, as the case may be;
- 15 (d) the conduct of work disputes on behalf of the platform work association or any member of the platform work association;
- 20 (e) the compensation of members for loss arising out of work disputes;
- (f) allowances to members or their dependants on account of death, old age, sickness or accidents of the members or the inability of the members to provide a platform service with which the platform work association is concerned;
- 25 (g) any other object which the Minister may, by notification in the *Gazette*, declare to be an object for which such funds may be expended.

30 (2) Any moneys received for a specific purpose by a platform work association from its members, which the members are liable to pay in accordance with its rules, must not be used or applied for any other purpose without the requisite consent of the members of the platform work association.

35 (3) The secretary of the platform work association must, within 7 days from the date the requisite consent mentioned in subsection (2) is obtained, notify the Registrar of the consent and provide to the

Registrar any information in respect of the consent as the Registrar may require.

Prohibition of payment of fines or penalties

58. The funds of a registered platform work association must not be applied either directly or indirectly in payment of the whole or part of any fine or penalty imposed upon any person by sentence or order of a court of justice. 5

Use of funds for political purposes and investment of those funds

59.—(1) The funds of a registered platform work association must not be applied either directly or indirectly in payment of contributions to a political party or for a political purpose. 10

(2) The funds of a registered platform work association must, subject to the rules of the platform work association and the provisions of this Act, be invested only in — 15

(a) investments authorised by law for the investment of trust money;

(b) interest-earning deposits in banks or finance companies;

(c) shares of co-operative societies established by any registered platform work association or any trade union registered under the Trade Unions Act 1940; or 20

(d) any undertaking, enterprise or scheme, the promoter or proprietor of which is the Singapore Labour Foundation or a company formed by or related to the Singapore Labour Foundation, as the Minister may approve for the purposes of this paragraph. 25

(3) In this section, “Singapore Labour Foundation” means the Singapore Labour Foundation established under section 3 of the Singapore Labour Foundation Act 1977.

(4) For the purposes of this section, a company is deemed to be related to the Singapore Labour Foundation if it is related to the Singapore Labour Foundation within the meaning of section 6 of the Companies Act 1967. 30

Injunction to restrain misuse of funds

5 **60.** An injunction restraining any unauthorised or unlawful expenditure of the funds of a registered platform work association may be granted on the application of any 5 or more persons having sufficient interest in the relief sought, the Registrar or the Attorney-General.

Treasurer to render accounts

10 **61.—**(1) Every treasurer of a registered platform work association and every other officer of a registered platform work association who is responsible for the accounts of the platform work association or the collection, disbursement, custody or control of the funds or moneys of the platform work association, must —

- (a) upon resigning or vacating his or her office;
- 15 (b) at least once in every year at the time specified by the rules of the platform work association; and
- (c) at any other time at which he or she may be required to do so by a resolution of the members of the platform work association or by the rules of the platform work association,

20 render to the platform work association and its members a just and true account of —

- 25 (d) all moneys received and paid by him or her during the period which has elapsed since the date of his or her assuming office, or if he or she has previously rendered an account, since the last date upon which he or she rendered such account;
- (e) the balance remaining in his or her hands, at the time of rendering such account; and
- 30 (f) all bonds, securities or other property of the platform work association entrusted to his or her custody or under his or her control.

(2) The form of account may be prescribed by regulations.

(3) The account must be verified by statutory declaration, and the platform work association must cause the account to be audited by a fit and proper person approved by the Registrar.

(4) A platform work association must not cause the accounts to be audited under subsection (3) by the same person for a continuous period of more than 5 years without the prior written approval of the Minister. 5

(5) After the account has been audited, the treasurer or other officer mentioned in subsection (1) must immediately hand over to the trustees of the platform work association, if required by them to do so — 10

(a) such balance as appears to be due from him or her; and

(b) all bonds, securities, effects, books, papers and property of the platform work association in his or her hands or custody, or otherwise under his or her control. 15

(6) The Registrar may by written notice direct the attendance before the Registrar, at the place and time set out in the notice, of any person appointed to audit the accounts of a platform work association for any purpose related to the audit.

(7) The Registrar may, if he or she thinks it necessary, by written notice direct any platform work association to — 20

(a) cause the accounts to be audited by any person other than the person who first audited the accounts; or

(b) cause the accounts to be further audited in any manner required by the Registrar. 25

(8) All expenses incurred by a platform work association in complying with the direction of the Registrar must be borne by the platform work association.

(9) Any person who fails to comply with the Registrar's direction under subsection (6) shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$2,000 or to imprisonment for a term not exceeding 6 months or to both. 30

(10) Any platform work association which fails to comply with the Registrar's direction under subsection (7) shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$2,000.

Production of documents, etc., for examination

5 **62.**—(1) Without affecting any other provision of this Act, for the purpose of carrying out the provisions of this Part, the Registrar may by written notice direct any officer or employee of a platform work association to produce for the Registrar's examination any books, accounts, records and documents and to answer any questions
10 relating to the books, accounts, records or documents as may be necessary.

(2) Any person who —

(a) wilfully refuses or without lawful excuse fails to comply with the Registrar's direction under subsection (1); or

15 (b) wilfully withholds any information, or refuses to answer or wilfully gives a false answer to any question put to the person by the Registrar,

shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$2,000 or to imprisonment for a term not exceeding
20 6 months or to both.

Annual returns

63.—(1) The secretary of every registered platform work association must provide annually to the Registrar on or before the prescribed date in each year a general statement, audited in the
25 prescribed manner, of all receipts and expenditure during the period of 12 months ending on the last day of March last preceding that prescribed date, and of the assets and liabilities of the platform work association as at that day.

(2) The general statement mentioned in subsection (1) must be
30 accompanied by a copy of the auditor's report and must be prepared in such form and comprise such particulars as may be prescribed.

(3) The secretary of each registered platform work association must provide to the Registrar, together with the general statement mentioned in subsection (1) —

(a) a copy of —

(i) all alterations or amendments of rules, and all new rules, of the platform work association; and 5

(ii) a list of all changes of officers,

made by the platform work association during the period of 12 months preceding the last day of March; and

(b) a copy of the rules of the platform work association in force on that day. 10

(4) The Registrar may, on application to him or her by a registered platform work association, by written notice, substitute —

(a) the day on which the financial year of the platform work association ends for the last day of March mentioned in subsections (1) and (3); and 15

(b) if necessary, some other date for the date prescribed for the purposes of subsection (1).

(5) All the provisions of this section apply accordingly in the case of the registered platform work association mentioned in subsection (4) as though the day and the date so substituted were respectively the last day of March mentioned in subsections (1) and (3) and the prescribed date mentioned in subsection (1). 20

(6) Every member of a registered platform work association is entitled to receive free of charge a copy of the general statement mentioned in subsection (1) and the secretary of each registered platform work association must deliver a copy of that statement to every member of his or her platform work association who applies to him or her for a copy of that statement. 25

(7) Any secretary of a registered platform work association who fails to comply with any requirement of this section shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$2,000. 30

(8) Every person who wilfully makes or orders or causes or procures to be made any false entry in or omission from any of the following documents provided to the Registrar shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$2,000 or to imprisonment for a term not exceeding 3 months or to both:

- (a) the general statement mentioned in subsection (1);
- (b) the copy of the auditor's report mentioned in subsection (2);
- (c) any copy mentioned in subsection (3)(a) or (b).

Inspection of accounts and documents

64. The account books of a registered platform work association and a list of its members must be open to inspection by any officer or member of the platform work association at the times provided for in the rules of the platform work association, and by the Registrar at any reasonable time.

Division 7 — Offences and penalties of this Part

Penalty for misuse of money or property of registered platform work association

65.—(1) Where, on complaint made by a member of a registered platform work association, it is shown to the satisfaction of a District Court or Magistrate's Court that any officer or member of the registered platform work association —

- (a) has in his or her possession or control any property of the registered platform work association except in accordance with the rules of the registered platform work association; or
- (b) has unlawfully expended or withheld any money of the registered platform work association,

the Court, if it considers the justice of the case so requires, is to order that officer or member to deliver that property or pay the money so

unlawfully expended or withheld (as the case may be) to the trustees of the registered platform work association.

(2) A complaint made under subsection (1) in respect of any property or money of a registered platform work association is not to be entertained unless the District Court or Magistrate's Court is satisfied that the complainant is, on the date of that complaint, a member of the registered platform work association.

(3) Any person bound by an order made under subsection (1) who fails to comply with the terms of and the directions given in that order within a time to be specified in that order shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$2,000.

(4) An order made under subsection (1) does not affect or prevent a prosecution of, or civil proceedings against, any such officer or member.

Supplying false information regarding platform work associations

66. Any person who, with intent to deceive —

(a) gives to any member of a registered platform work association, or any person intending or applying to become a member of that platform work association, any document purporting to be a copy of the rules of the platform work association or any alterations to those rules which the person knows, or has reason to believe, is not a correct copy of the rules or alterations that are for the time being in force; or

(b) gives a copy of any rules of an unregistered platform work association to any person on the pretence that those rules are the rules of a registered platform work association,

shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$2,000 or to imprisonment for a term not exceeding 3 months or to both.

Failure to submit returns

67. If default is made on the part of any registered platform work association in doing any act, giving any notice or sending any statement, return or other document as required by this Part —

5 (a) every officer or other person bound by the rules of the platform work association or under the provisions of this Part to do that act, give that notice or send that statement, return or document; or

10 (b) if there is no such officer or person, every member of the executive of that registered platform work association,

shall severally be guilty of an offence and shall be liable on conviction to a fine not exceeding \$2,000.

General penalty

15 **68.**—(1) Every person who, and every platform work association which, contravenes any provision of this Part for which no penalty is expressly provided shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$2,000.

20 (2) Upon conviction of an unregistered platform work association under subsection (1), every person proved to have been a member of the executive of that platform work association shall be deemed severally to be guilty of the offence for which the platform work association was so convicted.

25 (3) The District Court or Magistrate's Court shall, after necessary inquiry, declare in its finding and order the name of each person to be deemed to be guilty under subsection (2) and shall pass sentence upon the person according to law.

Consent of Public Prosecutor

69. A prosecution under this Part must not be instituted except by or with the consent of the Public Prosecutor.

*Division 8 — Miscellaneous***This Part not to affect certain agreements**

70. This Part does not affect any of the following:

- (a) any agreement between partners as to their own business;
- (b) any agreement between an employer and those employed by that person as to such employment; 5
- (c) any platform work agreement as to the provision of a platform service by a platform worker;
- (d) any agreement in consideration of the sale of the goodwill of a business or of instruction in any profession, trade or handicraft. 10

Societies Act 1966 not applicable to platform work associations

71. The Societies Act 1966 does not apply to a platform work association.

Service of legal process 15

72. Subject to the requirements of any other written law, every originating claim or other legal process may be served on a platform work association by —

- (a) serving it on the president, secretary, treasurer or other officer of the platform work association; or 20
- (b) leaving it at, or sending it by registered post to, the registered office of the platform work association.

Notification in *Gazette*

73. The Registrar must notify in the *Gazette* the fact that —

- (a) any platform work association has been registered; 25
- (b) the registration of any platform work association has been cancelled;
- (c) any change of name or amalgamation affecting any registered platform work association has been registered; and 30

- (d) any registered platform work association has been dissolved.

Appeal to Minister

74.—(1) A person who is aggrieved by —

- 5 (a) the Registrar’s refusal to register a platform work association under section 24(1)(b);
- (b) the Registrar’s order to cancel the registration of a registered platform work association under section 26;
- 10 (c) the Registrar’s refusal to register a change of the name of a registered platform work association under section 45(3);
- (d) the Registrar’s refusal to register the platform work association formed by the amalgamation of any 2 or more registered platform work associations under section 45(4); or
- 15 (e) the Registrar’s refusal to register a new rule or any alteration of any rule under section 48(4),

may appeal to the Minister.

(2) An appeal under this section must —

- (a) be in writing;
- 20 (b) specify the grounds on which it is made; and
- (c) be made within the prescribed period starting from the date of the Registrar’s refusal or order.

(3) After consideration of an appeal, the Minister may —

- (a) confirm the Registrar’s refusal or order, as the case may be;
- 25 (b) order the registration of any platform work association;
- (c) order the registration of any new rule or alteration of any rule;
- (d) reverse the Registrar’s order; or
- 30 (e) make any order or give any direction that the Minister considers just or necessary.

(4) The Minister's decision is final.

Regulations for this Part

75.—(1) The Minister may make regulations for the purpose of carrying out or giving effect to this Part.

(2) In particular, the Minister may make regulations for any of the following: 5

- (a) the registers and other records to be kept for the purposes of this Part;
- (b) the form and manner in which platform work associations and the rules of registered platform work associations must be registered and the fees payable on registration; 10
- (c) the manner in which, and the qualifications of the persons by whom, the accounts of registered platform work associations or any class of registered platform work associations must be audited; 15
- (d) the conditions subject to which the Register or any document kept by the Registrar may be inspected and an extract from or a copy of an entry in the Register or document may be given, and the fees chargeable for the inspection, extract or copy; 20
- (e) the form and manner of any applications, forms, notices, requests or returns that must be filed with the Registrar under this Part or any regulations made for the purposes of this Part;
- (f) the due disposal and safe custody of the funds and moneys of a platform work association; 25
- (g) the creation, administration, protection, control and disposal of the benevolent funds of registered platform work associations and all matters connected with or incidental to such benevolent funds. 30

(3) The Minister may by regulations declare that any regulations made in respect of the matter mentioned in subsection (2)(g) apply to

a specified registered platform work association or a specified class of registered platform work associations only.

PART 4

ADMINISTRATIVE PENALTIES

5 **Civil contraventions**

76. The following contraventions are declared to be civil contraventions for the purposes of this Act:

- 10 (a) a failure of a person that satisfies the criteria to be a platform operator under section 4 to notify the Commissioner of that fact in accordance with section 8(1);
- (b) a failure of a person that ceases to be a platform operator within the meaning in section 4 to notify the Commissioner of that fact in accordance with section 9;
- 15 (c) a failure by a platform operator to comply with section 13(1) or 14(1).

Payment of administrative penalty

77.—(1) An authorised officer may issue a contravention notice —

- 20 (a) to a person mentioned in section 76(a) requiring that person to pay an administrative penalty of the prescribed amount for an alleged failure by the person to notify the Commissioner in accordance with section 8(1);
- (b) to a person mentioned in section 76(b) requiring that person to pay an administrative penalty of the prescribed amount for an alleged failure by the person to notify the Commissioner in accordance with section 9; or
- 25 (c) to a platform operator requiring the platform operator to pay an administrative penalty of the prescribed amount for each occasion of an alleged failure by the platform operator —

- (i) to comply with section 13(1) with respect to any one platform worker or former platform worker (within the meaning given by section 13(1)(b)); or
- (ii) to comply with section 14(1) with respect to any one platform worker.

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(2) A contravention notice must —

- (a) specify the amount of administrative penalty to be paid;
- (b) specify the date by which the administrative penalty must be paid; and
- (c) set out the brief details of the alleged contravention and any other particulars that may be prescribed.

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(3) Different amounts of administrative penalty may be prescribed for different civil contraventions or different circumstances in which a civil contravention takes place.

(4) Any person or platform operator that is issued a contravention notice under subsection (1) must pay the administrative penalty specified in the contravention notice to the authorised officer within the time, in such mode of payment and at such place as is specified in that notice.

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Appeal, etc., in relation to contravention notice

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78.—(1) Any person or platform operator that is issued a contravention notice by an authorised officer under section 77(1) (called in this section the initial authorised officer) may —

- (a) within the prescribed period and in accordance with the prescribed procedure, request for an internal reconsideration of the contravention notice by another authorised officer (called in this section the reviewing authorised officer); or
- (b) within the prescribed period (and despite not requesting for an internal reconsideration), appeal to the General Division of the High Court which may hear and determine the matter afresh.

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(2) A reviewing authorised officer reconsidering a contravention notice issued to a person or platform operator must not be subordinate to the initial authorised officer who issued the contravention notice.

(3) A reviewing authorised officer may, after reconsidering the issue of a contravention notice by the initial authorised officer —

(a) confirm the contravention notice issued by the initial authorised officer; or

(b) cancel the contravention notice.

(4) Any person or platform operator that is aggrieved by the reviewing authorised officer's decision under subsection (3)(a) may, within the prescribed period, appeal to the General Division of the High Court which may hear and determine the matter afresh.

(5) The procedure governing any such appeal to the General Division of the High Court is as provided in the Rules of Court.

(6) The enforcement of the payment of any administrative penalty required by a contravention notice to be paid under section 77 is stayed —

(a) if a request for internal reconsideration under subsection (1)(a) is made, until after the reconsideration is completed; or

(b) if an appeal under subsection (1)(b) or (4) is filed, until after the appeal is completed.

(7) In relation to a contravention notice issued to a person or platform operator under section 77(1), where —

(a) an appeal to the General Division of the High Court has been filed under subsection (1)(b) or (4) and the appeal is dismissed;

(b) the prescribed period for requesting an internal reconsideration under subsection (1)(a) has lapsed without such request made, and the prescribed period for filing an appeal to the General Division of the High Court under subsection (1)(b) has lapsed and no appeal is filed; or

- (c) the prescribed period for filing an appeal to the General Division of the High Court under subsection (4) has lapsed and no appeal is filed,

the contravention notice may, by permission of a District Court, be enforced against the person or platform operator in the same manner as a judgment of the District Court, and where permission is so given, judgment may be entered in terms of that contravention notice.

(8) The initial authorised officer may, in any case in which the initial authorised officer thinks fit, waive, remit or refund in whole or in part any administrative penalty paid or required to be paid under section 77.

Directions in lieu of or in addition to contravention notices

79.—(1) In lieu of or in addition to giving a platform operator a contravention notice under section 77(1)(c), an authorised officer may —

- (a) issue any directions to the platform operator that the authorised officer thinks appropriate to bring the civil contravention to an end; and
- (b) where necessary, require the platform operator to take such action as is specified in the direction to remedy, mitigate or eliminate any effects of the civil contravention and to prevent the recurrence of the civil contravention.

(2) A platform operator that, without reasonable excuse, fails to comply with a direction given to the platform operator under subsection (1) shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$5,000 or to imprisonment for a term not exceeding 6 months or to both.

PART 5

ADMINISTRATION AND ENFORCEMENT

Administration of Act

80.—(1) The Commissioner may appoint —

- 5 (a) any public officer as an authorised officer; or
 (b) any other individual as an authorised person,

to assist the Commissioner in the administration of this Act.

(2) The Commissioner may delegate the exercise of all or any of the Commissioner's powers or duties under this Act (except the power of delegation under this subsection) to any authorised officer or
 10 authorised person, subject to any conditions or limitation that the Commissioner may specify.

(3) Every authorised person appointed under subsection (1)(b) is deemed to be a public servant for the purposes of the Penal Code 1871
 15 when exercising any power conferred or performing any duty imposed on the authorised person by or under this Act.

Powers of Commissioner, authorised officers and authorised persons

81.—(1) For the purposes of the execution of this Act, the
 20 Commissioner and any authorised officer or authorised person has the following powers:

- (a) to enter, inspect and examine at any time any premises;
 (b) to inspect or examine any thing or observe any activity conducted in or on the premises;
 25 (c) to make a still or moving image or recording of the premises and any thing in or on the premises;
 (d) to inspect any document in or on the premises and take extracts from, or make copies of, any such document;
 30 (e) to take into or onto the premises any equipment and material that the Commissioner, authorised officer or authorised person requires for the purpose of exercising any power in relation to the premises;

- (f) to operate electronic equipment in or on the premises;
- (g) to take into custody any article in the premises which is relevant to the carrying out of the provisions of this Act.

(2) For the purposes of the execution of this Act, the Commissioner or an authorised officer may —

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- (a) examine orally any person who appears to be acquainted with any facts and circumstances relevant to the carrying out of the provisions of this Act;
- (b) require any person who appears to be acquainted with any facts and circumstances relevant to the carrying out of the provisions of this Act to attend at the time and place specified in a written notice served on the person; and
- (c) require any person whom the Commissioner or authorised officer has reason to believe has any document or information relevant to the carrying out of the provisions of this Act to produce the document or provide the information, within a reasonable period specified by the Commissioner or authorised officer.

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(3) The power under subsection (1)(f) to operate electronic equipment in or on any premises includes the power —

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- (a) to use a disk, tape or other storage device that is in or on the premises and can be used with the equipment or in association with the equipment;
- (b) to operate electronic equipment in or on the premises to put the relevant data in documentary form and remove the documents so produced from the premises; and
- (c) to operate electronic equipment in or on the premises to transfer the relevant data to a disk, tape or other storage device that —
 - (i) is brought to the premises for the exercise of the power; or

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(ii) is in or on the premises and the use of which for that purpose has been agreed in writing by the occupier of the premises,

and to remove the disk, tape or other storage device from those premises.

5 (4) The power to require a person to provide a document or information under subsection (2)(c) includes the power —

10 (a) to require that person, or any person who is or was an officer or employee of that person, to provide an explanation of the document or information;

(b) if the document or information is not provided, to require that person to state, to the best of his or her knowledge and belief, where it is; and

15 (c) if the information is recorded otherwise than in legible form, to require the information to be made available to the Commissioner or authorised officer in legible form.

20 (5) A person examined under this section must state truly the facts and circumstances relevant to the carrying out of the provisions of this Act with which the person is acquainted, except only that the person need not say anything that might expose the person to a criminal charge, penalty or forfeiture.

(6) A statement made by a person examined under this section must —

25 (a) be reduced to writing;

(b) be read over to the person;

(c) if the person does not understand English, be interpreted in a language that the person understands; and

(d) after correction (if necessary), be signed by the person.

Notice to platform operator by Commissioner, etc., of inspection or visit

82. On entering any premises occupied by a platform operator under section 81(1)(a), the Commissioner, authorised officer or authorised person (as the case may be) must notify the platform operator or the platform operator’s representative of his or her presence unless he or she considers that such a notification may be prejudicial to the efficient performance of his or her duties. 5

Disposal of documents or thing

83.—(1) Any document or thing that the Commissioner or an authorised officer or authorised person takes possession of under this Part must — 10

(a) where the document or thing is produced in any criminal trial, be dealt with in accordance with section 364 of the Criminal Procedure Code 2010; and 15

(b) in any other case — be returned to the owner or reported to a Magistrate.

(2) Where the report of any document or thing is made to a Magistrate under subsection (1)(b), the Magistrate may order the document or thing — 20

(a) to be forfeited; or

(b) to be disposed of in any manner that the Magistrate thinks fit.

(3) Nothing in this section is taken to prejudice any right to retain or dispose of property which may exist in law apart from this section. 25

Offences of wilfully obstructing or delaying Commissioner, etc.

84.—(1) A person who —

(a) wilfully obstructs or delays the Commissioner or an authorised officer or authorised person in the exercise of his or her powers under this Part; 30

(b) wilfully withholds any information that the person is required to give under this Act; or

- (c) in providing any document or information required by the Commissioner or an authorised officer under this Act, makes any statement which the person knows or ought reasonably to know that, or is reckless as to whether, it is false or misleading in a material particular,

shall be guilty of an offence.

(2) A person guilty of an offence under subsection (1) shall be liable on conviction —

(a) to a fine not exceeding \$5,000 or to imprisonment for a term not exceeding 6 months or to both; and

(b) in the case of a second or subsequent offence — to a fine not exceeding \$10,000 or to imprisonment for a term not exceeding 12 months or to both.

(3) A platform operator or other person that in any way obstructs any platform worker from appearing before the Commissioner or an authorised officer shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$5,000 or to imprisonment for a term not exceeding 6 months or to both.

Persons not to reveal protected information

85.—(1) If a person exercising any function under this Act obtains protected information about the affairs of another person, the firstmentioned person must not disclose that protected information to any other person unless the disclosure —

(a) is made with the written consent of the person to whom the information relates;

(b) is for the purpose of the administration or enforcement of this Act; or

(c) is in compliance with the requirement of any court, tribunal, authority or person having lawful authority to require the production of documents or the answering of questions.

(2) If any person acts in contravention of subsection (1), he or she 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 2 years or to both.

(3) For the purpose of this section, the reference to a person disclosing any protected information includes his or her permitting any other person to have any access to any record, document or other thing containing that information which is in his or her possession or under his or her control by virtue of the person being or having been an authorised officer or authorised person.

(4) In this section, “protected information” means information the disclosure of which would, or could reasonably be expected to, disclose a trade secret or to adversely affect a person in relation to the lawful business affairs of that person.

PART 6

MISCELLANEOUS

Protection from personal liability

86. No liability shall lie personally against any of the following persons who, acting in good faith and with reasonable care, does or omits to do anything in the execution or purported execution of this Act:

- (a) the Commissioner;
- (b) any authorised officer or authorised person;
- (c) the Registrar of Platform Work Associations or any Assistant Registrar of Platform Work Associations.

Abetment of offences

87. A person who abets the commission of an offence under this Act shall be guilty of the offence and shall be liable on conviction to be punished with the punishment provided for that offence.

Offences by corporations

88.—(1) Where, in a proceeding for an offence under this Act, it is necessary to prove the state of mind of a corporation in relation to a particular conduct, evidence that —

(a) an officer, employee or agent of the corporation engaged in that conduct within the scope of his or her actual or apparent authority; and

(b) the officer, employee or agent had that state of mind,

5 is evidence that the corporation had that state of mind.

(2) Where a corporation commits an offence under this Act, a person —

(a) who is —

(i) an officer of the corporation; or

10 (ii) an individual involved in the management of the corporation and in a position to influence the conduct of the corporation in relation to the commission of the offence; and

(b) who —

15 (i) consented or connived, or conspired with others, to effect the commission of the offence;

(ii) is in any other way, whether by act or omission, knowingly concerned in, or is party to, the commission of the offence by the corporation; or

20 (iii) knew or ought reasonably to have known that the offence by the corporation (or an offence of the same type) would be or is being committed, and failed to take all reasonable steps to prevent or stop the commission of that offence,

25 shall be guilty of that same offence as is the corporation, and shall be liable on conviction to be punished accordingly.

(3) A person mentioned in subsection (2) may rely on a defence that would be available to the corporation if it were charged with the offence with which the person is charged and, in doing so, the person bears the same burden of proof that the corporation would bear.

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(4) To avoid doubt, this section does not affect the application of —

(a) Chapters 5 and 5A of the Penal Code 1871; or

(b) the Evidence Act 1893 or any other law or practice regarding the admissibility of evidence.

(5) To avoid doubt, subsection (2) also does not affect the liability of the corporation for an offence under this Act, and applies whether or not the corporation is convicted of the offence. 5

(6) In this section —

“corporation” includes a limited liability partnership within the meaning of section 2(1) of the Limited Liability Partnerships Act 2005;

“officer”, in relation to a corporation, means any director, partner, chief executive, manager, secretary or other similar officer of the corporation, and includes — 10

(a) any person purporting to act in any such capacity; and

(b) for a corporation whose affairs are managed by its members, any of those members as if the member were a director of the corporation; 15

“state of mind” of a person includes —

(a) the knowledge, intention, opinion, belief or purpose of the person; and

(b) the person’s reasons for the intention, opinion, belief or purpose. 20

Offences by unincorporated associations or partnerships

89.—(1) Where, in a proceeding for an offence under this Act, it is necessary to prove the state of mind of an unincorporated association or a partnership in relation to a particular conduct, evidence that — 25

(a) an employee or agent of the unincorporated association or partnership engaged in that conduct within the scope of his or her actual or apparent authority; and

(b) the employee or agent had that state of mind,

is evidence that the unincorporated association or partnership had that state of mind. 30

(2) Where an unincorporated association or a partnership commits an offence under this Act, a person —

(a) who is —

(i) an officer of the unincorporated association or a member of its governing body;

(ii) a partner in the partnership; or

(iii) an individual involved in the management of the unincorporated association or partnership and in a position to influence the conduct of the unincorporated association or partnership (as the case may be) in relation to the commission of the offence; and

(b) who —

(i) consented or connived, or conspired with others, to effect the commission of the offence;

(ii) is in any other way, whether by act or omission, knowingly concerned in, or is party to, the commission of the offence by the unincorporated association or partnership; or

(iii) knew or ought reasonably to have known that the offence by the unincorporated association or partnership (or an offence of the same type) would be or is being committed, and failed to take all reasonable steps to prevent or stop the commission of that offence,

shall be guilty of the same offence as is the unincorporated association or partnership (as the case may be), and shall be liable on conviction to be punished accordingly.

(3) A person mentioned in subsection (2) may rely on a defence that would be available to the unincorporated association or partnership if it were charged with the offence with which the person is charged and, in doing so, the person bears the same burden of proof that the unincorporated association or partnership would bear.

(4) To avoid doubt, this section does not affect the application of —

- (a) Chapters 5 and 5A of the Penal Code 1871; or
- (b) the Evidence Act 1893 or any other law or practice regarding the admissibility of evidence.

(5) To avoid doubt, subsection (2) also does not affect the liability of an unincorporated association or a partnership for an offence under this Act, and applies whether or not the unincorporated association or partnership is convicted of the offence. 5

(6) In this section —

“officer”, in relation to an unincorporated association (other than a partnership), means the president, the secretary or any member of the committee of the unincorporated association, and includes — 10

- (a) any person holding a position analogous to that of president, secretary or member of a committee of the unincorporated association; and 15

- (b) any person purporting to act in any such capacity;

“partner” includes a person purporting to act as a partner;

“state of mind” of a person includes —

- (a) the knowledge, intention, opinion, belief or purpose of the person; and 20

- (b) the person’s reasons for the intention, opinion, belief or purpose.

Composition of offences

90.—(1) The Commissioner may compound any offence under this Act (except Part 3) that is prescribed as a compoundable offence by collecting from a person reasonably suspected of having committed the offence a sum not exceeding the lower of the following: 25

- (a) one half of the amount of the maximum fine that is prescribed for the offence; 30

- (b) \$5,000.

(2) The Commissioner may compound any offence under Part 3 that is prescribed as a compoundable offence by collecting from a person reasonably suspected of having committed the offence a sum not exceeding \$200.

5 (3) On payment of the sum of money, no further proceedings are to be taken against that person in respect of the offence.

(4) All sums collected under this section must be paid into the Consolidated Fund.

Jurisdiction of court

10 **91.** Despite the Criminal Procedure Code 2010 —

(a) a District Court has jurisdiction to try any offence under this Act (except Part 3) and has power to impose the full punishment for any such offence; and

15 (b) a District Court or a Magistrate's Court has jurisdiction to try any offence under Part 3 and has power to impose the full punishment for any such offence.

Service of documents

92.—(1) A document that is permitted or required by this Act to be served on a person may be served as described in this section.

20 (2) This section does not apply to documents to be served in proceedings in court.

(3) A document permitted or required by this Act to be served on an individual may be served —

(a) by giving it to the individual personally;

25 (b) by sending it by prepaid registered post to the address specified by the individual for the service of documents or, if no address is so specified, the individual's residential address or business address;

30 (c) by leaving it at the individual's residential address with an adult apparently resident there, or at the individual's business address with an adult apparently employed there;

- (d) by affixing a copy of the document in a conspicuous place at the individual's residential address or business address;
- (e) by sending it by fax to the fax number last known to the person giving or serving the document as the fax number for the service of documents on the individual; or 5
- (f) by sending it by email to the individual's last email address.

(4) A document permitted or required by this Act to be served on a partnership (other than a limited liability partnership) may be served — 10

- (a) by giving it to any partner, secretary or other similar officer of the partnership;
- (b) by leaving it at, or by sending it by prepaid registered post to, the partnership's business address;
- (c) by sending it by fax to the fax number used at the partnership's business address; or 15
- (d) by sending it by email to the partnership's last email address.

(5) A document permitted or required by this Act to be served on a body corporate (including a limited liability partnership) or an unincorporated association may be served — 20

- (a) by giving it to the secretary or other similar officer of the body corporate or unincorporated association, or the limited liability partnership's manager;
- (b) by leaving it at, or by sending it by prepaid registered post to, the registered office or principal office in Singapore of the body corporate or unincorporated association; 25
- (c) by sending it by fax to the fax number used at the registered office or principal office in Singapore of the body corporate or unincorporated association; or 30
- (d) by sending it by email to the last email address of the body corporate or unincorporated association.

(6) Service of a document takes effect —

(a) if the document is sent by prepaid registered post — 2 days after the day the document was posted (even if it is returned undelivered);

5 (b) if the document is sent by fax and a notification of successful transmission is received — on the day of transmission; or

10 (c) if the document is sent by email — at the time that the email becomes capable of being retrieved by the person to whom it is sent.

(7) However, service of any document under this Act on a person by email may be effected only with the person’s prior written consent to service in that way.

(8) In this section —

15 “business address” means —

(a) in the case of an individual, the individual’s usual or last known place of business in Singapore; or

20 (b) in the case of a partnership (other than a limited liability partnership), the partnership’s principal or last known place of business in Singapore;

“document” includes a notice permitted or required by this Act to be served;

25 “last email address” means the last email address given by the addressee concerned to the person giving or serving the document as the email address for the service of documents under this Act;

“residential address” means an individual’s usual or last known place of residence in Singapore.

Interface with other laws

30 **93.** This Act does not affect any requirement, duty or obligation imposed on a person who is a platform operator or platform worker under any other written law or any rule of law.

General power to exempt

94. The Minister may, by order in the *Gazette*, exempt any person or class of persons from all or any of the provisions of this Act, either generally or in a particular case and subject to any conditions that the Minister may impose.

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Amendment of Schedules

95.—(1) The Minister may, by order in the *Gazette*, amend, add to or vary the First, Second or Third Schedule.

(2) The Minister may, in an order made under subsection (1), make provisions of a saving or transitional nature consequent on the enactment of the order that the Minister may consider necessary or expedient.

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(3) All orders made under subsection (1) must be presented to Parliament as soon as possible after publication in the *Gazette*.

Regulations

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96.—(1) The Minister may make regulations necessary or convenient to be prescribed for carrying out or giving effect to this Act.

(2) In particular, the Minister may make regulations for all or any of the following matters:

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- (a) the records that must be maintained by a platform operator, including the form and contents of the records and the manner in which the records are to be displayed;
- (b) the statistics that must be collected, including the method of collecting the statistics (either in connection with or independently of any other public authority), the staff to be employed in connection with the collection, the duties to be performed and the publications (if any) to be issued;
- (c) the regulation of the conduct of a platform operator towards a platform worker, for the purposes of protecting the platform worker from any practice relating to the provision of a platform service that may adversely affect the platform worker's wellbeing;

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(d) prescribe the administrative penalties for civil contraventions under Part 4 of an amount not exceeding \$1,000 for each occasion of a civil contravention, and \$2,000 in the case of a second or subsequent occasion of the civil contravention;

(e) the manner in which an appeal may be made to the Minister under this Act and the procedure for such appeals;

(f) any matter that is required or permitted to be prescribed under this Act.

(3) Regulations made under this section may provide that any contravention of any provision of the regulations shall be an offence punishable with a fine not exceeding \$10,000.

(4) All regulations made under this Act must be presented to Parliament as soon as possible after publication in the *Gazette*.

PART 7

AMENDMENTS TO OTHER ACTS

Amendment of Central Provident Fund Act 1953

97. The Central Provident Fund Act 1953 is amended in the manner set out in the Fourth Schedule.

Amendment of Income Tax Act 1947

98. The Income Tax Act 1947 is amended in the manner set out in the Fifth Schedule.

Amendment of Industrial Relations Act 1960

99. The Industrial Relations Act 1960 is amended in the manner set out in the Sixth Schedule.

Amendment of Trade Disputes Act 1941

100. The Trade Disputes Act 1941 is amended in the manner set out in the Seventh Schedule.

Amendment of Trade Unions Act 1940

101. The Trade Unions Act 1940 is amended in the manner set out in the Eighth Schedule.

Amendment of Work Injury Compensation Act 2019

102. The Work Injury Compensation Act 2019 is amended in the manner set out in the Ninth Schedule.

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Amendment of Workplace Safety and Health Act 2006

103. The Workplace Safety and Health Act 2006 is amended in the manner set out in the Tenth Schedule.

PART 8

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CONSEQUENTIAL AND RELATED AMENDMENTS TO OTHER ACTS

Amendment of Business Names Registration Act 2014

104. In the Business Names Registration Act 2014, in section 4(1), after paragraph (j), insert —

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“(ja) any platform work association registered under the Platform Workers Act 2024;”.

Amendment of Child Development Co-Savings Act 2001

105. In the Child Development Co-Savings Act 2001 —

(a) in section 2(1), after the definition of “personal representative”, insert —

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““platform operator” has the meaning given by section 4 of the Platform Workers Act 2024;”;

(b) in section 2, after subsection (1), insert —

“(1A) To avoid doubt, for the purposes of this Act, a platform worker (within the meaning given by section 5(1) of the Platform Workers Act 2024) is to be regarded as a person who engages in or carries on a trade, business, profession or vocation other than

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employment under a contract of service and derives income from that trade, business, profession or vocation.”;

(c) in the following provisions, after “an employer,”, insert “a platform operator,”:

Section 9A(6)

Section 12B(20)

Section 12F(4)

Section 12I(5);

(d) in section 12A(9), before “a female employee”, insert “an employer, a platform operator,”;

(e) in section 12AB(4), before “a self-employed woman”, insert “a platform operator or”; and

(f) in section 12HA(8), before “a male employee”, insert “an employer, a platform operator,”.

Amendment of Companies Act 1967

106. In the Companies Act 1967, in section 4(1), in the definition of “corporation” —

(a) in paragraph (d), delete “or” at the end; and

(b) after paragraph (d), insert —

“(da) any platform work association registered under the Platform Workers Act 2024; or”.

Amendment of Co-operative Societies Act 1979

107. In the Co-operative Societies Act 1979 —

(a) in section 2(1), in the definition of “institutional member”, replace “or a trade union” with “, a trade union or a platform work association”;

(b) in section 2(1), after the definition of “permanent share”, insert —

““platform work association” means a platform work association registered under the Platform Workers Act 2024;”;

(c) in section 2(1), replace the definition of “secondary society” with — 5

““secondary society” means a society, each of whose registered members is a co-operative society, a trade union or a platform work association;”;

(d) in section 38, replace “or trade union” with “, trade union or platform work association”; 10

(e) in section 39(1)(b), replace “or is a trade union” with “, a trade union or a platform work association”;

(f) in section 39(2), replace “and trade unions” with “, trade unions and platform work associations”; 15

(g) in section 44(2)(b), replace “or a trade union” with “, another society, a trade union or a platform work association”; and

(h) in the following provisions, replace “or a trade union” with “, a trade union or a platform work association”: 20

Section 5(2)

Section 7(1)(b)(ii)

Section 43(3)

Section 83(2)(b)(ii).

Amendment of Enlistment Act 1970 25

108. In the Enlistment Act 1970, in section 24 —

(a) in subsection (1), replace paragraphs (f) and (g) with —

“(f) a platform worker providing a platform service for a platform operator;

(g) gainfully employed by one or more employers; 30

- (h) self-employed as well as a platform worker;
- (i) self-employed as well as gainfully employed under a contract of service;
- 5 (j) a platform worker as well as gainfully employed under a contract of service; or
- (k) self-employed, gainfully employed under a contract of service as well as a platform worker.”;

10 (b) in subsection (4), replace paragraph (b) with —

“(b) where that person —

- (i) is self-employed as well as gainfully employed under a contract of service;
- 15 (ii) is a platform worker as well as is gainfully employed under a contract of service; or
- (iii) is self-employed, a platform worker as well as is gainfully employed under a contract of service,

20 his employer shall only be liable to pay the difference between his civilian remuneration and his service remuneration in the proportion that the civilian remuneration paid by his employer
25 bears to his total civilian remuneration.”;

(c) after subsection (6), insert —

30 “(6A) Where under the Central Provident Fund Act 1953 a platform operator pays contributions in respect of a platform worker who provides a platform service for that platform operator, the platform operator shall continue to pay the same amount of contributions and at the same rate notwithstanding that the platform worker is performing —

(a) 5 months' salary (whether for time or piecework) in respect of services rendered by the employee to the limited liability partnership;

(b) \$13,000, or an amount that is 5 times the amount (if any) prescribed by the Minister charged with the responsibility for manpower under section 35(b) of the Employment Act 1968, whichever is the higher.

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(2A) Where the amounts in sub-paragraph (2)(a) and (b) are the same, the amount payable for each employee under sub-paragraph (1)(b) and (c) is equal to either of those amounts.”; and

10

(d) in the Fifth Schedule, after paragraph 76, insert —

“Priority of specified debts relating to platform workers in winding up of platform operator

76A.—(1) This paragraph applies in relation to a winding up of a platform operator that is a limited liability partnership.

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(2) The following have priority over all unsecured debts of the platform operator, other than the preferential debts specified in paragraph 76(1)(a) to (f), and rank in priority after the debts specified in paragraph 76(1)(f) but before those specified in paragraph 76(1)(g):

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(a) first, all earnings payable to a platform worker, including any amount payable by way of reimbursement under any platform work agreement or any award or agreement regulating the conditions under which any platform worker provides a platform service for the platform operator;

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(b) second, all amounts due in respect of any work injury compensation payable to or for the benefit of a platform worker under the Work Injury Compensation Act 2019 accrued before, on or after the commencement of the winding up;

30

(c) third, all amounts due in respect of contributions payable, during a period of 12 consecutive months commencing not earlier than 12 months before and ending not later than 12 months after the commencement of the winding up, by the platform operator, under any written law relating to platform workers' superannuation or provident funds.

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(3) The amount payable under sub-paragraph (2)(a) must not exceed \$13,000.

5 (4) The debts in each class specified in sub-paragraph (2) rank in the order specified in that sub-paragraph but debts of the same class rank equally between themselves, and are to be paid in full, unless the property of the platform operator is insufficient to meet them, in which case the debts of the same class abate in equal proportions between themselves.

10 (5) Where any payment has been made to any platform worker of the platform operator on account of earnings out of money advanced by a person for that purpose, the person by whom the money was advanced, in a winding up —

15 (a) has a right of priority in respect of the money so advanced and paid, up to the amount by which the sum in respect of which the platform worker would have been entitled to priority in the winding up has been diminished by reason of the payment; and

20 (b) has the same right of priority in respect of that amount as the platform worker would have had if the payment had not been made.

(6) So far as the assets of the platform operator available for payment of general creditors are insufficient to meet any preferential debts specified in —

25 (a) paragraph 76(1)(a), (b), (c), (e) and (f);

(b) sub-paragraph (2)(a) and (c); and

(c) any amount payable in priority by virtue of sub-paragraph (5) or paragraph 76(6),

those debts —

30 (d) have priority over the claims of the holders of debentures under any floating charge created by the platform operator (which charge, as created, was a floating charge); and

(e) must be paid accordingly out of any property comprised in or subject to that charge.

35 (7) In this paragraph —

“earnings” has the meaning given by section 2 of the Platform Workers Act 2024;

“platform operator” has the meaning given by section 4 of the Platform Workers Act 2024;

“platform work agreement” has the meaning given by section 2 of the Platform Workers Act 2024;

“platform worker” has the meaning given by section 5(1) of the Platform Workers Act 2024.” 5

Amendment of Limited Partnerships Act 2008

112. In the Limited Partnerships Act 2008, in section 2(1), in the definition of “corporation”, replace paragraphs (d) and (e) with —

- “(d) any co-operative society; 10
- (e) any registered trade union; or
- (f) any registered platform work association;”.

Amendment of Maintenance of Religious Harmony Act 1990

113. In the Maintenance of Religious Harmony Act 1990, in section 2, in the definition of “entity”, after paragraph (h), insert — 15

- “(i) a platform work association;”.

Amendment of Motor Vehicles (Third-Party Risks and Compensation) Act 1960

114. In the Motor Vehicles (Third-Party Risks and Compensation) Act 1960, in section 4 — 20

- (a) in subsection (4), replace paragraph (a) with —

“(a) liability in respect of —

- (i) the death of or bodily injury sustained by a person (A) who is in the employment of a person insured by the policy, where the death or bodily injury arises out of and in the course of A’s employment; or 25
- (ii) the death of or bodily injury sustained by a platform worker (B) who provides a platform service for a 30

platform operator insured by the policy, where the death or bodily injury arises out of and in the course of *B*'s provision of the platform service for that platform operator; or”; and

(b) after subsection (4), insert —

“(4A) In subsection (4) —

“platform operator” has the meaning given by section 4 of the Platform Workers Act 2024;

“platform service” has the meaning given by section 3 of the Platform Workers Act 2024;

“platform worker” has the meaning given by section 5(1) of the Platform Workers Act 2024.”.

Amendment of Mutual Benefit Organisations Act 1960

115. In the Mutual Benefit Organisations Act 1960, in section 48(1), replace “or the Trade Unions Act 1940” with “, the Trade Unions Act 1940 or the Platform Workers Act 2024”.

Amendment of Point-to-Point Passenger Transport Industry Act 2019

116. In the Point-to-Point Passenger Transport Industry Act 2019, in section 4(1), replace the definition of “participating driver agreement” with —

““participating driver agreement”, in relation to a provider of a ride-hail service, means an agreement or arrangement between the provider of a ride-hail service and a driver of a bookable vehicle under which —

(a) the provider agrees to —

(i) take or facilitate any booking by or on behalf of a passenger for bookable vehicles made available, or to be made

available, in providing on-demand passenger transport services (whether immediately or at a later time) to the passenger; and

(ii) communicate the booking to participating bookable drivers; and 5

(b) the driver agrees to carry out the on-demand passenger transport service in the booking by transporting the passenger for hire or reward, using a bookable vehicle, 10

and it does not matter —

(c) whether or not —

(i) the driver is an employee or agent of the provider of the ride-hail service; or

(ii) where the provider of the ride-hail service is a platform operator, the driver is a platform worker of the provider; or 15

(d) whether the vehicle is hired from that provider;

“platform operator” has the meaning given by section 4 of the Platform Workers Act 2024; 20

“platform worker” has the meaning given by section 5(1) of the Platform Workers Act 2024;”.

Amendment of Public Entertainments Act 1958

117. In the Public Entertainments Act 1958, in the First Schedule, in paragraph 3(d), after “registered trade unions,”, insert “registered platform work associations,”. 25

Amendment of Requisition of Resources Act 1985

118. In the Requisition of Resources Act 1985, in section 27 —

(a) in subsection (2)(b), replace “had not been” with “not been”; 30

(b) in subsection (2), after paragraph (b), insert —

“(ba) is a platform worker — he or she must be paid such remuneration as would have been derived from his or her provision of a platform service for a platform operator had the person’s service not been requisitioned;”;

(c) in subsection (4), replace “subsection (2)(a) or (b)” with “subsection (2)(a), (b) or (ba)”;

(d) in subsection (4), after “self-employed person”, insert “or platform worker”; and

(e) replace subsection (6) with —

“(6) In this section —

“platform operator” has the meaning given by section 4 of the Platform Workers Act 2024;

“platform service” has the meaning given by section 3 of the Platform Workers Act 2024;

“platform worker” has the meaning given by section 5(1) of the Platform Workers Act 2024;

“service” includes any work carried out or performed for the competent authority.”.

Amendment of Road Traffic Act 1961

119. In the Road Traffic Act 1961, in section 110B, replace the definitions of “participating bookable driver” and “participating driver agreement” with —

““participating bookable driver”, for a designated exempt ride-hail service operator, means a driver who has a participating driver agreement with the operator, and it is immaterial whether —

(a) the driver is an employee or agent of the designated exempt ride-hail service operator; or

- (b) where the designated exempt ride-hail service operator is a platform operator, the driver is a platform worker of the operator;

“participating driver agreement”, in relation to a designated exempt ride-hail service operator providing a ride-hail service, means an agreement or arrangement between the designated exempt ride-hail service operator and a driver of a bookable vehicle under which —

- (a) the designated exempt ride-hail service operator agrees to —

(i) take or facilitate any booking by or on behalf of a passenger for bookable vehicles to be made available in providing on-demand passenger transport services (whether immediately or at a later time) to the passenger; and

(ii) communicate the booking to participating bookable drivers; and

- (b) the driver agrees to carry out the on-demand passenger transport service in the booking by transporting the passenger for hire or reward, using a bookable vehicle,

and it does not matter —

- (c) whether or not —

(i) the driver is an employee or agent of the designated exempt ride-hail service operator; or

(ii) where the designated exempt ride-hail service operator is a platform operator, the driver is a platform worker of that operator; or

- (d) whether the vehicle is hired from that operator;

“platform operator” has the meaning given by section 4 of the Platform Workers Act 2024;

“platform worker” has the meaning given by section 5(1) of the Platform Workers Act 2024;”.

Amendment of Singapore Labour Foundation Act 1977

120. In the Singapore Labour Foundation Act 1977, in section 4 —

(a) in paragraphs (a), (b) and (d), replace “trade union movement” with “labour movement”;

(b) in paragraph (c)(i) and (ii), after “trade unions”, insert “and platform work associations”;

(c) replace paragraph (f) with —

“(f) construct and maintain suitable premises for the use of trade unions, platform work associations and co-operative societies managed by trade unions, platform work associations or both in Singapore; and”;
and

(d) in paragraph (g), replace “trade union” with “labour movement”.

Amendment of Societies Act 1966

121. In the Societies Act 1966, in section 2, in the definition of “society”, after paragraph (d), insert —

“(da) any platform work association registered or required to be registered under the Platform Workers Act 2024;”.

FIRST SCHEDULE

Section 3

PLATFORM SERVICES

1. The following are platform services for the purposes of the Act:

(a) delivery service;

(b) ride-hail service.

FIRST SCHEDULE — *continued*

2. In this Schedule —

“bookable vehicle”, in relation to a ride-hail service, means any of the following vehicles used or intended to be used in providing a ride-hail service through a booking taken or facilitated by a provider of a ride-hail service: 5

(a) a taxi;

(b) a private hire car (within the meaning given by the Road Traffic Act 1961) which is hired, or made available for hire, under a contract (express or implied) for use as a whole with a driver for the purpose of conveying one or more passengers (if any) in that car; 10

“booking”, in relation to a ride-hail service, means a booking for a bookable vehicle to be used in providing an on-demand passenger transport service taken or facilitated by the provider of the ride-hail service; 15

“delivery service” means a service that involves —

(a) the collection of any goods or item from one or more places; and

(b) the delivery of the goods or item to one or more other places;

“on-demand passenger transport service” and “on-demand ride booking service” have the meanings given by section 4(1) of the Point-to-Point Passenger Transport Industry Act 2019; 20

“ride-hail service” —

(a) means —

(i) an on-demand passenger transport service of any type provided using bookable vehicles; or 25

(ii) an on-demand ride booking service of any type provided using bookable vehicles; but

(b) excludes the following:

(i) taxi call-booking services;

(ii) a car pooling arrangement within the meaning given by paragraph 2 of the Road Traffic (Car Pooling — Exemption) (No. 3) Order 2021 (G.N. No. S 888/2021) provided by an individual in accordance with paragraph 3 of that Order. 30

SECOND SCHEDULE

Section 6(1)(c)

REQUIREMENTS, PROHIBITIONS AND
RESTRICTIONS IN RELATION TO
PROVISION OF PLATFORM SERVICE

1. The requirements, prohibitions and restrictions mentioned in section 6(1)(c) imposed by a person (*A*) on an individual (*B*) in respect of *B*'s provision of a platform service for *A* are the following:

- (a) any requirement that *B* must adhere to any rules, guidelines or standards imposed or specified by *A* in relation to *B*'s provision of the platform service for *A*, including rules, guidelines or standards relating to —
- (i) when and how the platform service is or is to be provided to a service user; or
 - (ii) the quality or standard of the platform service that is or is to be provided to a service user;
- (b) any prohibition or restriction (express or implied) of *B*'s ability to negotiate with a service user the amount or terms of any payment for or in relation to the platform service that *B* provides or intends to provide for *A*;
- (c) any prohibition or restriction (express or implied) of *B*'s ability to establish or maintain his or her own clientele for the platform service that *B* provides or intends to provide for *A*;
- (d) any prohibition or restriction (express or implied) of *B*'s ability to determine —
- (i) the time or times at which or the duration for which *B* provides the platform service for *A*; or
 - (ii) the number of tasks *B* performs in the provision of the platform service for *A*;
- (e) any incentive *A* offers or may offer to *B* or any penalty *A* imposes or may impose on *B*, where the incentive is offered or the penalty is imposed (as the case may be) in a systematic manner for the purpose of —
- (i) encouraging *B* to continue providing, or discouraging *B* from ceasing to provide, the platform service for *A*; or

SECOND SCHEDULE — *continued*

- (ii) encouraging *B* to increase, or discouraging *B* from reducing, the number of tasks *B* performs in the course of *B*'s provision of the platform service for *A*.

2. In paragraph 1(e) —

5

“incentive”, in relation to *B*'s provision of a platform service for *A*, includes —

- (a) any benefit in money or in kind, or any increase in the amount or value of any such benefit, given to *B*;
- (b) any privilege, or any additional privilege, provided to or conferred on *B*; or
- (c) any other measure or act the effect or intended effect of which is to —

10

- (i) increase the earnings of, the amount or value of any benefit in money or in kind given or the privileges provided to or conferred on *B*; or

15

- (ii) enhance *B*'s ability to accrue earnings or any such benefits or privileges,

from providing the platform service for *A*;

“penalty”, in relation to *B*'s provision of a platform service for *A*, includes —

20

- (a) the withholding of any benefit in money or in kind from *B*, or any reduction of the amount or value of any such benefit given to *B*;
- (b) the withholding or withdrawal of any privilege from *B*; or
- (c) any other measure or act the effect or intended effect of which is to —

25

- (i) reduce the earnings of, the amount or value of any benefit in money or in kind given or the privileges provided to or conferred on *B*; or

- (ii) adversely affect *B*'s ability to accrue earnings or any such benefits or privileges,

30

from providing the platform service for *A*.

THIRD SCHEDULE

Sections 48(1) and 49(5)

MATTERS FOR WHICH PROVISION MUST BE MADE
IN RULES OF REGISTERED PLATFORM
WORK ASSOCIATION

5

1. The name of the platform work association and the place of meeting for the business of the platform work association.

10

2. The whole of the objects for which the platform work association is to be established, the purposes for which the funds of the platform work association are applicable, the conditions under which any member of the platform work association may become entitled to any benefit assured by the platform work association, and the fines and forfeitures to be imposed on any member.

3. The manner of making, altering, amending and rescinding rules of the platform work association.

15

4. The appointment or election and removal of an executive and of trustees, secretaries, treasurers and other officers of the platform work association.

5. The custody and investment of the funds of the platform work association, the designation of the officer or officers responsible for those funds, and the annual or periodic audit of its accounts.

20

6. The inspection of the books and names of members of the platform work association by any person having an interest in the funds of the platform work association.

25

7. The manner of the dissolution of the platform work association and the disposal of the funds of the platform work association available at the time of such dissolution.

8. The taking of all decisions in respect of the election of officers, the amendment of rules, strikes, dissolution and any other matter affecting the members of the platform work association generally, by secret ballot.

FOURTH SCHEDULE

Section 97

AMENDMENT OF CENTRAL PROVIDENT FUND ACT 1953

Amendment of section 2

1. In the Central Provident Fund Act 1953 (called in this Schedule the CPF Act), in section 2 — 5

(a) in subsection (1), after the definition of “payout benchmark applicable to the member”, insert —

““platform earnings”, in relation to a platform worker, means the platform worker’s platform remuneration, but excludes any excluded payments that the Minister may, by notification in the *Gazette*, specify; 10

“platform operator” has the meaning given by section 4 of the Platform Workers Act 2024;

“platform remuneration”, in relation to a platform worker, means the remuneration in money payable to the platform worker in respect of any platform service provided by the platform worker to a service user for a platform operator under a platform work agreement, and includes any bonus earned by the platform worker in respect of the platform service; 15 20

“platform service”, “platform work agreement”, “platform worker” and “service user” have the respective meanings given by the Platform Workers Act 2024;”;

(b) in subsection (9), replace “has computed the amount of contributions payable by a member or his or her employer in reliance on that subsection,” with “has, in reliance on that subsection, computed the amount of contributions payable by a member or by an employer or a platform operator in respect of a member”; and 25

(c) in subsection (9)(a) and (b)(i) and (ii), replace “or his or her employer” with “, employer or platform operator”. 30

Amendment of section 5

2. In the CPF Act, in section 5 —

(a) in subsection (3), replace “In the course of an inspection” with “For the purposes of this Act”; 35

(b) in subsection (3), replace paragraph (a) with —

FOURTH SCHEDULE — *continued*

5 “(a) enter and search any premises or place where the inspector has reasonable cause to believe that a person is employed or that evidence of the commission of a relevant offence can be found;

10 (ab) require any person found in the premises or place to answer any question (to the best of that person’s knowledge, information and belief) and provide any document or information, about any matter relevant for the purposes of this Act;”;

(c) in subsection (3)(f)(i), replace “furnished” wherever it appears with “provided”;

(d) replace subsection (3A) with —

15 “(3A) In addition to the powers conferred on him or her under subsection (3), an inspector who has reasonable cause to believe that a relevant offence has been committed may by written notice require any person to —

(a) provide information within the knowledge of that person;

20 (b) provide any document in the possession, custody or control of that person; or

(c) attend at any place to answer any question,

25 which the inspector considers to be relevant to the investigation of the relevant offence, at any reasonable time and place specified in the notice.

30 (3AA) A person required to provide any document or information or to answer any question under subsection (3) or (3A) must provide the document or information or answer the question (as the case may be) and state truly the facts and circumstances with which that person is acquainted concerning the matter under investigation.”;

(e) replace subsection (3B) with —

35 “(3B) An inspector may inspect, make a copy of or take extracts from any document provided or produced under subsection (3) or (3A), and take possession of the document if, in the inspector’s opinion —

(a) the copying of the document cannot be reasonably done unless possession is taken;

FOURTH SCHEDULE — *continued*

- (b) the document may be tampered with unless possession is taken; or
- (c) the document may be required as evidence in any proceedings for a relevant offence or in any proceedings for the recovery of moneys due to the Fund.”;
- (f) replace subsection (4) with —
- “(4) Where a document required by an inspector is kept in electronic form —
- (a) the power of an inspector in relation to any document under subsection (3) or (3A) includes the power to require a copy of that document to be made available for inspection in legible form; and
- (b) subsection (3B) applies to any copy so made available.
- (4A) In relation to compliance with section 8A —
- (a) subsection (3) applies, with the necessary modifications, to a platform operator that is required under section 8A to contribute to the Fund as it applies to an employer;
- (b) a reference to wages in subsection (3) is to be construed, with the necessary modifications, as a reference to platform remuneration payable to a platform worker of a platform operator; and
- (c) a reference to an employee in subsection (3) is to be construed, with the necessary modifications, as a reference to a platform worker of a platform operator and a reference to employment is to be construed as engagement by the platform operator.
- (4B) In relation to compliance with section 9A —
- (a) subsection (3) applies, with the necessary modifications, to a self-employed person who is required under section 9A to contribute to the Fund as it applies to an employer; and
- (b) a reference to wages in subsection (3) is to be construed as a reference to income of that self-employed person.

FOURTH SCHEDULE — *continued*

(4C) Any copy of or extract from a document made under this section and certified as such by the inspector is admissible as evidence in any proceedings under this Act.”;

5 (g) in subsection (5)(b), replace “produce any record, certificate, notice or document” with “provide or produce any document”;

(h) in subsection (5), replace paragraph (c) with —

10 “(c) contravenes subsection (3AA) or wilfully withholds any information which that person is required by this section to provide to an inspector or such officer; or”;
and

(i) replace subsection (7) with —

“(7) In this section —

“document” —

15 (a) means any document (including any record, contract, register, book of accounts or statements of accounts mentioned in subsection (3)(d), (e) or (f)) in any medium; and

20 (b) includes such a document containing information in digital or electronic form;

“relevant offence” means —

(a) an offence under section 7(3) or (5) or 58(1)(b) or (e) committed by an employer;

25 (b) an offence under section 8A(3) or (5) or 58(1)(b) or (e) committed by a platform operator;

30 (c) an offence under section 60 committed by any director, manager, secretary or other officer of an employer or a platform operator that committed an offence mentioned in paragraph (a) or (b), as the case may be;

(d) an offence under section 58(1)(d) or (e) committed by a self-employed person;

35 (e) an offence under section 58(1)(a) or (c) committed by any person; and

FOURTH SCHEDULE — *continued*

(f) any other offence under this Act prescribed by regulations made under section 77(1) to be a relevant offence.”

Amendment of section 7

5

3. In the CPF Act, in section 7 —

(a) replace the section heading with —

“Contributions in respect of employees”; and

(b) in subsection (1), delete “section 69 and”.

New section 8A

10

4. In the CPF Act, after section 8, insert —

“Contributions in respect of platform workers

8A.—(1) Subject to any regulations made under section 77(1), every platform operator must pay to the Fund contributions in accordance with the Fourth Schedule in respect of each platform worker of the platform operator.

15

(2) Subject to subsections (5) and (6), despite the provisions of any written law or any contract to the contrary, a platform operator that is required to pay contributions under subsection (1) in respect of a platform worker is entitled to deduct, from the platform worker’s platform remuneration in respect of a platform service provided by the platform worker for the platform operator, the recoverable amount in accordance with the Fourth Schedule.

20

(3) Where a platform operator —

(a) has deducted any amount from a platform worker’s platform remuneration under subsection (2); and

25

(b) fails to pay the contributions to which the deducted amount relates to the Fund within the time specified in the Fourth Schedule for the payment of the contributions or within the extended time approved by the Board under subsection (7)(a), if any,

30

the platform operator 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 7 years or to both.

FOURTH SCHEDULE — *continued*

(4) Without limiting subsections (1) and (2) and the Fourth Schedule, and subject to section 13B(2) and such terms and conditions as the Board may impose —

5 (a) a platform worker may at any time contribute voluntarily to the Fund a sum additional to the contributions required under subsection (1); or

10 (b) a platform operator may at any time pay to the Fund contributions in respect of any platform worker of the platform operator at a rate in excess of the applicable rate specified in the Fourth Schedule.

15 (5) Despite any contract to the contrary, a platform operator is not entitled to recover in any way from a platform worker in respect of contributions payable under this Act any sum in excess of the total amount that the platform operator is permitted to recover under subsection (2) from the platform worker's platform remuneration and any platform operator that recovers or attempts to recover any greater sum shall be guilty of an offence.

20 (6) A platform operator may deduct the recoverable amount under subsection (2) from the platform worker's platform remuneration in respect of a platform service provided by the platform worker for the platform operator only within the time specified in the Fourth Schedule for the deduction of the recoverable amount or within the extended time approved by the Board under subsection (7)(a), if any.

25 (7) Subject to the limits (if any) prescribed in the Fourth Schedule, the Board may, on the application of a platform operator —

 (a) approve an extended time for the payment of contributions or the deduction of a recoverable amount; or

30 (b) specify that an option to be in a prescribed class of platform workers mentioned in subsection (8)(d) applies in relation to contributions payable by the platform operator for any alternative months, instead of the month or months prescribed in the Fourth Schedule.

35 (8) The Minister may, by notification in the *Gazette*, amend the Fourth Schedule and may prescribe in that Schedule —

 (a) the computation of aggregate platform earnings;

FOURTH SCHEDULE — *continued*

- (b) the different rates of contributions payable in respect of different types of platform earnings and classes of platform operators or platform workers;
 - (c) the times mentioned in subsections (3)(b) and (6), in respect of different types of platform earnings and classes of platform operators or platform workers; 5
 - (d) whether and how a platform worker may opt to be in any class of platform workers, including requiring the Board’s approval, and when the option applies to any platform earnings, contributions and platform operators; and 10
 - (e) matters as are necessary or expedient for giving full effect to the purposes and provisions of this section.
- (9) Sections 9A and 9B do not apply to any platform remuneration paid or payable to a platform worker on or after a date prescribed by regulations made under section 77(1).” 15

New section 8B

5. In the CPF Act, before section 9, insert —

“Disclosure and provision of information to facilitate administration of contributions for platform worker 20

8B.—(1) On or after the date of commencement of paragraph 5 of the Fourth Schedule to the Platform Workers Act 2024, the Board may provide information concerning any platform worker to the following persons for the corresponding purpose:

- (a) a platform operator — to pay contributions for a platform worker; 25
- (b) any other person — to enable the platform operator to pay contributions for the platform worker.

(2) On or after the date of commencement of paragraph 5 of the Fourth Schedule to the Platform Workers Act 2024, a platform worker must provide information to the Board or persons mentioned in subsection (1) to facilitate the performance of the duties, or the exercise of the powers, of the Board or those persons (as the case may be) in relation to the payment of contributions for the platform worker.” 30

FOURTH SCHEDULE — *continued***Amendment of section 9**

6. In the CPF Act, in section 9 —

(a) replace subsection (1) with —

5 “(1) Where the amount of the contributions which an employer
or a platform operator is liable to pay under section 7 or 8A (as the
case may be) is not paid within such period as may be prescribed,
the employer or the platform operator (as the case may be) is
10 liable to pay interest on the amount for every day the amount
remains unpaid at the rate and commencing from the date
prescribed in regulations made under section 77(1).”; and

(b) in subsection (2), replace “such rate and commencing from such date
as may be prescribed” with “the rate and commencing from the date
prescribed in regulations made under section 77(1)”.

Amendment of section 13

7. In the CPF Act, in section 13(4), after paragraph (a), insert —

“(aa) section 8A;”.

Amendment of section 13B

8. In the CPF Act, in section 13B(1) and (2), after “section 7(4)”, insert
20 “or 8A(4)”.

Amendment of section 24

9. In the CPF Act, in section 24, after subsection (6), insert —

25 “(7) The bankruptcy of a platform worker does not affect the payment
of contributions from the platform remuneration of the platform worker
in accordance with the provisions of this Act, but the payment must
continue to be made despite the provisions of any written law and the
portion of platform remuneration so paid is deemed not to form part of
the platform worker’s after-acquired property.”.

Amendment of section 58

30 10. In the CPF Act, in section 58(1)(b), after “employee”, insert “or platform
worker”.

Amendment of section 58D

11. In the CPF Act, in section 58D, replace the section heading with —

FOURTH SCHEDULE — *continued***“Investigators for offence in relation to withdrawal under section 16B or 16C or regulations”.****Amendment of section 61**

12. In the CPF Act, in section 61(2) — 5
- (a) in paragraph (a), after “section 7(5)”, insert “, 8A(5)”; and
 - (b) in paragraph (b), after “section 7(3) or (5)”, insert “, 8A(3) or (5)”.

Amendment of section 61B

13. In the CPF Act, in section 61B(1), after “section 7(3)”, insert “, 8A(3)”.

Amendment of section 66A

14. In the CPF Act, in section 66A, after subsection (1), insert — 10
- “(1A) In any proceedings relating to the recovery or non-payment of contributions under section 8A, a certificate purporting to be issued by the Board certifying the amount of the contributions and interest due thereon and payable by a platform operator is prima facie evidence that the amount of contributions and interest so stated is due and payable by that platform operator as at the date of the certificate.” 15

Amendment of section 68

15. In the CPF Act, in section 68 —
- (a) in the section heading, after “**employee’s**”, insert “, **platform worker’s**”; 20
 - (b) in subsections (1)(a), (2)(a) and (3)(a), after “an employer”, insert “, a platform operator”;
 - (c) in subsections (1)(a), (2)(a) and (3)(b), after “the employer”, insert “, platform operator”; 25
 - (d) in subsection (3)(b), after “that employer”, insert “, platform operator”;
 - (e) in subsection (4)(a), after “place of employment is being sold”, insert “, or any interest in any place of principal business of a platform operator is being sold,”; and
 - (f) in subsection (5), after “section 7”, insert “, 8A”. 30

FOURTH SCHEDULE — *continued***Amendment of section 76**

16. In the CPF Act, in section 76(1)(b), replace “and employees” with “, employees, platform operators and platform workers”.

5 **Amendment of section 77**

17. In the CPF Act, in section 77 —

(a) in subsection (1)(f), after “collectors”, insert “, and the platform remuneration of platform workers.”; and

10 (b) in subsection (2)(b), after “employers”, insert “, platform operators or platform workers”.

Amendment of First Schedule

18. In the CPF Act, in the First Schedule —

(a) in the Schedule heading, after “CONTRIBUTION”, insert “BY EMPLOYERS”; and

15 (b) in paragraph 5(*ebb*)(i), after “remuneration”, insert “from employment”.

New Fourth Schedule

19. In the CPF Act, after the Third Schedule, insert —

“FOURTH SCHEDULE

20 PLATFORM WORKER CONTRIBUTIONS

Section 8A

PART 1

PRELIMINARY

Aggregate platform earnings and relevant month

25 1. In this Schedule —

“aggregate platform earnings” or “APE”, for a relevant month, means the amount of platform earnings payable in the relevant month less the fixed expenses deduction amounts computed in accordance with paragraph 2;

30 “combined aggregate platform earnings”, for a year, means the platform earnings (both as a Group A worker or a Group B

FOURTH SCHEDULE — *continued*

worker) payable in the year less the fixed expenses deduction amounts computed in accordance with paragraph 2;

“Group A worker” means a platform worker to whom Part 3 of this Schedule applies as set out in paragraph 5;

5

“Group B worker” means a platform worker to whom Part 4 of this Schedule applies as set out in paragraph 8;

“relevant month” means the calendar month for which contributions in respect of a platform worker are being determined under this Schedule;

10

“task” has the meaning given by section 2 of the Platform Workers Act 2024.

Fixed expenses deduction amount

2. The fixed expenses deduction amount to be deducted from a platform worker’s platform earnings is computed as the applicable percentage of those platform earnings.

15

3. For the purposes of paragraph 2, the applicable percentage is —

(a) where the platform earnings are determined for a single task performed by the platform worker in relation to a platform service provided for the platform operator — the percentage corresponding to the exclusive or primary mode of transport used to perform that single task, according to the table;

20

(b) where the platform earnings are for 2 or more tasks performed by the platform worker in relation to a platform service provided for the platform operator and the platform earnings for each task cannot be determined singly — the lowest of the percentages corresponding to the exclusive or primary mode of transport used to perform each of the tasks, according to the table;

25

(c) where the platform earnings relate to a period during which the platform worker performed any task or tasks in relation to a platform service provided for the platform operator — the percentage determined in accordance with sub-paragraph (a) or (b), as the case may be; or

30

(d) in any other case —

35

(i) where a mode of transport is recorded by the platform operator — the percentage corresponding

FOURTH SCHEDULE — *continued*

to the mode of transport so recorded, according to the table;

(ii) where 2 or more modes of transport are recorded by the platform operator — the lowest percentage corresponding to the modes of transport so recorded, according to the table; or

(iii) if no mode of transport is recorded by the platform operator — 20%:

<i>First column</i> <i>Mode of transport</i>	<i>Second column</i> <i>Percentage</i>
1. By using a motor vehicle other than a motorcycle	60%
2. By using a personal mobility device, power-assisted bicycle or motorcycle	35%
3. On foot, by public transport or by using a bicycle (not being power-assisted)	20%

Option by platform worker born before 1 January 1995

4.—(1) A platform worker who was born before 1 January 1995 may opt to be a Group A worker.

(2) An option under sub-paragraph (1) must be made in the form and manner required by the Board.

(3) An option under sub-paragraph (1) cannot be withdrawn.

Application of Part 3

5. Part 3 of this Schedule applies to a platform worker (called in this Schedule a Group A worker) —

(a) who was born on or after 1 January 1995; or

(b) who was born before 1 January 1995 and opts to be a Group A worker under paragraph 4(1), subject to paragraphs 6 and 7.

6. Where a platform worker had entered into a platform work agreement with a platform operator before opting to be a Group A worker under paragraph 4(1) and the option is made —

(a) on or before the 15th day of a calendar month — Part 4 of this Schedule continues to apply to any contributions

FOURTH SCHEDULE — *continued*

payable by the platform operator and the recoverable amount for that calendar month, as if the platform worker were a Group B worker;

- (b) after the 15th day of a calendar month — Part 4 of this Schedule continues to apply to any contributions payable by the platform operator and the recoverable amount for that calendar month and the next calendar month, as if the platform worker were a Group B worker; or 5
- (c) if the Board specifies any alternative months under section 8A(7)(b) — Part 4 of this Schedule continues to apply to any contributions payable by the platform operator and the recoverable amount for those alternative months, as if the platform worker were a Group B worker. 10

7. Where a platform worker had opted to be a Group A worker under paragraph 4(1) before entering into a platform work agreement with a platform operator and the platform work agreement is entered into — 15

- (a) on or before the 15th day of a calendar month — Part 4 of this Schedule applies to any contributions payable by the platform operator and the recoverable amount for that calendar month, as if the platform worker were a Group B worker; 20
- (b) after the 15th day of a calendar month — Part 4 of this Schedule applies to any contributions payable by the platform operator and the recoverable amount for that calendar month and the next calendar month, as if the platform worker were a Group B worker; or 25
- (c) if the Board specifies any alternative months under section 8A(7)(b) — Part 4 of this Schedule continues to apply to any contributions payable by the platform operator and the recoverable amount for those alternative months, as if the platform worker were a Group B worker. 30

Application of Part 4

8. Subject to paragraphs 5, 6 and 7, Part 4 of this Schedule applies to a platform worker who was born before 1 January 1995 (called in this Schedule a Group B worker). 35

FOURTH SCHEDULE — *continued*

PART 2

PAYMENT MATTERS

Contributions according to age and rounding

5 9. For the purposes of Parts 3 and 4 of this Schedule —

(a) the contributions payable according to the age of a platform worker specified in Part 3 or 4 of this Schedule are payable —

10 (i) from the first day of the month following the month in which the platform worker attains that age; and

(ii) in the case of a platform worker who is born on 29 February, from the first day of March in the year in which the platform worker attains that age;

15 (b) the contribution payable by the platform operator is to be rounded off to the nearest dollar except, where the fraction of the dollar is 50 cents, is to be regarded as a dollar; and

(c) in calculating the amount recoverable by the platform operator from the platform worker's platform remuneration, a fraction of a dollar is to be ignored.

Combined ceiling

20 10. Despite Parts 3 and 4 of this Schedule, no contribution is payable by a platform operator on any part of a member's combined aggregate platform earnings for any year in respect of a platform service provided by the platform worker for the platform operator which is in excess of
25 \$102,000.

Time for payment of contribution

30 11. Whether or not the platform operator has recovered the amount recoverable in respect of a contribution for the relevant month, the platform operator must pay the contributions for a relevant month to the Fund not later than —

(a) 14 days after the end of the relevant month; or

(b) the extended time approved by the Board under section 8A(7)(a) (if any) not exceeding 7 days.

35 12. To avoid doubt, the time specified for the purposes of section 8A(3)(b) is 14 days after the end of the relevant month.

FOURTH SCHEDULE — *continued***Deduction of recoverable amount**

13.—(1) For the purposes of section 8A(2), the platform operator may deduct the recoverable amount in respect of each platform earning at the rate applicable under Part 3 or 4 of this Schedule, as the case may be — 5

(a) corresponding to the amount of the platform worker's aggregate platform earnings for the relevant month computed as of the time that deduction is made; or

(b) as if the platform worker's aggregate platform earnings for the relevant month exceeds \$750. 10

(2) For the purposes of section 8A(6), the platform operator may deduct the recoverable amount related to the platform worker's aggregate platform earnings for a relevant month —

(a) not later than 14 days after the end of the relevant month; or 15

(b) not later than 6 months after the date of payment of the platform earnings to which the recoverable amount relates — if the failure to recover the recoverable amount within the time specified in sub-paragraph (a) was not caused by negligence on the part of the platform operator and the other conditions prescribed by the Board (if any) are met. 20

(3) The platform operator must refund to the platform worker any amount deducted in excess of the recoverable amount applicable to the platform worker's actual aggregate platform earnings for the relevant month not later than 14 days after the end of the relevant month. 25

PART 3

GROUP A WORKER — RATES OF CONTRIBUTIONS

14. Subject to Parts 1 and 2 of this Schedule and paragraphs 15 to 18, the contributions payable by the platform operator for a Group A worker for each relevant month following the month in which paragraph 19 of the Fourth Schedule to the Platform Workers Act 2024 is commenced and the amount recoverable in respect of those contributions from the Group A worker's platform remuneration are as follows: 30
35

FOURTH SCHEDULE — *continued*

(a) where the Group A worker is 35 years of age or below:

	<i>First column</i>	<i>Second column</i>	<i>Third column</i>
5	<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
	\$50 or less	NIL	NIL
	Exceeding \$50 but not exceeding \$500	An amount equal to 3.5% of APE	NIL
10	Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 3.5% of APE; and (b) 0.315 of the difference between APE and \$500	0.315 of the difference between APE and \$500
15	Exceeding \$750	An amount equal to 14% of APE	10.5% of APE

(b) where the Group A worker is above 35 but not more than 45 years of age:

	<i>First column</i>	<i>Second column</i>	<i>Third column</i>
20	<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
	\$50 or less	NIL	NIL
	Exceeding \$50 but not exceeding \$500	An amount equal to 3.5% of APE	NIL
25	Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 3.5% of APE; and (b) 0.345 of the difference between APE and \$500	0.345 of the difference between APE and \$500
30	Exceeding \$750	An amount equal to 15% of APE	11.5% of APE

FOURTH SCHEDULE — *continued*

(c) where the Group A worker is above 45 but not more than 50 years of age:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 3.5% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 3.5% of APE; and (b) 0.375 of the difference between APE and \$500	0.375 of the difference between APE and \$500
Exceeding \$750	An amount equal to 16% of APE	12.5% of APE

(d) where the Group A worker is above 50 but not more than 55 years of age:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 3.5% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 3.5% of APE; and (b) 0.39 of the difference between APE and \$500	0.39 of the difference between APE and \$500
Exceeding \$750	An amount equal to 16.5% of APE	13% of APE

FOURTH SCHEDULE — *continued*

(e) where the Group A worker is above 55 but not more than 60 years of age:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 3.5% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 3.5% of APE; and (b) 0.39 of the difference between APE and \$500	0.39 of the difference between APE and \$500
Exceeding \$750	An amount equal to 16.5% of APE	13% of APE

(f) where the Group A worker is above 60 but not more than 65 years of age:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 3.5% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 3.5% of APE; and (b) 0.315 of the difference between APE and \$500	0.315 of the difference between APE and \$500
Exceeding \$750	An amount equal to 14% of APE	10.5% of APE

FOURTH SCHEDULE — *continued*

(g) where the Group A worker is above 65 but not more than 70 years of age:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 3.5% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 3.5% of APE; and (b) 0.315 of the difference between APE and \$500	0.315 of the difference between APE and \$500
Exceeding \$750	An amount equal to 14% of APE	10.5% of APE

(h) where the Group A worker is above 70 years of age:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 3.5% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 3.5% of APE; and (b) 0.27 of the difference between APE and \$500	0.27 of the difference between APE and \$500
Exceeding \$750	An amount equal to 12.5% of APE	9% of APE

FOURTH SCHEDULE — *continued*

15. Subject to Parts 1 and 2 of this Schedule and paragraphs 16, 17 and 18, the contributions payable by the platform operator for a Group A worker for each relevant month starting on or after 1 January 2026 and the amount recoverable in respect of those contributions from the Group A worker's platform remuneration are as follows:

(a) where the Group A worker is 35 years of age or below:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 7% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 7% of APE; and (b) 0.39 of the difference between APE and \$500	0.39 of the difference between APE and \$500
Exceeding \$750	An amount equal to 20% of APE	13% of APE

(b) where the Group A worker is above 35 but not more than 45 years of age:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 7% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 7% of APE; and (b) 0.42 of the difference between APE and \$500	0.42 of the difference between APE and \$500
Exceeding \$750	An amount equal to 21% of APE	14% of APE

FOURTH SCHEDULE — *continued*

(c) where the Group A worker is above 45 but not more than 50 years of age:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 7% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 7% of APE; and (b) 0.45 of the difference between APE and \$500	0.45 of the difference between APE and \$500
Exceeding \$750	An amount equal to 22% of APE	15% of APE

(d) where the Group A worker is above 50 but not more than 55 years of age:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 7% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 7% of APE; and (b) 0.465 of the difference between APE and \$500	0.465 of the difference between APE and \$500
Exceeding \$750	An amount equal to 22.5% of APE	15.5% of APE

FOURTH SCHEDULE — *continued*

(e) where the Group A worker is above 55 but not more than 60 years of age:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 7% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 7% of APE; and (b) 0.465 of the difference between APE and \$500	0.465 of the difference between APE and \$500
Exceeding \$750	An amount equal to 22.5% of APE	15.5% of APE

(f) where the Group A worker is above 60 but not more than 65 years of age:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 7% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 7% of APE; and (b) 0.375 of the difference between APE and \$500	0.375 of the difference between APE and \$500
Exceeding \$750	An amount equal to 19.5% of APE	12.5% of APE

FOURTH SCHEDULE — *continued*

(g) where the Group A worker is above 65 but not more than 70 years of age:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 7% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 7% of APE; and (b) 0.285 of the difference between APE and \$500	0.285 of the difference between APE and \$500
Exceeding \$750	An amount equal to 16.5% of APE	9.5% of APE

(h) where the Group A worker is above 70 years of age:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 7% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 7% of APE; and (b) 0.165 of the difference between APE and \$500	0.165 of the difference between APE and \$500
Exceeding \$750	An amount equal to 12.5% of APE	5.5% of APE

FOURTH SCHEDULE — *continued*

16. Subject to Parts 1 and 2 of this Schedule and paragraphs 17 and 18, the contributions payable by the platform operator for a Group A worker for each relevant month starting on or after 1 January 2027 and the amount recoverable in respect of those contributions from the Group A worker's platform remuneration are as follows:

(a) where the Group A worker is 35 years of age or below:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 10.5% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 10.5% of APE; and (b) 0.465 of the difference between APE and \$500	0.465 of the difference between APE and \$500
Exceeding \$750	An amount equal to 26% of APE	15.5% of APE

(b) where the Group A worker is above 35 but not more than 45 years of age:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 10.5% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 10.5% of APE; and (b) 0.495 of the difference between APE and \$500	0.495 of the difference between APE and \$500
Exceeding \$750	An amount equal to 27% of APE	16.5% of APE

FOURTH SCHEDULE — *continued*

(c) where the Group A worker is above 45 but not more than 50 years of age:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 10.5% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 10.5% of APE; and (b) 0.525 of the difference between APE and \$500	0.525 of the difference between APE and \$500
Exceeding \$750	An amount equal to 28% of APE	17.5% of APE

(d) where the Group A worker is above 50 but not more than 55 years of age:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 10.5% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 10.5% of APE; and (b) 0.54 of the difference between APE and \$500	0.54 of the difference between APE and \$500
Exceeding \$750	An amount equal to 28.5% of APE	18% of APE

FOURTH SCHEDULE — *continued*

(e) where the Group A worker is above 55 but not more than 60 years of age:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 10.5% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 10.5% of APE; and (b) 0.54 of the difference between APE and \$500	0.54 of the difference between APE and \$500
Exceeding \$750	An amount equal to 28.5% of APE	18% of APE

(f) where the Group A worker is above 60 but not more than 65 years of age:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 10.5% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 10.5% of APE; and (b) 0.39 of the difference between APE and \$500	0.39 of the difference between APE and \$500
Exceeding \$750	An amount equal to 23.5% of APE	13% of APE

FOURTH SCHEDULE — *continued*

(g) where the Group A worker is above 65 but not more than 70 years of age:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 9% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 9% of APE; and (b) 0.225 of the difference between APE and \$500	0.225 of the difference between APE and \$500
Exceeding \$750	An amount equal to 16.5% of APE	7.5% of APE

(h) where the Group A worker is above 70 years of age:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 7.5% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 7.5% of APE; and (b) 0.15 of the difference between APE and \$500	0.15 of the difference between APE and \$500
Exceeding \$750	An amount equal to 12.5% of APE	5% of APE

FOURTH SCHEDULE — *continued*

17. Subject to Parts 1 and 2 of this Schedule and paragraph 18, the contributions payable by the platform operator for a Group A worker for each relevant month starting on or after 1 January 2028 and the amount recoverable in respect of those contributions from the Group A worker's platform remuneration are as follows:

(a) where the Group A worker is 35 years of age or below:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 14% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 14% of APE; and (b) 0.54 of the difference between APE and \$500	0.54 of the difference between APE and \$500
Exceeding \$750	An amount equal to 32% of APE	18% of APE

(b) where the Group A worker is above 35 but not more than 45 years of age:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 14% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 14% of APE; and (b) 0.57 of the difference between APE and \$500	0.57 of the difference between APE and \$500
Exceeding \$750	An amount equal to 33% of APE	19% of APE

FOURTH SCHEDULE — *continued*

(c) where the Group A worker is above 45 but not more than 50 years of age:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 14% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 14% of APE; and (b) 0.6 of the difference between APE and \$500	0.6 of the difference between APE and \$500
Exceeding \$750	An amount equal to 34% of APE	20% of APE

(d) where the Group A worker is above 50 but not more than 55 years of age:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 14% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 14% of APE; and (b) 0.6 of the difference between APE and \$500	0.6 of the difference between APE and \$500
Exceeding \$750	An amount equal to 34% of APE	20% of APE

FOURTH SCHEDULE — *continued*

(e) where the Group A worker is above 55 but not more than 60 years of age:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 14% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 14% of APE; and (b) 0.6 of the difference between APE and \$500	0.6 of the difference between APE and \$500
Exceeding \$750	An amount equal to 34% of APE	20% of APE

(f) where the Group A worker is above 60 but not more than 65 years of age:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 13% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 13% of APE; and (b) 0.39 of the difference between APE and \$500	0.39 of the difference between APE and \$500
Exceeding \$750	An amount equal to 26% of APE	13% of APE

FOURTH SCHEDULE — *continued*

(g) where the Group A worker is above 65 but not more than 70 years of age:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 9% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 9% of APE; and (b) 0.225 of the difference between APE and \$500	0.225 of the difference between APE and \$500
Exceeding \$750	An amount equal to 16.5% of APE	7.5% of APE

(h) where the Group A worker is above 70 years of age:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 7.5% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 7.5% of APE; and (b) 0.15 of the difference between APE and \$500	0.15 of the difference between APE and \$500
Exceeding \$750	An amount equal to 12.5% of APE	5% of APE

FOURTH SCHEDULE — *continued*

18. Subject to Parts 1 and 2 of this Schedule, the contributions payable by the platform operator for a Group A worker for each relevant month starting on or after 1 January 2029 and the amount recoverable in respect of those contributions from the Group A worker's platform remuneration are as follows:

(a) where the Group A worker is 35 years of age or below:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 17% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 17% of APE; and (b) 0.6 of the difference between APE and \$500	0.6 of the difference between APE and \$500
Exceeding \$750	An amount equal to 37% of APE	20% of APE

(b) where the Group A worker is above 35 but not more than 45 years of age:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 17% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 17% of APE; and (b) 0.6 of the difference between APE and \$500	0.6 of the difference between APE and \$500
Exceeding \$750	An amount equal to 37% of APE	20% of APE

FOURTH SCHEDULE — *continued*

(c) where the Group A worker is above 45 but not more than 50 years of age:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 17% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 17% of APE; and (b) 0.6 of the difference between APE and \$500	0.6 of the difference between APE and \$500
Exceeding \$750	An amount equal to 37% of APE	20% of APE

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(d) where the Group A worker is above 50 but not more than 55 years of age:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 17% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 17% of APE; and (b) 0.6 of the difference between APE and \$500	0.6 of the difference between APE and \$500
Exceeding \$750	An amount equal to 37% of APE	20% of APE

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FOURTH SCHEDULE — *continued*

(e) where the Group A worker is above 55 but not more than 60 years of age:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 17% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 17% of APE; and (b) 0.6 of the difference between APE and \$500	0.6 of the difference between APE and \$500
Exceeding \$750	An amount equal to 37% of APE	20% of APE

(f) where the Group A worker is above 60 but not more than 65 years of age:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 13% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 13% of APE; and (b) 0.39 of the difference between APE and \$500	0.39 of the difference between APE and \$500
Exceeding \$750	An amount equal to 26% of APE	13% of APE

FOURTH SCHEDULE — *continued*

(g) where the Group A worker is above 65 but not more than 70 years of age:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 9% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 9% of APE; and (b) 0.225 of the difference between APE and \$500	0.225 of the difference between APE and \$500
Exceeding \$750	An amount equal to 16.5% of APE	7.5% of APE

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(h) where the Group A worker is above 70 years of age:

<i>First column</i>	<i>Second column</i>	<i>Third column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month</i>	<i>Amount recoverable</i>
\$50 or less	NIL	NIL
Exceeding \$50 but not exceeding \$500	An amount equal to 7.5% of APE	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to the sum of — (a) 7.5% of APE; and (b) 0.15 of the difference between APE and \$500	0.15 of the difference between APE and \$500
Exceeding \$750	An amount equal to 12.5% of APE	5% of APE

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FOURTH SCHEDULE — *continued*

PART 4

GROUP B WORKER — RATES OF CONTRIBUTIONS

5 19. Subject to Parts 1 and 2 of this Schedule, the contributions payable by the platform operator for a Group B worker for each relevant month following the month in which paragraph 19 of the Fourth Schedule to the Platform Workers Act 2024 is commenced and the amount recoverable in respect of those contributions from the Group B worker's platform remuneration are as follows:

10 (a) where the Group B worker is 35 years of age or below:

<i>First column</i>	<i>Second column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month and amount recoverable</i>
\$500 or less	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to 0.24 of the difference between APE and \$500
Exceeding \$750	An amount equal to 8% of APE

20 (b) where the Group B worker is above 35 but not more than 45 years of age:

<i>First column</i>	<i>Second column</i>
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month and amount recoverable</i>
\$500 or less	NIL
Exceeding \$500 but not exceeding \$750	An amount equal to 0.27 of the difference between APE and \$500
Exceeding \$750	An amount equal to 9% of APE

FOURTH SCHEDULE — *continued*

(c) where the Group B worker is above 45 but not more than 50 years of age:

<i>First column</i>	<i>Second column</i>	
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month and amount recoverable</i>	5
\$500 or less	NIL	
Exceeding \$500 but not exceeding \$750	An amount equal to 0.3 of the difference between APE and \$500	10
Exceeding \$750	An amount equal to 10% of APE	

(d) where the Group B worker is above 50 years of age:

<i>First column</i>	<i>Second column</i>	
<i>Aggregate platform earnings for relevant month (APE)</i>	<i>Contributions payable by platform operator for relevant month and amount recoverable</i>	15
\$500 or less	NIL	
Exceeding \$500 but not exceeding \$750	An amount equal to 0.315 of the difference between APE and \$500	20
Exceeding \$750	An amount equal to 10.5% of APE	”.

FIFTH SCHEDULE

Section 98

AMENDMENT OF INCOME TAX ACT 1947

Amendment of section 2

5 1. In the Income Tax Act 1947 (called in this Schedule the ITA), in section 2 —

(a) in subsection (1), after the definition of “goods”, insert —

““Group A worker” and “Group B worker” have the meanings given in the Fourth Schedule to the Central Provident Fund Act 1953;”;

10 (b) in subsection (1), after the definition of “plantation”, insert —

““platform operator” and “platform worker” have the meanings given respectively by sections 4 and 5(1) of the Platform Workers Act 2024;”;

(c) after subsection (4), insert —

15 “(5) To avoid doubt, nothing prevents a person, by reason only of being a platform worker, a Group A worker or a Group B worker, from being regarded in this Act as —

(a) a person who carries on or exercises a trade, business, profession or vocation;

20 (b) a self-employed person; or

(c) a self-employed individual.”.

Amendment of section 10B

2.—(1) In the ITA, in section 10B, in the section heading, after “**etc.**”, insert “**from employer**”.

25 (2) This paragraph has effect for the year of assessment 2026 and subsequent years of assessment.

New section 10BA

3.—(1) In the ITA, after section 10B, insert —

30 “**Voluntary contributions by platform operator deemed to be income**

10BA. Despite section 13(1)(j) but subject to section 13(1)(jd), where in any year, contributions have been made by a platform operator to the Central Provident Fund account of any platform worker under section 8A of the Central Provident Fund Act 1953,

FIFTH SCHEDULE — *continued*

any part of such contribution, which is not obligatory under that Act, is deemed to be income accruing to the platform worker for the year in which the contributions are paid.”.

(2) This paragraph has effect for the year of assessment 2026 and subsequent years of assessment. 5

Amendment of section 13

4.—(1) In the ITA, in section 13(1) —

(a) after paragraph (*jb*), insert —

“(j*c*) any cash payment made on behalf of the Government to a Group A worker under a public scheme, known as the Platform Workers CPF Transition Support Scheme;”; and 10

(b) after paragraph (*m*), insert —

“(ma) the income of any platform work association registered under Part 3 of the Platform Workers Act 2024 which is not derived from a trade or business carried on by the platform work association;”. 15

(2) This paragraph (except sub-paragraph (1)(b)) has effect for the year of assessment 2026 and subsequent years of assessment. 20

Amendment of section 14

5.—(1) In the ITA, in section 14(1), after paragraph (*e*), insert —

“(f) any sum contributed by a platform operator to the Central Provident Fund account of any platform worker engaged in activities relating to the production of the income of the platform operator, the contribution of which sum by the platform operator was obligatory under section 8A(1) of the Central Provident Fund Act 1953;”. 25 30

(2) This paragraph has effect for the year of assessment 2026 and subsequent years of assessment.

Amendment of section 15

6.—(1) In the ITA, in section 15(1)(i) —

(a) after sub-paragraph (ii), insert —

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FIFTH SCHEDULE — *continued*

“(iia) such payment made by a platform operator on behalf of a platform worker of the platform operator that is obligatory under section 8A(1) of the Central Provident Fund Act 1953;

(iib) such payment made by a platform operator on behalf of a platform worker of the platform operator to the retirement account or special account of that platform worker in accordance with section 18 of the Central Provident Fund Act 1953;” and

(b) in sub-paragraph (iv), after “14(1)(e),”, insert “(f),”.

(2) This paragraph has effect for the year of assessment 2026 and subsequent years of assessment.

Amendment of section 39

7.—(1) In the ITA, in section 39 —

(a) in subsection (2)(g), in the paragraph heading, after “*society*”, insert “*for year of assessment 2025 or before*”;

(b) in subsection (2)(g), after “a deduction”, insert “for the year of assessment 2025 or an earlier year of assessment”;

(c) in subsection (2), after paragraph (g), insert —

“Deduction for life insurance and contributions to approved pension, provident fund or society for year of assessment 2026 or after

(ga) has —

(i) made insurance on the individual’s life or, in the case of a male individual, on the life of the individual’s wife with any insurance company;

(ii) made obligatory contributions to the Central Provident Fund as an employee or a Group A worker or by reason of any contract of employment;

(iii) made contributions to any other approved pension or provident fund or society as an employee which are obligatory by reason of any contract of employment or of any

FIFTH SCHEDULE — *continued*

provision in the rules or constitution of the fund or society; or

- (iv) made any contribution or suffered any abatement from the individual’s salary or pension under any Act for the time being in force in Singapore relating to widows’ and orphans’ pensions or under any approved scheme within the meaning of any such Act, 5

subject to subsections (6) to (10B), there is allowed for the year of assessment 2026 or a subsequent year of assessment a deduction of the sum of all premiums for such insurance and all such contributions and abatements paid, made or suffered by the individual in that year;”;

- (d) in subsection (2)(h), in the paragraph heading, after “*self-employed*”, insert “*for year of assessment 2025 or before*”;

- (e) in subsection (2)(h), replace “2017 or a subsequent year of assessment” wherever it appears with “2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024 or 2025”;

- (f) in subsection (2)(h), replace sub-paragraph (i) with —

“(i) where —

- (A) the sum of contributions to the Central Provident Fund or any other approved pension or provident fund or society under paragraph (g) and this paragraph exceeds \$5,000 — no deduction is allowed under paragraph (g) in respect of premiums for life insurance; or 25

- (B) the sum mentioned in sub-paragraph (A) does not exceed \$5,000 — then the total deductions allowable under paragraph (g) and this paragraph must not exceed \$5,000;”;

- (g) in subsection (2), after paragraph (h), insert —

FIFTH SCHEDULE — *continued***“Deduction for CPF contributions by self-employed for year of assessment 2026 or after**

5 (ha) has carried on a trade, business, profession or vocation and has made contributions to the Central Provident Fund, whether or not obligatory, then subject to subsection (10B), there is to be allowed for the year of assessment 2026 or a subsequent year of assessment a deduction in respect of such contributions (excluding obligatory contributions on his or her income derived as a Group A worker) of an amount not exceeding the lower of —

- 10
- 15 (i) 37%, or such other rate as may be prescribed, of the amount of his or her income derived in the basis period for that year of assessment from his or her trade, business, profession or vocation on which contributions were obligatory under the Central Provident Fund Act 1953 (excluding any income on which contributions are obligatory as a Group A worker); or
- 20 (ii) \$37,740, or such other amount as may be prescribed.

Additional deduction for voluntary CPF contributions for Group A worker for years of assessment 2026 to 2029

25 (hb) has derived income as a Group A worker and has made voluntary contributions to the Central Provident Fund, there is to be allowed for each year of assessment 2026, 2027, 2028 and 2029, in addition to deductions allowed under sub-paragraphs (ga) and (ha), an additional deduction (not exceeding the prescribed transitional amount) for such voluntary contributions (except any voluntary contribution which is intended to be paid to the individual’s medisave account only) which have not been allowed a deduction under sub-paragraph (ha);”;

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(h) in subsection (3A), after “employer”, insert “or platform operator”;

(i) in subsection (10), after “(2)(g)”, insert “and (ga)”;

(j) after subsection (10), insert —

FIFTH SCHEDULE — *continued*

“(10A) For the purposes of subsection (2)(ga) —

(a) in relation to insurance mentioned in subsection (2)(ga)(i) —

- (i) the amount to be deducted in respect of any policy securing a capital sum on death (whether in conjunction with any other benefit or not) must not exceed 7% of that capital sum, which is exclusive of any additional benefit by way of bonus, profits or otherwise; 5
- (ii) no deduction is allowed unless the insurance company has an office or a branch in Singapore, but this sub-paragraph does not apply to any insurance contract entered into by an individual resident in Singapore before 10 August 1973; 10
- (iii) the deductions exclude any sum which has been claimed and allowed to a husband or wife of the individual under subsection (2)(ga); and 20
- (iv) no deduction is allowed where the premiums for the insurance are paid with funds standing in the individual’s SRS account; 25

(b) the total deductions allowable under subsection (2)(ga) must not exceed \$5,000, except that where the sum of the contributions mentioned in sub-paragraphs (i) and (ii) exceeds \$5,000, then the deduction allowed under subsection (2)(ga) must be that sum: 25

- (i) contributions to the Central Provident Fund mentioned in subsection (2)(ga)(ii), subject to subsections (6) to (10); 30
- (ii) contributions to any other approved pension or provident fund mentioned in subsection (2)(ga)(iii), subject to subsections (6) to (9); 35

(c) the total deduction in relation to obligatory contributions to the Central Provident Fund as an employee by reason of any contract of employment

FIFTH SCHEDULE — *continued*

mentioned in subsection (2)(ga)(ii) and contributions mentioned in subsection (2)(ga)(iii) must not exceed the contributions which would have been recoverable under section 7(2) of the Central Provident Fund Act 1953 had contributions been payable in respect of the individual under section 7(2) of that Act to the Central Provident Fund; and

(d) no deduction is allowed in respect of any sum contributed to the Central Provident Fund for any period on or after 1 January 1999 by an employee who holds a professional visit pass or a work pass.

(10B) For the purposes of subsection (2)(ga) and (ha) —

(a) where —

(i) the sum of contributions to any approved pension or provident fund or society under subsection (2)(ga) and (ha) exceeds \$5,000 — no deduction is allowed under subsection (2)(ga) in respect of premiums for life insurance; or

(ii) the sum mentioned in sub-paragraph (i) does not exceed \$5,000 — then the total deductions allowable under subsection (2)(ga) and (ha) must not exceed \$5,000;

(b) where the deduction allowed under subsection (2)(ga) is less than \$37,740 or such other amount as may be prescribed — the total deductions allowable under subsection (2)(ga) and (ha) in respect of contributions to the Central Provident Fund or any other approved pension or provident fund or society must not exceed \$37,740 or such other amount as may be prescribed;

(c) where a deduction of not less than \$37,740 or such other amount as may be prescribed has been allowed under subsection (2)(ga) in respect of contributions to the Central Provident Fund or any other approved pension or provident fund or society — no deduction is allowed under subsection (2)(ha); and

(d) where the total deductions allowable under subsection (2)(ha) (in respect of contributions which are obligatory under the Central Provident Fund

FIFTH SCHEDULE — *continued*

Act 1953) and under subsection (2)(*ga*) (in respect of contributions to the Central Provident Fund or any other approved pension or provident fund or society) exceed \$37,740 or such other amount as may be prescribed — paragraphs (*b*) and (*c*) do not apply to such contributions in excess of \$37,740, or such other amount as may be prescribed, allowable under subsection (2)(*ha*).”.

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(2) Sub-paragraph (1) (except sub-paragraph (*f*)) has effect for the year of assessment 2026 and subsequent years of assessment.

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(3) Sub-paragraph (1)(*f*) is deemed to have effect for the years of assessment 2023, 2024 and 2025.

Amendment of section 45G

8. In the ITA, in section 45G(1)(*b*)(*iv*), after “Co-operative Societies Act 1979”, insert “; a platform work association registered under Part 3 of the Platform Workers Act 2024”.

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SIXTH SCHEDULE

Section 99

AMENDMENT OF INDUSTRIAL RELATIONS ACT 1960

20

Amendment of long title

1. In the Industrial Relations Act 1960 (called in this Schedule the IRA), in the long title, after “employees”, insert “and of platform operators and platform workers”.

Amendment of section 2

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2. In the IRA, in section 2 —

(*a*) replace the definition of “industrial matters” with —

SIXTH SCHEDULE — *continued*

““industrial matters” —

5 (a) in relation to employers and employees, means matters pertaining to the relations of employers and employees which are connected with the employment or non-employment or the terms of employment, the transfer of employment or the conditions of work of any person; and

10 (b) in relation to platform operators and platform workers, means matters pertaining to the relations of platform operators and platform workers which are connected with —

15 (i) the engagement or non-engagement of any person to provide any platform service;

(ii) the terms under which any person provides any platform service; or

20 (iii) the conditions of work of any person who provides any platform service;”;
and

(b) replace the definition of “officer” with —

““officer” —

25 (a) in relation to a trade union or a branch of a trade union, includes any member of the body, by whatever name called, to which the management of the affairs of the trade union or branch is entrusted; and

30 (b) in relation to a platform work association or a branch of a platform work association, includes any member of the body, by whatever name called, to which the management of the affairs of the platform work association or branch is entrusted;

35 “platform operator” has the meaning given by section 4 of the Platform Workers Act 2024, and includes —

(a) a duly authorised manager of a platform operator; and

SIXTH SCHEDULE — *continued*

(b) a person who owns or is for the time being responsible for the management or control of the provision of a platform service;

“platform service” has the meaning given by section 3 of the Platform Workers Act 2024; 5

“platform work association” means a platform work association registered under the Platform Workers Act 2024;

“platform worker” has the meaning given by section 5(1) of the Platform Workers Act 2024;” 10

Amendment of section 6

3. In the IRA, in section 6 —

(a) in subsections (1), (2), (3)(a) and (4)(a), replace “employer panel” with “business panel”; 15

(b) in subsections (1), (2), (3)(b) and (4)(b), replace “employee panel” with “worker panel”;

(c) in subsection (3)(a), after “employers”, insert “or a platform work association of platform operators”;

(d) in subsection (3)(b), after “employees”, insert “or a platform work association of platform workers”; 20

(e) in subsection (4)(a), replace “subsection (3)” with “subsection (3)(a)”;

(f) in subsection (4)(b), replace “subsection (3)” with “subsection (3)(b)”;
and

(g) in subsection (5), after “employees”, insert “or platform work associations of platform operators or platform workers”. 25

Amendment of section 7

4. In the IRA, in section 7 —

(a) in subsections (1) and (2), replace “employer panel” with “business panel”; 30

(b) in subsection (1), after “employee”, insert “or a platform worker”;

(c) replace subsection (3) with —

SIXTH SCHEDULE — *continued*

“(3) A person who is —

(a) an employer, a director of a company which is an employer or employed by a trade union of employers or association of employers; or

(b) a platform operator, a director of a company which is a platform operator or employed by a platform work association of platform operators or an association of platform operators,

shall not be eligible to be a member of the worker panel.”; and

(d) in subsection (4)(d), after “trade union”, insert “or platform work association”.

Amendment of section 11

5. In the IRA, in section 11 —

(a) in subsections (1)(a) and (2), after “trade unions of employees”, insert “or platform work associations of platform workers (as the case may be)”;

(b) in subsections (1)(a) and (2), replace “employee panel” with “worker panel”;

(c) in subsections (1)(b), (2) and (3)(a), after “employers”, insert “or platform operators”;

(d) in subsections (1)(b) and (2), replace “employer panel” with “business panel”; and

(e) in subsection (3)(a), after “majority of employees”, insert “, or platform work associations of platform workers who represent the majority of platform workers (as the case may be),”.

Amendment of section 25

6. In the IRA, in section 25(9), after “trade union”, insert “or platform work association”.

Amendment of section 29

7. In the IRA, in section 29, after “trade union”, insert “or platform work association”.

Amendment of section 48

8. In the IRA, in section 48(2), delete “in Malay, English, Chinese and Tamil”.

SIXTH SCHEDULE — *continued***Amendment of section 50**

9. In the IRA, in section 50(1), delete “in Malay, English, Chinese and Tamil.”.

Replacement of section 53

10. In the IRA, replace section 53 with —

5

“Recovery of wages or earnings under award

53.—(1) An employee bound by an award may recover in any court of competent jurisdiction any amount which the employee is entitled to be paid by way of wages or otherwise in accordance with the award.

(2) A platform worker bound by an award may recover in any court of competent jurisdiction any amount which the platform worker is entitled to be paid by way of earnings (within the meaning given by section 2 of the Platform Workers Act 2024) or otherwise in accordance with the award.”.

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Amendment of section 55

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11. In the IRA, in section 55 —

- (a) in subsection (1), replace paragraph (a) with —

“(a) enter without previous notice at any hour of the day or night —

- (i) all places of employment where the inspecting officer has reason to believe that an employee entitled to the benefit of an award is employed; or

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- (ii) all places occupied by a platform operator bound by an award,

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and inspect any work, material, machinery, appliance or article therein; and”;

- (b) in subsection (2)(b), replace “his representative” with “platform operator or a representative of the employer or platform operator (as the case may be)”;

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- (c) in subsection (3)(a) and (b), after “an employee”, insert “or a platform worker (as the case may be)”;

- (d) in subsection (3)(a), after “his employer”, insert “, or to the platform worker or his platform operator,”; and

SIXTH SCHEDULE — *continued*

(e) in subsection (3)(b), after “employer”, insert “or platform operator (as the case may be)”.

Amendment of section 56

5 12. In the IRA, in section 56(b), after “trade union”, insert “, platform work association”.

Amendment of section 57

13. In the IRA, in section 57 —

10 (a) in subsection (2)(a) and (b), after “trade union”, insert “or platform work association”;

(b) in subsection (2)(b), after “employer”, insert “, a platform operator”;

(c) replace subsection (5) with —

15 “(5) Where a Court punishes as contempt a failure by a person to comply with an order of the Court, that person shall, during a period of 2 years from the date on which the punishment is imposed (or any lesser period that the Court may determine), be ineligible —

(a) to be nominated for election as —

20 (i) an officer of a trade union, branch of a trade union or federation; or

(ii) an officer of a platform work association or branch of a platform work association; or

(b) to act as an officer mentioned in paragraph (a)(i) or (ii).”;

25 (d) in subsection (6), replace “an officer of a trade union, or a branch of a trade union or a federation of trade unions” with “an officer mentioned in subsection (5)(a)(i) or (ii)”;

(e) in subsection (6)(b), replace “for a second or subsequent offence” with “if the person is a repeat offender.”; and

30 (f) after subsection (6), insert —

“ (7) For the purposes of subsection (6)(b), “repeat offender”, in relation to an offence under subsection (6), means a person who —

35 (a) is convicted, or found guilty, of an offence under subsection (6); and

SIXTH SCHEDULE — *continued*

(b) has been convicted, or found guilty, of an offence under subsection (6) on at least one other occasion (whether before, on or after the date of commencement of paragraph 13 of the Sixth Schedule to the Platform Workers Act 2024).”.

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Amendment of section 58

14. In the IRA, in section 58 —

(a) after subsection (1), insert —

“(1A) If it appears to a Court that a number of members of a platform work association sufficiently large to form a substantial part of its membership refuse to provide a platform service in accordance with an award, the Court may, subject to such conditions as it thinks fit, by order cancel or suspend for such period as it thinks fit all or any of the terms of the award so far as the award applies to or is in favour of the platform work association or its members.”; and

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(b) in subsections (2) and (3), after “the trade union”, insert “or platform work association (as the case may be)”.

Amendment of section 59

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15. In the IRA, in section 59(2), after “trade union”, insert “, platform work association”.

Amendment of section 61

16. In the IRA, in section 61(g), after “dismissed employee”, insert “or the resumption of a platform worker’s provision of a platform service for a platform operator (as the case may be)”.

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Amendment of section 62

17. In the IRA, in section 62(2), replace “any person or trade union without the consent of that person or trade union” with “any person, trade union or platform work association without the consent of that person, trade union or platform work association, as the case may be”.

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Amendment of section 63

18. In the IRA, in section 63(2), after “trade union”, insert “or platform work association (as the case may be)”.

SIXTH SCHEDULE — *continued***Amendment of section 64**

19. In the IRA, in section 64 —

(a) in subsection (1)(a), delete “or” at the end;

(b) in subsection (1), after paragraph (a), insert —

“(aa) being a platform work association, may be represented by an officer of the platform work association or, in the case of a platform work association of platform workers, by an officer of the platform work association or an industrial relations officer selected by the platform work association; or”;

(c) in subsection (1)(b), after “not being a trade union”, insert “or platform work association”;

(d) in subsection (1)(b)(ii), after “trade union”, insert “or platform work association”;

(e) replace subsection (3) with —

“(3) In this section, “officer” —

(a) in relation to a trade union, includes for the purposes of any proceedings before the Court a person appointed by the body, by whatever name called, to which the management of the affairs of the trade union is entrusted, to represent the trade union in those proceedings; or

(b) in relation to a platform work association, includes for the purposes of any proceedings before the Court a person appointed by the body, by whatever name called, to which the management of the affairs of the platform work association is entrusted, to represent the platform work association in those proceedings.”; and

(f) in subsection (4), after “trade union”, insert “or platform work association”.

Amendment of section 67

20. In the IRA, in section 67(1)(b), after “employee”, insert “or platform worker”.

SIXTH SCHEDULE — *continued*

Amendment of section 77

21. In the IRA, in section 77(5) —

(a) after “any trade union”, insert “or platform work association”; and

(b) after “the trade union”, insert “or platform work association in question”.

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New Part 8A

22. In the IRA, after Part 8, insert —

“PART 8A

APPLICATION OF ACT TO PLATFORM OPERATORS,
PLATFORM WORKERS AND PLATFORM WORK
ASSOCIATIONS

10

Division 1 — Preliminary

Application of Part 3 and Parts 5 to 9, etc.

77A.—(1) Part 3 and Parts 5 to 9 apply in relation to a platform operator, platform worker and platform work association as they apply in relation to an employer, an employee and a trade union, with the following modifications:

15

(a) the sections in the second column of the following table (called the applicable section) apply in lieu of the sections in the first column (called the replaced section), and any reference in any other written law to a replaced section is to be read as a reference to the applicable section:

20

<i>First column</i>	<i>Second column</i>
<i>Replaced section</i>	<i>Applicable section</i>
(i) 35(2) to (11)	77B
(ii) 42	77C
(iii) 50	77D
(iv) 51	77E
(v) 52	77F
(vi) 54	77G
(vii) 80	77H
(viii) 82	77I

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SIXTH SCHEDULE — *continued*

(ix) 83 77J;

(b) in sections 17(1), (2), (4) and (5), 18(1), 19, 20, 21, 26, 27, 31(a), 38, 39, 40(1), 41, 43, 44, 45 and 48, any reference in the first column of the following table is to be read as the corresponding reference in the second column of the table:

<i>First column</i>	<i>Second column</i>
<i>Reference</i>	<i>Corresponding reference</i>
(i) an employer	a platform operator
(ii) an employee	a platform worker
(iii) a trade union	a platform work association
(iv) a trade union of employees	a platform work association of platform workers
(v) a representative of an employer	a representative of a platform operator
(vi) a representative of a trade union	a representative of a platform work association;

(c) the following provisions do not apply to and in relation to platform operators, platform workers and platform work associations:

Sections 16(a), 17(3) and (7), 18(2), 25(6), 31(b), (c) and (d), 33, 34(1)(b) and (c) and (2), 36, 79(2) and 81.

(2) Parts 4 and 4A do not apply to and in relation to platform operators, platform workers and platform work associations.

Division 2 — Provisions relating to awards for platform workers and platform operators

Disputes relating to termination of platform work agreements

77B.—(1) A Court is not to consider a dispute relating to the termination of a platform work agreement or make an award relating to the resumption of a platform worker's provision of a platform service for a platform operator except in circumstances arising out of a contravention of section 77I.

SIXTH SCHEDULE — *continued*

(2) Despite subsection (1), where a platform worker considers that his platform work agreement with his platform operator has been terminated without just cause or excuse by that platform operator, in circumstances other than those arising out of a contravention of section 77I, he may, within one month of such termination, make, through his platform work association, written representations to the Minister to resume providing a platform service for that platform operator. 5

(3) The Minister may, before making a decision on any such representations, by writing under his hand request the Commissioner to inquire into the termination and report whether in the Commissioner's opinion the termination is without just cause or excuse. 10

(4) If the Minister decides to deal with the representations himself, the Minister must, before making a decision on such representation, give an opportunity to the platform operator to make written representations as to why the platform operator considered the termination of the platform agreement with the platform worker to be justified. 15 20

(5) If, after considering the representations of the platform work association and of the platform operator (if any) and any report made by the Commissioner under subsection (3), the Minister is satisfied that the platform work agreement has been terminated without just cause or excuse, the Minister may, despite any rule of law or agreement to the contrary, direct the platform operator — 25

(a) to allow the platform worker to resume providing a platform service for the platform operator and to pay the platform worker an amount that is equivalent to the earnings that the platform worker would have earned had his platform work agreement not been terminated by the platform operator; or 30

(b) to pay such amount of earnings as compensation as may be determined by the Minister.

(6) The platform operator must comply with the direction of the Minister under subsection (5). 35

(7) The decision of the Minister on any representations made under this section is final and conclusive and is not to be challenged in any court or in a Court established under this Act.

SIXTH SCHEDULE — *continued*

(8) Any direction of the Minister under subsection (5) operates as a bar to any action for damages by the platform worker in any court in respect of the wrongful termination of the platform work agreement.

5 (9) A platform operator that fails to comply with the direction of the Minister under subsection (5) shall be guilty of an offence and shall be liable on conviction by a District Court to a fine not exceeding \$10,000 or to imprisonment for a term not exceeding 12 months or to both.

10 (10) Where an amount to be paid under subsection (5) is not paid in accordance with the direction of the Minister and the platform operator has been convicted of an offence under subsection (9), the amount, or so much thereof as remains unpaid, is recoverable by a District Court as if it were a fine and the amount so recovered must be paid to the platform worker entitled under the direction.

Contents of award

15 **77C.** In making an award in relation to a trade dispute relating to platform operators and platform workers, a Court —

20 (a) is not to be restricted to the specific relief claimed by the parties or to the demands made by the parties in the course of the trade dispute but may include in the award any matter or thing which it thinks expedient for the purpose of settling the trade dispute or of preventing further trade disputes and may in fixing earnings or other remuneration give effect to its decision by prescribing deductibles, commission rates or fees to be paid by platform operators to platform workers or by such other prescription as it considers appropriate; and

25 (b) may include provisions requiring a platform operator bound by the award to keep records relating to platform workers entitled to the benefit of the award and prescribing the form of such records and the information to be recorded.

Exhibition of award

30 **77D.—(1)** A platform operator bound by an award must cause true copies of the award and of all orders varying the award, or true copies of the award as varied from time to time, to be —

35 (a) exhibited and kept exhibited —

(i) at or near the entrance to any premises of the platform operator; and

SIXTH SCHEDULE — *continued*

- (ii) at any other place to which platform workers of the platform operator have access as the award may specify,

in such a position as to be conspicuous to and easily read by the platform workers; and 5

- (b) published and made available to the platform workers, in any manner or by any means as the award may specify that is conspicuous to and easily read by the platform workers.

(2) A platform operator that contravenes subsection (1) shall be guilty of an offence and shall be liable on conviction by a Magistrate's Court to a fine not exceeding \$5,000 or to imprisonment for a term not exceeding 6 months or to both. 10

Contracts contrary to award

77E. A platform operator or a person acting as an agent for a platform operator that makes a contract or an agreement for a platform worker to provide a platform service for the platform operator on terms and conditions less favourable to the platform worker than the terms and conditions of an award binding on the platform operator and platform worker shall be guilty of an offence and shall be liable on conviction by a District Court to a fine not exceeding \$5,000 or to imprisonment for a term not exceeding 12 months or to both. 15
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Breach of award

77F.—(1) Any platform work association or person bound by an award that has committed any breach or non-observance of any term of an award shall be guilty of an offence and shall be liable on conviction by a Magistrate's Court to a fine not exceeding — 25

- (a) in the case of a platform work association or platform operator — \$5,000;

- (b) in the case of an officer of a platform work association — \$1,000; and 30

- (c) in any other case — \$1,000.

(2) Where in any proceedings against a platform operator under this section it appears to the Magistrate's Court that a platform worker who has provided a platform service for that platform operator has not been paid an amount which the platform worker is entitled to be paid as earnings or otherwise in accordance with an award, that Court may — 35

SIXTH SCHEDULE — *continued*

(a) order the platform operator to pay to the platform worker the amount due to that platform worker either in a lump sum or by instalments; and

5 (b) fix the date or dates on which the lump sum or instalments are to be paid.

(3) Where an amount or instalment ordered to be paid under subsection (2) is not paid on the date fixed by the order, the amount or so much of that amount as then remains unpaid is immediately recoverable as if it were a fine and the amount so recovered must be paid to the platform worker entitled under the order.

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Commissioner's power to inquire into complaints

77G.—(1) The Commissioner may —

(a) inquire into and decide any dispute between a platform worker and a platform operator bound by an award as to the platform worker's entitlement to any payment by way of earnings or otherwise in accordance with the award; and

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(b) make an order in the prescribed form for the payment by either party of such sum of money as the Commissioner considers just without limitation of the amount thereof.

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(2) The provisions of the Employment Act 1968 relating to appeals from decisions and orders of the Commissioner under Part 15 of that Act and the mode of procedure for the making and hearing of claims under that Part and the joining of claims, subject to the modifications set out in subsection (11), shall apply to decisions, orders and claims made under this section.

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(3) No fees are to be charged by the Commissioner in respect of processes issued by the Commissioner under this section.

(4) All orders made by the Commissioner, even though the same may in respect of the amount or value be in excess of its ordinary jurisdiction, are to be enforced by a District Court in the same manner as a judgment of that Court and all necessary processes may be served by that Court on behalf of the Commissioner.

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(5) No sale of immovable property for the purposes of such enforcement is to be ordered except by the General Division of the High Court.

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(6) If any person complains to the Commissioner that an order made under subsection (1) has not been complied with —

SIXTH SCHEDULE — *continued*

- (a) the Commissioner must take such action as is appropriate for the enforcement of the order; and
- (b) no court fees or deposits are chargeable in the first instance in respect of the enforcement of the order but the same are to be paid by the person against whom the order is enforced.

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(7) Where —

- (a) any person complains to the Minister, the Parliamentary Secretary to the Minister or to the Commissioner that a platform work association or person bound by an award has committed a breach or non-observance of any term of an award;
- (b) the Minister, the Parliamentary Secretary to the Minister or the Commissioner has reason to believe that such a breach or non-observance has occurred; or
- (c) the Minister, the Parliamentary Secretary to the Minister or the Commissioner wishes to inquire into any matter for which provision is made by an award or any dispute as to such matter,

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the Minister, the Parliamentary Secretary to the Minister or the Commissioner may summon any other person who he has reason to believe can give information respecting the matter.

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(8) The person summoned under subsection (7) is legally bound to attend at the time and place specified in the summons and to answer truthfully all questions which the Minister, the Parliamentary Secretary to the Minister or the Commissioner may put to that person.

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(9) Any person who in any way wilfully obstructs the service of or obedience to such summons, and any person summoned who neglects to attend as required by such summons, and any person who commits in respect of any such inquiry or complaint any offence described in Chapter 10 of the Penal Code 1871 shall be punished as provided in that Chapter.

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(10) If, upon inquiry under subsection (7), the Commissioner is informed by the Minister or by the Parliamentary Secretary to the Minister or is of the opinion that a breach or non-observance of any term of an award has been committed, the Commissioner has the same powers to institute proceedings as he has under Part 15 of the Employment Act 1968 upon inquiry under that Part and the provisions of that Act relating to proceedings instituted by him under that Act,

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SIXTH SCHEDULE — *continued*

subject to the modifications in subsection (11), apply to and in relation to proceedings instituted by him under this subsection.

(11) For the purposes of subsections (2) and (10), in the provisions of the Employment Act 1968 mentioned in those subsections, any reference mentioned in the first column of the following table is to be read as the corresponding reference in the second column of the table:

	<i>First column</i>	<i>Second column</i>
	<i>Reference</i>	<i>Corresponding reference</i>
	(a) an employer	a platform operator
	(b) an employee	a platform worker
	(c) a member of a trade union	a member of a platform work association
	(d) an officer of a trade union	an officer of a platform work association.

*Division 3 — Offences***Platform operators not to discriminate against members of platform work associations**

77H. Any platform operator that, in the engagement of persons to provide a platform service for the platform operator, discriminates against a person by reason of the circumstance that the person —

- (a) is or proposes to become an officer or a member of a platform work association or an association that has applied to be registered as a platform work association;
- (b) will, if engaged, be entitled to the benefit of a collective agreement or an award; or
- (c) has appeared as a witness, or has given any evidence, in any proceeding under this Act,

shall be guilty of an offence and shall be liable on conviction by a District Court to a fine not exceeding \$5,000 or to imprisonment for a term not exceeding 12 months or to both.

SIXTH SCHEDULE — *continued***Injuring platform worker on account of industrial action**

77I.—(1) A platform operator must not —

- (a) terminate or threaten to terminate a platform work agreement with a platform worker; 5
- (b) cease or threaten to cease assigning to or facilitating for a platform worker, or prevent or threaten to prevent a platform worker from receiving or obtaining, any tasks to be performed in the provision of a platform service for the platform operator; or 10
- (c) reduce, restrict or limit or threaten to reduce, restrict or limit —
 - (i) the earnings of a platform worker from providing a platform service for the platform operator;
 - (ii) the nature, quantity or value of any benefits that a platform worker receives or may receive, or is or may be entitled to, in relation to the platform worker's provision of a platform service for the platform operator; or 15
 - (iii) the platform worker's ability to receive or accrue any earnings mentioned in sub-paragraph (i) or any benefits mentioned in sub-paragraph (ii), 20

by reason of the circumstance that the platform worker —

- (d) is, or proposes to become, an officer or a member of a platform work association or an association that has applied to be registered as a platform work association; 25
- (e) is entitled to the benefit of a collective agreement or an award;
- (f) has appeared or proposes to appear as a witness, or has given or proposes to give any evidence, in any proceedings under this Act; 30
- (g) being a member of a platform work association which is seeking to improve working conditions, is dissatisfied with such working conditions; or
- (h) is a member of a platform work association which has served a notice under section 18(1), as modified by section 77A, or which is a party to negotiations under this 35

SIXTH SCHEDULE — *continued*

Act or to a trade dispute which has been notified to the Registrar in accordance with Part 3, as modified by section 77A.

5 (2) A platform operator that contravenes subsection (1) shall be guilty of an offence and shall be liable on conviction by a District Court to a fine not exceeding \$5,000 or to imprisonment for a term not exceeding 12 months or to both.

10 (3) Where a platform operator has been convicted of an offence punishable under subsection (2), the District Court by which the platform operator is convicted may —

- (a) order that the platform operator pay to the platform worker the amount of any earnings lost by the platform worker; and
- (b) direct that the platform operator —

15 (i) where the platform operator has terminated the platform work agreement with the platform worker — enter into a new platform work agreement with the platform worker; or

20 (ii) in any other case — cease or not take any action mentioned in subsection (1)(a), (b) or (c) specified in the charge against the platform operator.

25 (4) Where an amount or instalment ordered to be paid under subsection (3) is not paid on the date fixed by the order, the amount or so much of that amount as then remains unpaid is immediately recoverable as if it were a fine and the amount so recovered must be paid to the platform worker entitled under the order.

30 (5) A platform operator that fails to comply with a direction given under subsection (3) shall be guilty of an offence and shall be liable on conviction by a District Court to a fine not exceeding \$5,000 or to imprisonment for a term not exceeding 12 months or to both.

35 (6) Nothing in this section is to be construed as prohibiting a Court from inquiring into the termination of a platform work agreement between a platform operator and a platform worker where the termination is allegedly in contravention of this section, or the resumption of the provision of a platform service by that platform worker for that platform operator, before any proceedings have commenced in a District Court.

SIXTH SCHEDULE — *continued***Injuring platform operator on account of industrial action**

77J. A platform worker who ceases to provide a platform service for a platform operator by reason of the circumstance that the platform operator —

- (a) is an officer or a member of a platform work association or an association that has applied for registration as a platform work association;
- (b) is entitled to the benefit of a collective agreement or an award; or
- (c) has appeared as a witness, or has given any evidence, in a proceeding under this Act,

shall be guilty of an offence and shall be liable on conviction by a Magistrate’s Court to a penalty not exceeding \$1,000.”.

Amendment of section 78

23. In the IRA, in section 78 —

- (a) in subsection (1)(a), after “trade union”, insert “or platform work association”;
- (b) in subsection (1)(b), after “trade union”, insert “or platform work association, as the case may be”;
- (c) in subsection (2), after “a trade union”, insert “or platform work association”;
- (d) in subsection (2), after “the affairs of the trade union”, insert “or platform work association”; and
- (e) in subsection (2), replace “the trade union shall” with “the trade union or platform work association (as the case may be) shall”.

Amendment of section 79

24. In the IRA, in section 79 —

- (a) in the section heading, after “**trade unions**”, insert “**or platform work associations**”; and
- (b) in subsection (1), replace paragraphs (a) and (b) with —

SIXTH SCHEDULE — *continued*

“(a) not to become —

5 (i) a member or officer of a trade union or an association that has applied to be registered as a trade union; or

(ii) a member or officer of a platform work association or an association that has applied to be registered as a platform work association; or

10 (b) to cease to be —

(i) a member or officer of a trade union or an association that has applied to be registered as a trade union; or

15 (ii) a member or officer of a platform work association or an association that has applied to be registered as a platform work association,”.

Amendment of section 84

25. In the IRA, in section 84 —

20 (a) in subsection (1), replace “82” with “77I, 77J, 82”; and

(b) in subsection (2), replace “79” with “77I, 77J, 79”.

Amendment of section 87

26. In the IRA, in section 87(2), after “employer”, insert “, or a platform work association of platform workers may obtain recognition from a platform operator,”.

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SEVENTH SCHEDULE

Section 100

AMENDMENT OF TRADE DISPUTES ACT 1941

Amendment of long title

1. In the Trade Disputes Act 1941 (called in this Schedule the TDA), in the long title, after “trade disputes”, insert “and work disputes”. 5

Amendment of section 2

2. In the TDA, in section 2 —

(a) replace the definition of “industrial action” with —

““industrial action” means — 10

(a) any act or omission by a body of persons employed in any trade or industry, acting in combination or under a common understanding, which would result in any limitation or restriction on, or delay in, the performance of any duties connected with their employment; 15

(b) any act or omission by a body of persons providing any platform service, acting in combination or under a common understanding, which would result in — 20

(i) the limitation or restriction in the performance of tasks by platform workers in relation to their provision of that platform service; or 25

(ii) the delay in the performance of tasks by platform workers in relation to their provision of that platform service; or

(c) a strike;”;

(b) in the definition of “injury”, after “employment”, insert “, provision of any platform service”; 30

(c) replace the definition of “lockout” with —

SEVENTH SCHEDULE — *continued*

““lockout” —

5 (a) in relation to an employer, means the closing of a place of employment or the suspension of work, or the refusal by the employer to continue to employ any number of persons employed by him in consequence of a trade dispute, done with a view to compelling those persons, or to aid another employer in compelling persons employed by him, to accept terms or conditions of or affecting employment; or

10 (b) in relation to a platform operator, has the meaning given by section 19 of the Platform Workers Act 2024;”;

15 (d) after the definition of “maliciously”, insert —

““platform operator” has the meaning given by section 4 of the Platform Workers Act 2024;

20 “platform service” has the meaning given by section 3 of the Platform Workers Act 2024;

“platform work association” and “registered platform work association” have the meanings given by section 19 of the Platform Workers Act 2024;

25 “platform worker” has the meaning given by section 5(1) of the Platform Workers Act 2024;

“strike” means the cessation of work —

30 (a) by a body of persons employed in any trade or industry acting in combination, or a concerted refusal, or a refusal under a common understanding of a number of persons who are, or who have been so employed, to continue to work or to accept employment; or

35 (b) by a body of platform workers providing any platform service acting in combination, or a concerted refusal, or a refusal under a common understanding, of any number of platform workers who are or have been providing any platform service for a platform operator to continue to do so or accept tasks in relation to

SEVENTH SCHEDULE — *continued*

the provision of that platform service for the platform operator;”;

- (e) in the definition of “trade dispute”, replace the full-stop at the end with a semi-colon; and 5
- (f) after the definition of “trade dispute”, insert —
- ““work dispute” means any dispute between platform workers and one or more platform operators, between platform workers or between platform operators, which is connected with — 10
- (a) whether any person is engaged or otherwise allowed as a platform worker to provide any platform service; or
- (b) the terms under which or the conditions in which any platform worker provides a platform service.”. 15

Amendment of section 3

3. In the TDA, in section 3 —

- (a) in subsection (1), replace paragraph (a) with —
- “(a) it has any object other than the furtherance of — 20
- (i) a trade dispute within the trade or industry in which the persons taking part in the industrial action are engaged; or
- (ii) a work dispute in respect of the platform service which the persons taking part in the industrial action provide for the platform operator involved in that work dispute;” 25
- (b) in subsections (1)(b) and (2)(b), after “trade dispute”, insert “or work dispute”; and
- (c) in subsection (2), replace paragraph (a) with — 30
- “(a) it has any object other than the furtherance of —
- (i) a trade dispute within the trade or industry in which the employers locking out are engaged; or
- (ii) a work dispute in respect of the platform service which the platform operators locking 35

SEVENTH SCHEDULE — *continued*

out are engaged in providing through the platform workers involved in that work dispute;”.

5 **Amendment of section 8**

4. In the TDA, in section 8 —

- (a) in subsection (1), after “any trade union”, insert “or platform work association”;
- 10 (b) in subsection (1), replace “the union” with “the trade union or platform work association, as the case may be”;
- (c) in subsection (2), after “registered trade union” wherever it appears, insert “or registered platform work association”; and
- (d) in subsection (2), after “the trade union”, insert “or platform work association (as the case may be)”.

15 **Amendment of section 10**

5. In the TDA, in section 10, after “trade dispute”, insert “, or acting on his or their own behalf or on behalf of a platform work association or of an individual platform operator in contemplation or furtherance of a work dispute,”.

Amendment of section 11

20 6. In the TDA, in section 11, after “hiring”, insert “, or a platform work agreement within the meaning given by section 2 of the Platform Workers Act 2024,”.

Amendment of section 15

7. In the TDA, in section 15 —

- 25 (a) in the section heading, after “**trade disputes**”, insert “**or work disputes**”;
- (b) in subsection (1), after “employees”, insert “, or a work dispute between platform operators and platform workers,”; and
- (c) in subsection (2), after “trade dispute”, insert “or work dispute”.

EIGHTH SCHEDULE

Section 101

AMENDMENT OF TRADE UNIONS ACT 1940

Amendment of section 2

1. In the Trade Unions Act 1940 (called in this Schedule the TUA), in section 2 — 5

(a) before the definition of “delegate”, insert —

““combined federation” means a federation comprising 2 or more trade unions and one or more platform work associations;”;

(b) in the definition of “delegate”, in paragraph (b), after “constituent trade unions”, insert “or, in the case of a combined federation, any constituent trade union or constituent platform work association”;

(c) in the definition of “federation”, after “trade unions”, insert “, and includes a combined federation”;

(d) after the definition of “officer”, insert —

““platform service” has the meaning given by section 3 of the Platform Workers Act 2024;

“platform work association” has the meaning given by section 19 of the Platform Workers Act 2024;

“platform worker” has the meaning given by section 5(1) of the Platform Workers Act 2024;”;

(e) after the definition of “registered office”, insert —

““registered platform work association” means a platform work association registered under the Platform Workers Act 2024;”;

(f) in the definition of “requisite consent”, in paragraph (b), after “constituent trade unions”, insert “and, in the case of a combined federation, also the constituent platform work associations”.

Amendment of section 10

2. In the TUA, in section 10 —

(a) after subsection (1), insert —

“(1A) Where a federation applies for registration, the Registrar may register the federation if the Registrar is satisfied that, in

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EIGHTH SCHEDULE — *continued*

addition to the matters in subsection (1), the federation is not likely to be used against the interests of —

- (a) the workmen in any trade, occupation or industry with which any constituent trade union is connected; and
- (b) in the case of a combined federation, also the platform workers providing any platform service with which any constituent platform work association is connected.”; and

(b) in subsection (2), after “subsection (1)”, insert “or (1A)”.

Amendment of section 14

3. In the TUA, in section 14 —

- (a) renumber the section as subsection (1) of that section; and
- (b) after subsection (1), insert —

“(2) In addition to subsection (1), the Registrar may refuse to register any federation if the Registrar —

(a) is of the opinion that the federation is likely to be used against the interests of —

(i) the workmen in any trade, occupation or industry with which any constituent trade union is connected; or

(ii) where the applicant is a combined federation, the workmen mentioned in sub-paragraph (i) or the platform workers providing any platform service with which any constituent platform work association is connected or both; or

(b) is satisfied that there is an existing federation registered that comprises —

(i) one or more trade unions in respect of the workmen in a particular trade, occupation or industry with which any constituent trade union of the applicant is connected; or

(ii) where the applicant is a combined federation, also one or more platform work associations in respect of the platform workers providing a particular platform service with which any

EIGHTH SCHEDULE — *continued*

constituent platform work association of the applicant is connected.”.

Amendment of section 15

4. In the TUA, in section 15, after subsection (1), insert — 5

“(1A) In addition to subsection (1), a certificate of registration of a federation may be cancelled or withdrawn by the Registrar if the Registrar —

(a) is of the opinion that the federation is being used or is likely to be used against the interests of — 10

(i) the workmen in any trade, occupation or industry with which any constituent trade union is connected; or

(ii) in the case of a combined federation, the workmen mentioned in sub-paragraph (i) or the platform workers providing any platform service with which any constituent platform work association is connected or both; or 15

(b) having regard to the matters in subsection (1B), is of the opinion that it is necessary in the interests of the persons mentioned in subsection (1B)(a)(i) or (ii) to cancel or withdraw the certificate of registration of the combined federation. 20

(1B) The matters mentioned in subsection (1A)(b) are the following:

(a) that a federation comprises — 25

(i) one or more trade unions in respect of the workmen in a particular trade, occupation or industry; and

(ii) in the case of a combined federation, also one or more platform work associations in respect of the platform workers providing a particular platform service; 30

(b) the existence of any other federation which comprises —

(i) one or more trade unions in respect of the workmen in the same trade, occupation or industry mentioned in paragraph (a)(i); or

(ii) in the case of a combined federation, also one or more platform work associations in respect of the platform 35

EIGHTH SCHEDULE — *continued*

workers providing the same platform service mentioned in paragraph (a)(ii).”.

Amendment of section 22

5 5. In the TUA, in section 22 —

(a) renumber the section as subsection (1) of that section; and

(b) after subsection (1), insert —

“(2) Subsection (1) does not apply to any registered trade union which is a combined federation.”.

10 **Amendment of section 27**

6. In the TUA, in section 27 —

(a) in subsections (1) and (2), after “registered trade union”, insert “(other than a registered trade union which is a combined federation)”;

(b) after subsection (2), insert —

15 “(2A) A registered trade union which is a combined federation shall not commence, promote, organise or finance any strike or any form of industrial action affecting the whole or any section of its members.”; and

(c) after subsection (3), insert —

20 “(3A) A registered trade union which is a combined federation which, and every member of its executive who, contravenes subsection (2A) shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$3,000.”.

Amendment of section 28

25 7. In the TUA, in section 28, after subsection (1), insert —

“(1A) In relation to a combined federation, subsection (1) does not affect any requirement under the Platform Workers Act 2024 relating to the minimum age of any member of a registered platform work association which is a constituent of the combined federation.”.

30 **Amendment of section 30**

8. In the TUA, in section 30 —

(a) in subsection (4), replace “Not less” with “Except where subsection (5) applies, not less”; and

EIGHTH SCHEDULE — *continued*

(b) after subsection (4), insert —

“(5) In the case of a combined federation, not less than two-thirds of the total number of the officers of the combined federation shall be persons —

5

(a) actually engaged or employed in a trade, occupation or industry in which any constituent trade union is connected; or

(b) actually providing a platform service with which any constituent platform work association is connected.”.

10

Amendment of section 33

9. In the TUA, in section 33(b), after “constituent trade unions”, insert “and, in the case of a combined federation, its constituent trade unions and constituent platform work associations”.

Amendment of section 34

15

10. In the TUA, in section 34(1), replace paragraphs (a) and (b) with —

“(a) its members;

(b) where the trade union is a federation, its constituent trade unions; or

(c) where the trade union is a combined federation, its constituent trade unions and constituent platform work associations.”.

20

Amendment of section 35

11. In the TUA, in section 35(2), after “the federation”, insert “or, in the case of a combined federation, one or more of its constituent trade unions and constituent platform work associations”.

25

Amendment of section 46

12. In the TUA, in section 46(2)(b), after “constituent trade unions”, insert “or, in the case of a combined federation, its constituent trade unions and constituent platform work associations”.

30

EIGHTH SCHEDULE — *continued***Amendment of section 47**

13. In the TUA, in section 47 —

5 (a) in subsection (1), replace “The funds” with “Subject to subsection (1A), the funds”;

(b) after subsection (1), insert —

“(1A) Subsection (1) applies to a registered trade union which is a combined federation (*F*) with the following modifications:

10 (a) a reference in subsection (1)(c) to the relations of any member with his employer or with a person whom the member employs includes a reference to the relations of —

15 (i) any member of *F* who is a platform worker with any platform operator for whom the member provides a platform service; and

(ii) any member of *F* who is a platform operator with any platform worker who provides a platform service for the member;

20 (b) a reference in subsection (1)(f) to the unemployment of a member includes a reference to the inability of a member of *F* who is a platform worker to provide any platform service.”;

(c) after subsection (3), insert —

25 “(3A) Any moneys received for a specific purpose by a combined federation from its constituent platform work associations, which the constituent platform work associations are liable to pay to the combined federation in accordance with the rules of the combined federation, shall not be used or applied for any other purpose without the requisite consent of the constituent platform work associations.”; and

30 (d) in subsection (4), replace “or (3)” with “, (3) or (3A)”.

Amendment of section 49

14. In the TUA, in section 49(1)(b)(iii), after “registered trade union”, insert “or registered platform work association”.

EIGHTH SCHEDULE — *continued*

Amendment of section 62

15. In the TUA, in section 62 —

(a) in paragraph (b), delete “or” at the end; and

(b) after paragraph (b), insert —

“(ba) any platform work agreement as to the provision of a platform service (within the meaning given by section 3 of the Platform Workers Act 2024) by a platform worker; or”.

5

NINTH SCHEDULE

10

Section 102

AMENDMENT OF WORK INJURY COMPENSATION ACT 2019

Amendment of long title

1. In the Work Injury Compensation Act 2019 (called in this Schedule the WICA), in the long title, after “employment”, insert “and to platform workers for injury suffered arising out of and in the course of their provision of platform services for platform operators.”.

15

Amendment of section 2

2. In the WICA, in section 2 —

(a) after the definition of “adopted child”, insert —

20

““approved employee insurance policy” means a policy of insurance in respect of all liabilities that an employer may incur under this Act in respect of the employees of the employer, issued or renewed on or after 1 September 2020, that complies with section 26(1);”;

25

(b) replace the definition of “approved policy” with —

““approved platform worker insurance policy” means a policy of insurance in respect of all liabilities that a platform operator may incur under this Act in respect of the platform workers of the platform operator, issued or renewed on or after the date of commencement of paragraph 15 of the Ninth Schedule to the Platform Workers Act 2024, that complies with section 26(1);

30

“approved policy” means an approved employee insurance policy or approved platform worker insurance policy;”;

35

NINTH SCHEDULE — *continued*

(c) replace the definition of “average monthly earnings” or “AME” with —

5 “average daily earnings” or “ADE”, in relation to a platform worker, means an amount computed in accordance with paragraph 6(1)(b) of Part 3 of the Fifth Schedule;

“average monthly earnings” or “AME” —

10 (a) in relation to an employee, means an amount computed in accordance with paragraph 6 of the First Schedule; or

(b) in relation to a platform worker, means an amount computed in accordance with paragraph 6(1)(a) of Part 3 of the Fifth Schedule;”;

15 (d) replace the definition of “designated insurer” with —

20 “designated employer’s insurer” means a licensed insurer, within the meaning of the Insurance Act 1966, that is designated by the Commissioner under section 31(1)(a) to provide insurance in respect of the liability of any employer to pay compensation under this Act;

“designated insurer” means a designated employer’s insurer or designated PO’s insurer;

25 “designated PO’s insurer” means a licensed insurer, within the meaning of the Insurance Act 1966, that is designated by the Commissioner under section 31(1)(b) to provide insurance in respect of the liability of any platform operator to pay compensation under this Act;”;

(e) replace the definition of “earnings” with —

“earnings” —

30 (a) in relation to an employee, means all remuneration payable to the employee in respect of work done under the employee’s contract of service, and includes —

35 (i) privileges or benefits capable of being estimated in money and productivity incentive payments;

NINTH SCHEDULE — *continued*

- (ii) the value of any food or accommodation supplied to the employee by the employer, if as a result of the accident the employee is deprived of such food or accommodation; and 5
 - (iii) overtime payments or other special remuneration for work done, whether by way of bonus, allowance or otherwise, if of constant character or for work habitually performed, 10
- but does not include the following amounts:
- (iv) travelling allowances;
 - (v) payments for any travelling concessions; 15
 - (vi) contributions paid by the employer towards any pension or provident fund for the employee;
 - (vii) payments to the employee to cover any special expenses incurred by the employee by reason of the nature of the employee's employment; or 20
- (b) in relation to a platform worker, means all payments payable to the platform worker in respect of the platform worker providing a platform service for a platform operator under a platform work agreement, but does not include the following amounts: 25
- (i) contributions paid by the platform operator towards any pension or provident fund for the platform worker; 30
 - (ii) payments to the platform worker to cover any special expenses incurred by the platform worker by reason of the platform worker's provision of the platform service;"; 35

(f) replace the definition of "employer's insurer" with —

NINTH SCHEDULE — *continued*

““employer’s insurer” means a designated employer’s insurer with whom an employer has an approved employee insurance policy;”;

5 (g) in the definition of “injury” or “personal injury”, after “section 10(1)(c)”, insert “or 34G(1)(c)”;

(h) after the definition of “investigation officer”, insert —

10 ““lookback period” means the period determined in accordance with paragraph 6(2) of Part 3 of the Fifth Schedule;”;

(i) after the definition of “order of compensation”, insert —

““platform operator” has the meaning given by section 4 of the Platform Workers Act 2024;

15 ““platform operator’s insurer” means a designated PO’s insurer with whom a platform operator has an approved platform worker insurance policy;

““platform service” has the meaning given by section 3 of the Platform Workers Act 2024;

20 ““platform work agreement” has the meaning given by section 2 of the Platform Workers Act 2024;

““platform worker” has the meaning given by section 5(1) of the Platform Workers Act 2024;”;

(j) after the definition of “VCC Act”, insert —

25 ““work”, in relation to an individual, means the individual’s employment as an employee or the individual’s provision of a platform service as a platform worker, as the case may be;”;

(k) in the definition of “work injury”, replace “employment” with “work”.

Amendment of section 4

30 3. In the WICA, in section 4(1)(b) and (5)(a)(i) and (b)(i), replace “employment” with “work”.

Amendment of section 5

4. In the WICA, in section 5, after “employees”, insert “and platform workers”.

NINTH SCHEDULE — *continued***Amendment of section 11**

5. In the WICA, in section 11 —

(a) in the section heading, delete “**and apportionment of liability for compensation for disease**”; and

(b) delete subsection (3).

5

New section 11A

6. In the WICA, after section 11, insert —

“Apportionment of liability for compensation for disease

11A. If an individual contracts a disease mentioned in section 10(1) or 34G(1) by a gradual process, such that 2 or more employers, 2 or more platform operators or a combination of one or more employers and one or more platform operators are severally liable to pay compensation under this Act in respect of the individual’s incapacity or death —

10

(a) the aggregate amount of the compensation payable by those employers or platform operators or both must not exceed the amount that would have been payable if there were only a single employer or single platform operator; and

15

(b) if all of those employers or platform operators or both do not come to an agreement on the apportionment of liability — each employer or platform operator is liable for the proportion of the compensation payable as determined in the manner prescribed.”.

20

Amendment of section 12

7. In the WICA, in section 12, replace “and 11” with “, 11 and 11A”.

25

Amendment of section 24

8. In the WICA, in section 24(1) —

(a) replace “approved policies” with “approved employee insurance policies”; and

(b) replace “designated insurers” with “designated employer’s insurers”.

30

Amendment of section 25

9. In the WICA, in section 25 —

(a) in subsection (2), replace paragraphs (a) and (b) with —

NINTH SCHEDULE — *continued*

“(a) an offence under subsection (1);

(b) an offence under section 34P(1); or

(c) an offence under section 35(1)(b) of the repealed Act, whether the conviction was before, on or after 1 September 2020.”;

(b) in subsection (3)(a), delete “or” at the end;

(c) in subsection (3), replace paragraph (b) with —

“(b) that any insurance policy entered into or maintained was not an approved employee insurance policy; or

(c) that the insurer was not a designated employer’s insurer.”; and

(d) in subsection (5), replace paragraphs (a) and (b) with —

“(a) an offence under subsection (4);

(b) an offence under section 34P(4); or

(c) an offence under section 35(1)(a) of the repealed Act, whether the conviction was before, on or after 1 September 2020.”.

Amendment of section 26

10. In the WICA, in section 26 —

(a) replace subsection (2) with —

“(2) The Minister may prescribe different sets of compulsory terms for different classes of approved policies, employers, employees, platform operators or platform workers, and the compulsory terms may also require approved policies to cover any other liability of the employer or platform operator (as the case may be) to pay compensation under common law or any other written law for a work injury of an employee or a platform worker, as the case may be.”;

(b) in subsection (3), after “an employer”, insert “or a platform operator”;

(c) in subsection (3), replace “employer’s liability” with “liability of the employer or platform operator (as the case may be)”;

(d) in subsection (4), replace “Subsection (3)” with “Where an insurer issues to an employer any insurance policy that purports to insure the

NINTH SCHEDULE — *continued*

whole or part of the employer’s liability for compensation under this Act, subsection (3)”;

(e) after subsection (4), insert —

“(4A) Subject to section 47C(4), where an insurer issues to a platform operator any insurance policy that purports to insure the whole or part of the platform operator’s liability for compensation under this Act, subsection (3) does not impose any obligation or liability on the insurer to pay any amount in excess of the minimum amount (if any) prescribed for the purposes of section 34O(2) that applies to the platform operator.”;

(f) in subsection (5), after “subsection (3)”, insert “in respect of an employer’s liability for compensation under this Act”; and

(g) after subsection (5), insert —

“(6) Where an insurer is liable to pay compensation pursuant to subsection (3) in respect of a platform operator’s liability for compensation under this Act, the references to the platform operator’s insurer in —

(a) sections 18, 19 and 21, as modified by section 34B;

(b) sections 40, 43, 48, 49, 51, 52, 54, 58 and 63, as modified by section 35B; and

(c) sections 16, 17, 27, 34J, 50(1)(b) and 82,

apply as if they include references to that insurer.”.

Amendment of section 27

11. In the WICA, in section 27(1) —

(a) after “an employer’s insurer”, insert “or a platform operator’s insurer”; and

(b) after “the employer’s insurer”, insert “or platform operator’s insurer, as the case may be”.

Amendment of section 30

12. In the WICA, in section 30 —

(a) in subsection (1)(a), delete “on the first conviction —”;

(b) in subsection (1)(b), replace “on a second or subsequent conviction —” with “if the person is a repeat offender”;

NINTH SCHEDULE — *continued*

(c) in subsection (2)(a) and (b), replace “designated insurer” with “designated employer’s insurer”;

(d) after subsection (2), insert —

5 “(2A) A person other than a person mentioned in subsection (2B) who offers, or enters into a contract, to provide insurance in respect of the liability of any platform operator to pay compensation under this Act shall be guilty of an offence and shall be liable on conviction —

10 (a) in the case of a first offence — to a fine not exceeding \$80,000 for each insurance policy to which the conviction under this subsection applies; and

15 (b) if the person is a repeat offender — to a fine not exceeding \$160,000 for each insurance policy to which the conviction under this subsection applies.

(2B) Only the following persons may offer or enter into a contract (as the case may be) to provide the insurance mentioned in subsection (2A):

20 (a) a designated PO’s insurer that is not suspended under section 31(8)(b) or 34(1)(a);

 (b) an insurance intermediary in respect of the insurance which is provided or to be provided by a designated PO’s insurer mentioned in paragraph (a).

25 (2C) In subsections (1)(b) and (2A)(b), “repeat offender”, in relation to an offence under subsection (1) or (2A) respectively, means a person who —

 (a) is convicted, or found guilty, of an offence under subsection (1) or (2A); and

30 (b) has been convicted, or found guilty, of any of the following offences on at least one other earlier occasion:

 (i) an offence under subsection (1) (whether the conviction was before, on or after the date of commencement of paragraph 12 of the Ninth Schedule to the Platform Workers Act 2024);

 (ii) an offence under subsection (2A).”;

(e) replace subsection (3) with —

NINTH SCHEDULE — *continued*

“(3) A person (whether or not a designated insurer) who offers, or enters into a contract, to provide —

(a) any insurance in respect of the liability of any employer to pay compensation under this Act which is not an approved employee insurance policy; or

5

(b) any insurance in respect of the liability of any platform operator to pay compensation under this Act which is not an approved platform worker insurance policy,

10

shall be guilty of an offence and shall be liable on conviction —

(c) in the case of a first offence — to a fine not exceeding \$80,000 for each insurance policy offered or provided in contravention of this subsection; and

(d) if the person is a repeat offender — to a fine not exceeding \$160,000 for each insurance policy offered or provided in contravention of this subsection.

15

(3A) In subsection (3)(d), “repeat offender”, in relation to an offence under subsection (3), means a person who —

(a) is convicted, or found guilty, of an offence under subsection (3); and

20

(b) has been convicted, or found guilty, of an offence under subsection (3) (whether the conviction was before, on or after the date of commencement of paragraph 12 of the Ninth Schedule to the Platform Workers Act 2024) on at least one other occasion.”;

25

(f) in subsection (4), after “subsection (1)”, insert “, (2A)”;

(g) in subsection (4)(a), after “employer”, insert “or platform operator (as the case may be)”;

(h) in subsection (5)(a), replace “employer’s liabilities” with “liabilities of the employer or platform operator (as the case may be)”;

30

(i) in subsection (5)(b), replace “employer’s liability” with “liability of the employer or platform operator (as the case may be)”.

Amendment of section 31

13. In the WICA, in section 31 —

35

(a) replace subsection (1) with —

NINTH SCHEDULE — *continued*

“(1) The Commissioner may designate any licensed insurer, within the meaning of the Insurance Act 1966, that satisfies the prescribed requirements to be —

5 (a) a designated employer’s insurer to provide insurance in respect of the liability of any employer to pay compensation under this Act; or

10 (b) a designated PO’s insurer to pay insurance in respect of the liability of any platform operator to pay compensation under this Act.

(1A) For the purposes of subsection (1), the Minister may prescribe different requirements for licensed insurers to be a designated employer’s insurer or designated PO’s insurer.”; and

(b) after subsection (11), insert —

15 “(12) A designated insurer whose designation, before the date of commencement of paragraph 13 of the Ninth Schedule to the Platform Workers Act 2024, has not expired or been earlier cancelled under subsection (8)(a) or section 34 is deemed to be a designated employer’s insurer for the remainder of the period (if any) specified by the Commissioner in the designation under subsection (6).”.

20

Amendment of section 32

14. In the WICA, in section 32(2)(a), replace “an employer’s liability” with “the liability of an employer or a platform operator (as the case may be)”.

Amendment of section 33

15. In the WICA, in section 33 —

(a) in subsection (1)(a), replace “and Part 4” with “, Part 3A and Part 4”;

(b) in subsection (1)(a)(i), after “an employer”, insert “or a platform operator, as the case may be”;

30 (c) in subsection (1)(a)(ii), after “an employer”, insert “or each platform worker of a platform operator (as the case may be)”;

(d) in subsection (1), replace paragraph (c) with —

“(c) disclose or publish to any designated insurer the information specified in subsection (1A).”;

35 (e) after subsection (1), insert —

NINTH SCHEDULE — *continued*

“(1A) The information mentioned in subsection (1)(c) is the following:

- (a) in relation to a designated employer’s insurer —
 - (i) any information or returns obtained under subsection (1)(a) as the Commissioner thinks necessary for the purposes of this Act; and 5
 - (ii) the following information derived from any information under the control of the Ministry of Manpower: 10
 - (A) workforce data, including size and aggregated payroll for all, or any class of, employees of each employer insured under an approved employee insurance policy; 15
 - (B) work injury claims data for all, or any class of, employees of each employer insured under an approved employee insurance policy;
- (b) in relation to a designated PO’s insurer — 20
 - (i) any information or returns obtained under subsection (1)(a) as the Commissioner thinks necessary for the purposes of this Act; and
 - (ii) the following information derived from any information under the control of the Ministry of Manpower: 25
 - (A) workforce data, including size and aggregated earnings for all, or any class of, platform workers providing any platform service for each platform operator insured under an approved platform worker insurance policy; 30
 - (B) work injury claims data for all, or any class of, platform workers providing any platform service for each platform operator insured under an approved platform worker insurance policy.”; and 35

NINTH SCHEDULE — *continued*

(f) in subsection (2), replace “subsection (1)(c)(ii)” with “subsection (1A)(a)(ii) and (b)(ii)”.

Amendment of section 34

5 16. In the WICA, in section 34(1) —

(a) in paragraph (a), after “designated insurer”, insert “as a designated employer’s insurer or designated PO’s insurer (as the case may be)”; and

10 (b) in paragraph (c), replace “approved policy” with “approved employee insurance policy or approved platform worker insurance policy (as the case may be)”.

New Part 3A

17. In the WICA, after Part 3, insert —

“PART 3A

15 APPLICATION OF PARTS 2 AND 3 TO PLATFORM OPERATORS
AND PLATFORM WORKERS

Interpretation of this Part

20 **34A.** In this Part, “work stage 1” and “work stage 2”, in relation to a platform service, have the meanings given by paragraph 1(3) of Part 1 of the Fifth Schedule.

Application of Part 2

34B. Part 2 of this Act applies in relation to a platform operator and platform worker as it does in relation to an employer and employee, with the following modifications:

25 (a) the sections in the second column of the following table (called the applicable section) apply in lieu of the sections in the first column (called the replaced section), and any reference in any other written law to a replaced section is to be read as a reference to the applicable section:

	<i>First column</i>	<i>Second column</i>
	<i>Replaced section</i>	<i>Applicable section</i>
	(i) 7	34D
	(ii) 8	34F
	(iii) 10	34G

NINTH SCHEDULE — *continued*

(iv) 11	34H	
(v) 12	34I	
(vi) 14	34K	
(vii) 15	34L	5
(viii) 16	34M	
(ix) 17	34N;	

(b) in sections 18, 19, 20, 21 and 23, any reference in the first column of the following table is to be read as the corresponding reference in the second column of the table: 10

<i>First column</i>	<i>Second column</i>	
<i>Reference</i>	<i>Corresponding reference</i>	
(i) an employee	a platform worker	
(ii) an employer	a platform operator	
(iii) an employee's employment with an employer	a platform worker's provision of a platform service for a platform operator under a platform work agreement	15
(iv) a contract of service	a platform work agreement	
(v) an accident that arises, or is deemed to arise, out of or in the course of an employee's employment	an accident that arises, or is deemed to arise, out of or in the course of a platform worker providing a platform service for a platform operator under a platform work agreement	20
(vi) a work injury to an employee	a work injury to a platform worker	25
(vii) the earnings of an employee	the earnings of a platform worker	
(viii) an employee's average monthly earnings or AME	a platform worker's average daily earnings or ADE;	30

(c) sections 3 and 13 do not apply to platform operators or platform workers.

NINTH SCHEDULE — *continued***Application of Part 3**

5 **34C.** Part 3 of this Act applies in relation to a platform operator and platform worker as it does in relation to an employer and employee, with the following modifications:

- 10 (a) the sections in the second column of the following table (called the applicable section) apply in lieu of the sections in the first column (called the replaced section), and any reference in any other written law to a replaced section is to be read as a reference to the applicable section:

<i>First column</i>	<i>Second column</i>
<i>Replaced section</i>	<i>Applicable section</i>
(i) 24	34O
(ii) 25	34P;

- 15 (b) in sections 28 and 29, any reference in the first column of the following table is to be read as the corresponding reference in the second column of the table:

<i>First column</i>	<i>Second column</i>
<i>Reference</i>	<i>Corresponding reference</i>
(i) an employee	a platform worker
(ii) an employer	a platform operator
(iii) an employee's employment with an employer	a platform worker's provision of a platform service for a platform operator under a platform work agreement
(iv) a contract of service	a platform work agreement
(v) an accident that arises, or is deemed to arise, out of or in the course of an employee's employment	an accident that arises, or is deemed to arise, out of or in the course of a platform worker providing a platform service for a platform operator under a platform work agreement
(vi) a work injury to an employee	a work injury to a platform worker
(vii) the earnings of an employee	the earnings of a platform worker

NINTH SCHEDULE — *continued*

(viii)	an employee's average monthly earnings or AME	a platform worker's average daily earnings or ADE	
(ix)	an employer's liability	a platform operator's liability	5
(x)	an employee's claim	a platform worker's claim	
(xi)	First Schedule	Fifth Schedule.	

Platform operator's liability to compensate for work injury

34D.—(1) Subject to subsection (2) and section 34E, where personal injury is caused to a platform worker by an accident arising out of and in the course of the platform worker's provision of a platform service for a platform operator, that platform operator is liable to pay compensation under this Act. 10

(2) A platform operator is not liable to pay compensation in respect of any of the following: 15

- (a) any injury to a platform worker resulting from an accident if —
 - (i) it is proven that the injury to the platform worker is directly attributable to the platform worker being, at the time of the accident, under the influence of alcohol or a drug; 20
 - (ii) it is proven that the platform worker, at the time of the accident, contravened or did not comply with any written law specified in Part 1 of the Sixth Schedule in relation to the platform worker's use of any vehicle in the course of providing a platform service for the platform operator; or 25
 - (iii) all of the following are proven:
 - (A) the platform worker used any vehicle in the course of providing a platform service for the platform operator; 30
 - (B) the platform worker, at the time of the accident, contravened or did not comply with any written law specified in Part 2 of the Sixth Schedule in relation to the vehicle mentioned in sub-paragraph (A); 35

NINTH SCHEDULE — *continued*

(C) the contravention or non-compliance mentioned in sub-paragraph (B) caused or contributed to the accident;

5 (b) deliberate self-injury or the deliberate aggravation of an accidental injury by a platform worker;

(c) any injury to a platform worker suffered in a fight or an assault on one or more persons unless —

10 (i) the platform worker did not assault any other person in the fight or, if the platform worker did assault any person, it was done in the exercise of the right of private defence in accordance with sections 97 to 106A of the Penal Code 1871; or

15 (ii) the platform worker was, at the time when the injury was suffered —

(A) breaking up or preventing the fight or assault; or

20 (B) in the course of safeguarding life or any property of any person or maintaining law and order,

under any instruction or with the consent (express or implied) of the platform operator.

(3) In subsection (2)(a)(i), “drug” has the meaning given by section 7(3)(a) or (b)(i).

25 (4) For the purposes of this Act, an accident arising in the course of a platform worker’s provision of a platform service under a platform work agreement with a platform operator is deemed, in the absence of evidence to the contrary, to have arisen out of the platform worker’s provision of the platform service for the platform operator.

30 **Platform operator’s liability — platform worker performing tasks for multiple platform operators at time of accident**

35 **34E.**—(1) Subsection (2) applies where personal injury is caused to a platform worker by an accident arising out of and in the course of the platform worker providing any one or more platform services for 2 or more platform operators concurrently.

NINTH SCHEDULE — *continued*

(2) In the circumstances mentioned in subsection (1), the platform operator or platform operators liable to pay compensation under this Act are determined as follows:

(a) all of the platform operators for whom the platform worker, at the time of the accident, was at work stage 2 of any of the platform services that the platform worker was providing at that time; 5

(b) where, at the time of the accident, the platform worker was not at work stage 2 of any platform service for any platform operator — all of the platform operators for whom the platform worker was at work stage 1 of any of the platform services that the platform worker was providing at that time. 10

(3) Where 2 or more platform operators are liable to pay compensation pursuant to subsection (2), the proportion of liability of each platform operator is determined by the proportion which the platform worker's earnings with that platform operator during the lookback period bears to the aggregate of the platform worker's earnings during the lookback period with all platform operators who are liable to pay compensation pursuant to that subsection. 15 20

Certain accidents deemed to be in course of provision of platform service

34F.—(1) An accident is deemed to arise out of and in the course of a platform worker's provision of a platform service for a platform operator if the accident happens to the platform worker while he or she — 25

(a) is at work providing the platform service; and

(b) is taking steps, on an actual or supposed emergency —

(i) to rescue or protect any person who is, or is thought to be or possibly to be, injured or imperilled; or 30

(ii) to avert or minimise damage to or loss of property.

(2) Despite an accident happening to the platform worker while the platform worker is acting in contravention of any written law or other regulations applicable to the provision of a platform service for, or of any instructions given by or on behalf of, the platform operator, the accident is deemed to arise out of and in the course of the platform worker's provision of the platform service for the platform operator if — 35

NINTH SCHEDULE — *continued*

- 5 (a) the accident would have been taken to have arisen out of and in the course of the platform worker's provision of the platform service for the platform operator, had the platform worker not acted in that manner; and
- (b) that act was done for the purposes and in connection with the provision of the platform service for the platform operator.

Platform operator's liability to compensate for diseases

10 **34G.**—(1) Subject to subsections (2), (3), (4) and (5) and section 34H, where the incapacity or death of a platform worker (*A*) results from a disease contracted in any of the following circumstances, compensation is payable as if the disease were a work injury and this Act applies accordingly:

- 15 (a) *A*, while working in any specified occupation in the course of providing a platform service for a platform operator, contracts an occupational disease specified for that occupation;
- 20 (b) *A*, after ceasing to work in a specified occupation in the course of providing a platform service for a platform operator, contracts an occupational disease specified for that occupation within the limitation period for that disease;
- 25 (c) *A* contracts, on or after the date of commencement of paragraph 17 of the Ninth Schedule to the Platform Workers Act 2024, a disease that —
- (i) is not specified in the first column of the Second Schedule; and
- (ii) is directly attributable to an exposure to a chemical or biological agent and the exposure arises out of and in the course of the platform worker's provision of a platform service for a platform operator.

30 (2) When a platform worker enters into a platform work agreement with a platform operator under which the platform worker works or will work in any specified occupation in the course of providing a platform service for the platform operator, the platform worker must, if requested to do so by the platform operator, submit to examination by a health professional paid for by the platform operator.

35

NINTH SCHEDULE — *continued*

(3) No compensation is payable by a platform operator under this section in respect of the incapacity or death of a platform worker resulting from —

(a) an occupational disease specified in the first column of the Second Schedule for an occupation if — 5

(i) the platform worker contracts the occupational disease on or after the date of commencement of paragraph 17 of the Ninth Schedule to the Platform Workers Act 2024; and 10

(ii) the platform worker’s incapacity commences or death happens after the end of the limitation period for that occupational disease; or

(b) a disease mentioned in subsection (1)(c), if the platform worker’s incapacity commences or death happens more than one year after the platform worker ceases to be exposed to the chemical or biological agent mentioned in that subsection. 15

(4) Subsection (3) does not apply to the death of a platform worker where the death is preceded, whether immediately or not, by any period of incapacity in respect of which compensation is payable under subsection (1). 20

(5) In this section, the limitation period for an occupational disease specified for an occupation is the period specified in the third column of the Second Schedule for that disease, starting on the day after the platform worker ceased to work in that occupation in the course of providing a platform service for a platform operator. 25

(6) In this section, “specified occupation” means an occupation specified in the second column of the Second Schedule.

Compensation for disease — date of accident 30

34H.—(1) For the purposes of calculating the platform worker’s ADE for the computation of compensation payable by a platform operator under section 34G(1)(a), (b) or (c), the date of the accident is taken to be the earliest of the following dates:

(a) the last day that the platform worker provides a platform service for the platform operator mentioned in section 34G(1)(a), (b) or (c), as the case may be; 35

NINTH SCHEDULE — *continued*

(b) the date of commencement of the incapacity of the platform worker;

(c) the date of the platform worker's death.

5 (2) For all other purposes of this Act in relation to compensation payable under section 34G(1)(a), (b) or (c), the date of the accident is taken to be —

(a) the earlier of —

10 (i) the date of commencement of the incapacity of the platform worker; or

(ii) the date on which a health professional certifies that, in the health professional's opinion, the platform worker is suffering from the disease mentioned in section 34G(1); or

15 (b) if there has been no previous period of incapacity — the date of the platform worker's death.

Compensation payable to platform worker for disease limited to work injuries

20 **34I.** Except as provided in sections 11A, 34D, 34F, 34G and 34H, no compensation is payable to a platform worker in respect of any disease unless the disease is directly attributable to a specific work injury.

Claims involving provision of platform service under illegal platform work agreement

25 **34J.** Despite a claimant providing a platform service for a platform operator under a platform work agreement that was illegal at the time when the accident causing the injury happened, the Commissioner or the court may, having regard to all the circumstances of the case, deal with the case, or direct the platform operator's insurer to deal with the case, as if the claimant had at that time been providing the platform service for the platform operator under a valid platform work agreement.

30

Computation of compensation for platform worker

34K. The compensation for a platform worker under this Part is to be computed in accordance with the Fifth Schedule.

NINTH SCHEDULE — *continued*

Assessment of permanent incapacity or current incapacity of platform worker

34L.—(1) For the purposes of determining the permanent incapacity or current incapacity of a platform worker resulting from the platform worker’s work injury, an accepted medical report is evidence of the platform worker’s —

5

(a) permanent total incapacity or permanent partial incapacity, assessed by the health professional who made the report at any time after the date of the accident that caused the work injury; or

10

(b) current total incapacity or current partial incapacity, at the time of the assessment by the health professional who made the report, assessed at the earliest opportunity but not earlier than 6 months after the date of the accident that caused the work injury.

15

(2) Subsection (1)(b) does not apply to any incapacity resulting from the diseases mentioned in section 34G(1).

Compensation for medical treatment received by platform worker

20

34M.—(1) A platform operator is liable to pay compensation in accordance with paragraph 5 of the Fifth Schedule for medical treatment received by a platform worker for a work injury that —

(a) is provided by a health professional or at an approved medical institution; and

25

(b) is certified by any attending health professional to be necessary.

(2) The compensation payable under subsection (1) for medical treatment received at an approved medical institution by the platform worker must be paid directly to the proprietor of the approved medical institution, after deducting any amount previously paid by or on behalf of the platform worker to the proprietor of the approved medical institution for the medical treatment.

30

(3) The proprietor of an approved medical institution is entitled to recover the compensation (less the deductions) mentioned in subsection (2) directly from the platform operator.

35

(4) Where the cost of any medical treatment that the platform operator is liable to pay under subsection (1) is paid by the platform

NINTH SCHEDULE — *continued*

worker or by any other person on behalf of the platform worker, the platform worker or that other person is entitled to recover the cost from the platform operator.

5 (5) Where any person has paid any compensation under this section in respect of a claimant's work injury as the claimant's platform operator or platform operator's insurer (called in this section the payer) or any ex gratia payment has been made under section 70 in respect of such compensation, the Commissioner may order the claimant to reimburse the payer or the Commissioner (as the case may be) for such payment if —

- 10 (a) the claim in respect of that work injury is withdrawn, and is not resumed, under section 41, as modified by section 35B;
- 15 (b) an order of refusal of compensation has been made or has taken effect, in respect of that work injury; or
- (c) the payment was made on the basis of any error or any false or misleading information.

(6) Subsection (5) applies to the payer only if —

- 20 (a) the payer applies to the Commissioner for the reimbursement within the prescribed time and in the form and manner required by the Commissioner; and
- (b) the claimant has been given a reasonable opportunity to make representations to the Commissioner.

25 (7) Any reimbursement ordered under subsection (5) is recoverable directly from the claimant.

Compensation for temporary incapacity of platform worker

30 **34N.**—(1) Where any work injury results in the temporary incapacity of a platform worker, the compensation the platform operator is liable under this Act to pay to the platform worker is a periodical payment that is —

- (a) an amount specified in the Fifth Schedule; and
- (b) payable in accordance with subsection (2).

(2) For the purposes of subsection (1)(b), a periodical payment is payable —

- 35 (a) where the platform operator receives, no later than the 14th day of a calendar month (called in this subsection the relevant day), a certificate of a health professional in respect

NINTH SCHEDULE — *continued*

of the work injury to the platform worker — not later than 16 days after the relevant day; or

(b) where the platform operator receives, after the relevant day but no later than the last day of a calendar month, a certificate of a health professional in respect of the work injury to the platform worker — not later than the 13th day of the following calendar month. 5

(3) The Commissioner may review any periodical payment for temporary incapacity on the application of the platform worker, the platform operator or the platform operator's insurer, if accompanied by a certificate of a health professional that there has been a change in the condition of the platform worker. 10

(4) Subject to the provisions of this Act, the Commissioner may, on a review under subsection (3), direct any periodical payment to the platform worker for temporary incapacity to be continued, increased, decreased or ended. 15

(5) Any periodical payments for temporary incapacity may be commuted into a lump sum, of an amount agreed between the platform operator liable to make the periodical payments and the platform worker, after — 20

(a) the periodical payments have continued for not less than 6 months; and

(b) the Commissioner consents.

(6) Where any person has paid any compensation under this section in respect of a claimant's work injury as the claimant's platform operator or platform operator's insurer (called in this section the payer) or any ex gratia payment has been made under section 70 in respect of such compensation, the Commissioner may order the claimant to refund such payment if — 25 30

(a) the claim in respect of that work injury is withdrawn, and is not resumed, under section 41, as modified by section 35B;

(b) an order of refusal of compensation has been made or has taken effect, in respect of that work injury; or

(c) the payment was made on the basis of any error or any false or misleading information. 35

NINTH SCHEDULE — *continued*

(7) Subsection (6) applies to the payer only if —

- (a) the payer applies to the Commissioner for the refund within the prescribed time and in the form and manner required by the Commissioner; and
- (b) the claimant has been given a reasonable opportunity to make representations to the Commissioner.

(8) Any refund ordered under subsection (6) is recoverable directly from the claimant.

Platform operator must be insured against liabilities under Act in relation to platform workers

34O.—(1) Every platform operator must insure and maintain insurance under one or more approved platform worker insurance policies with one or more designated PO’s insurers against all liabilities that the platform operator may incur under this Act in respect of every platform worker who provides a platform service for the platform operator.

(2) Subsection (1) applies subject to any minimum prescribed amount for which a platform operator must be insured in respect of any of the platform operator’s liabilities under this Act.

Offences by platform operator in relation to insurance

34P.—(1) A platform operator that contravenes section 34O(1) shall be guilty of an offence and shall be liable on conviction —

- (a) to a fine not exceeding \$10,000 or to imprisonment for a term not exceeding 12 months or to both; or
- (b) if the person is a repeat offender, to a fine not exceeding \$20,000 or to imprisonment for a term not exceeding 12 months or to both.

(2) For the purposes of subsection (1)(b), “repeat offender”, in relation to an offence under subsection (1), means a person who —

- (a) is convicted, or found guilty, of an offence under subsection (1); and
- (b) has been convicted, or found guilty, of any of the following offences on at least one other occasion:
 - (i) an offence under subsection (1);
 - (ii) an offence under section 25(1);

NINTH SCHEDULE — *continued*

- (iii) an offence under section 35(1)(b) of the repealed Act, whether the conviction was before, on or after 1 September 2020.
- (3) It is not a defence to a charge for an offence under subsection (1) that the platform operator did not know — 5
- (a) the number of platform workers who provide a platform service for the platform operator, or the extent of the platform operator’s liability, that the platform operator must be insured against; 10
 - (b) that any insurance policy entered into or maintained was not an approved platform worker insurance policy; or
 - (c) that the insurer was not a designated PO’s insurer,
- unless the platform operator had taken all reasonable steps to ascertain those matters. 15
- (4) A platform operator that, for the purpose of defraying or partly defraying the cost of insurance required under section 34O, makes any deduction from the earnings of a platform worker who provides a platform service for the platform operator shall be guilty of an offence and shall be liable on conviction — 20
- (a) to a fine not exceeding \$5,000 or to imprisonment for a term not exceeding 6 months or to both; or
 - (b) if the person is a repeat offender, to a fine not exceeding \$10,000 or to imprisonment for a term not exceeding 6 months or to both. 25
- (5) For the purposes of subsection (4)(b), “repeat offender”, in relation to an offence under subsection (4), means a person who —
- (a) is convicted, or found guilty, of an offence under subsection (4); and
 - (b) has been convicted, or found guilty, of any of the following offences on at least one other occasion: 30
 - (i) an offence under subsection (4);
 - (ii) an offence under section 25(4);
 - (iii) an offence under section 35(1)(a) of the repealed Act, whether the conviction was before, on or after 1 September 2020.”. 35

NINTH SCHEDULE — *continued***Amendment of section 35**

18. In the WICA, in section 35 —

5 (a) in the section heading, after “**employer**”, insert “**or platform operator**”;

(b) replace subsection (1) with —

“(1) A claim for compensation under this Act is deemed to be made —

10 (a) by an employee when the employer first has notice of an accident giving rise to the employee’s work injury;
or

(b) by a platform worker when the platform operator first has notice of an accident giving rise to the platform worker’s work injury.”;

15 (c) after subsection (2), insert —

“(2A) A platform operator has notice of an accident for the purposes of this Act when either of the following events occurs:

20 (a) the platform worker informs any of the following persons of the date and place of the accident and the cause of the injury:

(i) the platform operator;

(ii) any person designated for the purpose by the platform operator;

25 (b) the platform operator has knowledge of the accident by any other means.”;

(d) replace subsection (3) with —

30 “(3) Every employer or platform operator must, within the prescribed time after the employer or platform operator (as the case may be) first has notice of an accident giving rise to work injury to the claimant, give notice of the accident to —

(a) the Commissioner in the form and manner specified by the Commissioner; and

(b) the employer’s insurer or platform operator’s insurer (as the case may be) in writing.”;

35 (e) replace subsection (5) with —

NINTH SCHEDULE — *continued*

“(4A) A platform worker must, as soon as possible after sustaining a work injury in an accident, notify the platform operator or any of the other persons mentioned in subsection (2A)(a).”

5

(5) A claim under this Act is deemed to be withdrawn if the employer or platform operator (as the case may be) of the claimant does not have notice of the claimant’s accident at the end of whichever period specified in paragraph (a), (b) or (c) that ends last:

10

(a) one year after the date of the claimant’s accident;

(b) if the claimant dies within the period mentioned in paragraph (a), one year after the date of the claimant’s death;

(c) any period ending on a later date specified under subsection (6).”;

15

(f) in subsection (7), replace “employee” with “claimant”; and

(g) in subsection (8), after “employer”, insert “or a platform operator”.

New sections 35A and 35B

19. In the WICA, after section 35, insert —

20

“Directions by Commissioner — processing of claims

35A.—(1) This section applies where —

(a) an accident gives rise to an individual’s work injury; and

(b) a claim for compensation is deemed to be made by the individual under section 35.

25

(2) Where the Commissioner is satisfied that, at the time of the accident, the individual was at work as an employee only, the Commissioner may direct that the claim be dealt with under section 36.

(3) Where the Commissioner is satisfied that, at the time of the accident, the individual was a platform worker at work providing a platform service for any platform operator only, the Commissioner may do any of the following:

30

(a) direct a platform operator’s insurer for an applicable platform operator to process the claim under Division 2A of this Part;

35

NINTH SCHEDULE — *continued*

(b) give notice that the Commissioner will process the claim under Division 3 of this Part, as modified by section 35B, and direct all or any of the following persons to do anything to facilitate the processing of the claim by the Commissioner:

- (i) an applicable platform operator;
- (ii) a platform operator's insurer for that applicable platform operator.

(4) Where the Commissioner is satisfied that, at the time of the accident, the individual was concurrently at work as an employee and as a platform worker, the Commissioner may do any of the following:

(a) where the Commissioner is satisfied that the individual's AME as an employee is higher than the individual's AME as a platform worker —

- (i) direct that, despite any other provision of this Act, the individual's claim be treated as a claim for compensation made by an employee; and
- (ii) do anything under subsection (2);

(b) where the Commissioner is satisfied that the individual's AME as a platform worker is higher than the individual's AME as an employee —

- (i) direct that, despite any other provision of this Act, the individual's claim be treated as a claim for compensation made by a platform worker; and
- (ii) do anything under subsection (3);

(c) give notice to the following persons that the Commissioner will process the individual's claim in accordance with this Act and require all or any of those persons to do any thing to facilitate the processing of the individual's claim by the Commissioner:

- (i) an applicable employer and an employer's insurer for that applicable employer;
- (ii) an applicable platform operator and a platform operator's insurer for that applicable platform operator.

NINTH SCHEDULE — *continued*

(5) The Commissioner must process a claim for compensation under this Act in respect of a platform worker’s work injury in accordance with Division 3 of this Part, as modified by section 35B, if the Commissioner —

5

(a) is satisfied that there is no platform operator’s insurer insuring the platform operator’s liability under this Act in respect of the claimant’s work injury; or

(b) decides to process the claim in any particular case, including under section 47H(b) or 50(2)(ba).

10

(6) In this section —

“applicable employer”, in relation to an individual, means any employer of the individual at the time of the accident mentioned in subsection (1)(a);

“applicable platform operator”, in relation to an individual, means any platform operator for whom the individual was providing a platform service at the time of the accident mentioned in subsection (1)(a).

15

Application of Part 4 to platform operators and platform workers

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35B. Part 4 of this Act applies to platform operators and platform workers as it does to employers and employees, with the modification that sections 37, 38, 40, 41, 42, 43, 48, 49, 51 to 63 and 64 (except section 64(1)(b)(ii)) apply in relation to a platform operator or platform worker as if any reference mentioned in the first column of the following table is to the corresponding reference mentioned in the second column of the table:

25

<i>First column</i>	<i>Second column</i>
<i>Reference</i>	<i>Corresponding reference</i>
(a) an employee	a platform worker
(b) an employer	a platform operator
(c) an employee’s employment with an employer	a platform worker’s provision of a platform service for a platform operator under a platform work agreement
(d) a contract of service	a platform work agreement

30

35

NINTH SCHEDULE — *continued*

5	(e) an accident that arises, or is deemed to arise, out of or in the course of an employee's employment	an accident that arises, or is deemed to arise, out of or in the course of a platform worker providing a platform service for a platform operator under a platform work agreement
10	(f) a work injury to an employee	a work injury to a platform worker
10	(g) the earnings of an employee	the earnings of a platform worker
	(h) an employee's average monthly earnings or AME	a platform worker's average daily earnings or ADE
	(i) an employer's insurer	a platform operator's insurer
15	(j) an employer's insurance policy	a platform operator's insurance policy
	(k) an employer's liability	a platform operator's liability
	(l) an employee's claim	a platform worker's claim
	(m) First Schedule	Fifth Schedule.”.

20 **Amendment of section 39**

20. In the WICA, in section 39 —

(a) in subsection (1), after “employee”, insert “or platform worker”;

(b) replace subsection (2) with —

“(2) Subsection (1) does not apply —

25 (a) in relation to an employee who has made a deemed claim for a work injury — where the employer's insurer or the Commissioner notifies the employee that the employee is being assessed for permanent incapacity or current incapacity; or

30 (b) in relation to a platform worker who has made a deemed claim for a work injury — where the platform operator's insurer or the Commissioner notifies the platform worker that the platform worker is being assessed for permanent incapacity or current incapacity.”;

35

NINTH SCHEDULE — *continued*

(c) in subsection (3)(b), replace “employee’s injury” with “injury to the employee or platform worker (as the case may be)”; and

(d) in subsection (4), after “employee”, insert “or a platform worker”.

Amendment of section 44

5

21. In the WICA, in section 44, in the section heading, replace “**Insurer’s process**” with “**Employer’s insurer’s process**”.

Amendment of section 45

22. In the WICA, in section 45 —

(a) in the section heading, replace “**designated insurer’s**” with “**designated employer’s insurer’s**”; and 10

(b) in paragraph (a), replace “designated insurer” with “designated employer’s insurer”.

New Division 2A of Part 4

23. In the WICA, in Part 4, after Division 2, insert — 15

“Division 2A — Processing by platform operator’s insurer

Relevant platform operator

47A.—(1) For the purposes of processing a platform worker’s claim for compensation under this Act that arises from an accident arising out of and in the course of the platform worker’s provision of any platform service, the platform operator of the platform worker is — 20

(a) where, at the time of the accident, the platform worker was at work providing one or more platform services for one platform operator — that platform operator; or

(b) where, at the time of the accident, the platform worker was at work providing one or more platform services for 2 or more platform operators — the platform operator designated under subsection (2) (called in this Division the relevant platform operator). 25

(2) Where — 30

(a) at the time of the accident, the platform worker was at work providing one or more platform services for 2 or more platform operators; and

NINTH SCHEDULE — *continued*

(b) 2 or more of the platform operators mentioned in paragraph (a) are liable to pay compensation under this Act to the platform worker,

5 the Commissioner may by written notice designate any platform operator mentioned in paragraph (b) as the relevant platform operator in respect of the platform worker's claim for compensation under this Act arising from the accident.

(3) A notice issued under subsection (2) must —

10 (a) identify the platform worker who sustained personal injury and specify the date, time and location of the accident; and

(b) be served on the relevant platform operator and the platform operator's insurer of the relevant platform operator.

Platform operator's insurer's process

15 **47B.**—(1) Unless the Commissioner has notified a platform operator's insurer that the Commissioner or another insurer will process a claim, the platform operator's insurer must process the platform operator's liability to pay compensation in accordance with this Act expeditiously —

20 (a) on receipt of a notice of an accident from the platform operator under section 35(3)(b);

(b) on receipt of a notice of resumption of the claim under section 41(2)(a), as modified by section 35B; or

(c) on the Commissioner's direction.

25 (2) If the platform operator's insurer is of the view that the platform operator's insurance policy with the platform operator's insurer does not insure the platform operator's liability to the claimant in respect of the accident, the platform operator's insurer must notify the Commissioner and the platform operator within the prescribed time.

30 (3) If the Commissioner is not notified in accordance with subsection (2), the platform operator's insurer must process the claim and serve a notice of computation on the claimant and the platform operator, stating —

35 (a) the amount of compensation payable in respect of the claim, computed in accordance with the Fifth Schedule; or

NINTH SCHEDULE — *continued*

(b) that compensation is refused because —

- (i) the accident to which the claim relates did not arise out of or in the course of the claimant’s provision of a platform service for the platform operator; or
- (ii) the claimant was not a platform worker within the meaning of this Act.

5

(4) Regulations made under section 82 may prescribe the circumstances in which the platform operator’s insurer need not serve a notice of computation under subsection (3).

10

(5) Subject to section 47D(5), a notice of computation under subsection (3) that is served on the claimant and the platform operator is deemed to have been agreed upon by them, and has the effect of an order of compensation —

- (a) where no notice of objection under section 46 is received by the Commissioner within a period of 14 days after the date of service of the notice of computation — on the 15th day after the date of service of the notice of computation; or
- (b) where all notices of objection so received by the Commissioner are withdrawn within a period of 28 days after the date of service of the notice of computation — on the 29th day after the date of service of the notice of computation.

15

20

(6) For the purposes of subsection (5) and sections 46(2) and 47C, where a platform operator’s insurer issues a notice of computation, the date the notice of computation is issued is deemed to be the date of service of the notice of computation on the platform operator’s insurer.

25

Additional provisions where other platform operators liable pursuant to section 34E

47C.—(1) Where the platform operator’s insurer of the relevant platform operator processing a claimant’s claim under section 47B (called in this Division the relevant PO’s insurer) is satisfied that any other platform operator is liable to pay compensation to the claimant pursuant to section 34E, the relevant PO’s insurer must —

30

- (a) process the liability of the other platform operator and issue a notice of computation in accordance with section 47B(3); and

35

NINTH SCHEDULE — *continued*

(b) do either of the following on behalf of the other platform operator:

- (i) pay any compensation in respect of the platform worker's work injury that is payable under this Act;
- (ii) deposit with the Commissioner any compensation in respect of the platform worker's work injury that is payable under this Act.

(2) The Commissioner may direct any platform operator's insurer (*Y*) of any platform operator (other than the relevant platform operator) mentioned in subsection (1) (*Z*) to do any thing to facilitate the relevant PO's insurer's processing, in accordance with subsection (1)(a), of *Z*'s liability under this Act.

(3) The relevant PO's insurer must —

- (a) serve the notice of computation issued under subsection (1)(a) on the claimant, *Y* and *Z*; and
- (b) inform *Y* and *Z* of the amount representing the compensation payable in respect of the platform worker's work injury by *Z*.

(4) Where the notice of computation issued by the relevant PO's insurer under subsection (1)(a) has the effect of an order of compensation under section 47B(5), the relevant PO's insurer must, in accordance with section 18, as modified by section 34B, pay or deposit the amount of compensation stated in the notice of computation, whether or not that amount exceeds the amount insured under any insurance policy of the relevant platform operator.

(5) Subsection (4) applies to the relevant PO's insurer despite section 47F or any provision in an approved platform worker insurance policy between the relevant PO's insurer and the relevant platform operator.

(6) Except where subsection (7) applies and subject to section 47E, *Y* must, within the prescribed period starting on the date on which the relevant PO's insurer made payment or deposit in accordance with subsection (4), reimburse the relevant PO's insurer for the amount representing the proportion of the compensation payable by *Z*.

(7) Subject to section 47E, where *Z* does not maintain insurance under any approved platform worker insurance policy with any designated PO's insurer, *Z* must, within the period prescribed for the

NINTH SCHEDULE — *continued*

purposes of subsection (6), reimburse the relevant PO's insurer for the amount representing the proportion of the compensation payable by Z.

Objection to notice of computation issued under section 47B(3)

47D.—(1) Where any of the following persons is aggrieved by a notice of computation issued under section 47B(3) in relation to a claim, that person may give the Commissioner a notice of objection: 5

- (a) the claimant;
- (b) the platform operator or any other person named in the notice of computation as being liable to pay any compensation under the claim; 10
- (c) the platform operator's insurer who issued the notice of computation.

(2) A notice of objection under subsection (1) must state precisely the grounds of objection and must be given — 15

- (a) before the expiry of —
 - (i) 14 days after the date of service of the notice of computation; or
 - (ii) if the Commissioner is satisfied that the notice of objection was delayed by any error or fraud, other than by the person giving the notice of objection — 90 days after the period mentioned in sub-paragraph (i) expires; and 20

(b) in the form and manner required by the Commissioner.

(3) Any change to the computation of compensation due to the Medical Board's assessment of incapacity is not an error for the purposes of subsection (2)(a)(ii). 25

(4) A person who has given a notice of objection may withdraw the objection by a notice given in the manner required by the Commissioner. 30

(5) If a notice of objection in respect of a notice of computation is accepted under subsection (2)(a)(ii) after the notice of computation has the effect of an order of compensation under section 47B(5) —

- (a) that order of compensation ceases to have effect, unless it has been enforced under section 60, as modified by section 35B; and 35

NINTH SCHEDULE — *continued*

(b) if the notice of objection is withdrawn before the Commissioner makes an order of compensation, the order of compensation mentioned in paragraph (a) is deemed to have effect under section 47B(5) starting on the date of the withdrawal.

Objection to notice of computation issued under section 47C(1)(a)

47E.—(1) Subsections (2) and (3) apply where —

(a) the relevant PO’s insurer serves a notice of computation issued under section 47C(1)(a) on the following persons in accordance with section 47C(3):

(i) any platform operator mentioned in section 47C(1) (other than the relevant platform operator) (Z);

(ii) any platform operator’s insurer (Y) of Z; and

(b) Y or Z is aggrieved by the notice of computation in respect of —

(i) Z’s liability to pay compensation in respect of the platform worker’s injury under this Act; or

(ii) the amount which Y must reimburse the relevant PO’s insurer in accordance with section 47C(6), or which Z must reimburse the relevant PO’s insurer in accordance with section 47C(7), as the case may be.

(2) Y or Z must, before the expiry of 7 days after the date of service of the notice of computation on Y or Z (as the case may be), give the relevant PO’s insurer a notice in the form and manner required by the Commissioner.

(3) Where the relevant PO’s insurer receives a notice given under subsection (2), the relevant PO’s insurer must, before the expiry of 14 days after the date the notice of computation is issued, give the Commissioner a notice of objection in the form and manner required by the Commissioner.

(4) The relevant PO’s insurer must ensure that the notice of objection mentioned in subsection (3) accurately sets out all grounds of objection set out in the notice given by Y or Z (as the case may be) to the relevant PO’s insurer under subsection (2).

NINTH SCHEDULE — *continued*

(5) If —

- (a) *Y* or *Z* gives the relevant PO’s insurer a notice in accordance with subsection (2);
- (b) the relevant PO’s insurer fails to give the Commissioner a notice of objection in accordance with subsection (3); and
- (c) *Y* or *Z* has reason to believe that the relevant PO’s insurer’s failure to give the notice of objection to the Commissioner is due to any error or fraud by the relevant PO’s insurer,

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Y or *Z* may give the Commissioner a notice of objection before the expiry of 30 days after the period mentioned in subsection (2) in the form and manner required by the Commissioner.

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(6) The notice of objection mentioned in subsection (5) must state precisely the grounds of objection by *Y* or *Z*, as the case may be.

(7) If a notice of objection is accepted under subsection (5) after the notice of computation has the effect of an order of compensation under section 47B(5) —

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- (a) that order of compensation ceases to have effect, unless it has been enforced under section 60, as modified by section 35B; and
- (b) if the notice of objection is withdrawn before the Commissioner makes an order of compensation, the order of compensation mentioned in paragraph (a) is deemed to have effect under section 47B(5) starting on the date of the withdrawal.

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(8) Where *Y* or *Z* —

- (a) gives the relevant PO’s insurer a notice in accordance with subsection (2); or
- (b) gives the Commissioner a notice of objection in accordance with subsection (5),

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the following applies:

- (c) *Y*’s obligation to reimburse the relevant PO’s insurer in accordance with section 47C(6), or *Z*’s obligation to reimburse the relevant PO’s insurer in accordance with section 47C(7) (as the case may be), remains in force despite *Y* or *Z* (as the case may be) notifying the objection;

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NINTH SCHEDULE — *continued*

(d) *Y*'s payment of any amount to the relevant PO's insurer in accordance with section 47C(6), or *Z*'s payment of any amount to the relevant PO's insurer in accordance with section 47C(7), does not constitute an admission of liability by *Y* or *Z* in respect of —

(i) *Z*'s liability to pay compensation in respect of the platform worker's injury under this Act; or

(ii) the amount which *Y* must reimburse the relevant PO's insurer in accordance with section 47C(6), or which *Z* must reimburse the relevant PO's insurer in accordance with section 47C(7), as the case may be.

(9) Without affecting any other provision of this Act relating to the Commissioner's powers in determining the compensation payable under this Act, where a notice of objection is given under subsection (3) or (5), the Commissioner may —

(a) review the notice of computation issued by the relevant PO's insurer, with or without conducting a hearing; and

(b) make either of the following orders:

(i) an order affirming the notice of computation issued by the relevant PO's insurer;

(ii) an order for the payment of compensation or refusal of compensation, as the Commissioner thinks just.

(10) Where the Commissioner makes an order mentioned in subsection (9)(b)(ii), the order may additionally require the relevant PO's insurer to refund any amount paid to the relevant PO's insurer by *Y* or *Z*, as the case may be.

(11) In a review under subsection (9)(b), the Commissioner must disregard any ground of objection that is not contained in the notice of objection given under subsection (3) or (5).

(12) When making an order under subsection (9)(b), the Commissioner may also, subject to regulations made under section 82, order costs of and incidental to any proceedings before the Commissioner.

Payment of compensation by platform operator's insurer

47F. Where the platform operator is liable to pay an amount of compensation stated in a notice of computation that, under

NINTH SCHEDULE — *continued*

section 47B(5), has the effect of an order of compensation, the platform operator's insurer must, in accordance with section 18, as modified by section 34B, pay or deposit that amount, up to the amount insured under that platform operator's insurance policy with the platform operator's insurer. 5

Recovery of amounts payable under section 47C(6) or (7)

47G.—(1) Except where subsection (2) applies, the relevant PO's insurer is entitled to recover directly from a platform operator's insurer mentioned in section 47C(2) (*Y*), in accordance with subsection (3) — 10

(a) the amount mentioned in section 47C(6) or any part of that amount unpaid; and

(b) interest on the amount mentioned in paragraph (a) at the same rate as for a judgment debt.

(2) In a case where section 47C(7) applies, the relevant PO's insurer is entitled to recover directly from a platform operator mentioned in that provision (*Z*), in accordance with subsection (3) — 15

(a) the amount mentioned in that provision or any part of that amount unpaid; and

(b) interest on the amount mentioned in paragraph (a) at the same rate as for a judgment debt. 20

(3) The relevant PO's insurer may recover the amount mentioned in subsection (1) from *Y*, or the amount mentioned in subsection (2) from *Z* (as the case may be), after the later of the following:

(a) the expiry of the prescribed period starting on the date on which the relevant PO's insurer made payment or deposit in accordance with section 47C(4); 25

(b) where a notice of objection has been given to the Commissioner under section 47E(3) or (5) — the date on which the Commissioner makes an order under section 47E(9)(b). 30

Directions by Commissioner on designated PO's insurer's denial of coverage

47H. Where a platform operator's insurer gives notice to the Commissioner under section 47B(2) denying, in whole or in part, that the platform operator's liability under this Act in relation to the 35

NINTH SCHEDULE — *continued*

accident is insured by the platform operator's insurer, the Commissioner may do any of the following:

- (a) direct the platform operator to give notice of the accident to another designated PO's insurer with whom the platform operator has an approved platform worker insurance policy;
- (b) give notice that the Commissioner will process the claim under Division 3 of this Part, as modified by section 35B, and direct the platform operator's insurer, the platform operator or both to do anything to facilitate the processing of the claim by the Commissioner;
- (c) direct the platform operator's insurer to continue to process the claim under this Division and issue a notice of computation in accordance with section 47B(3).

Provision of information to platform operator's insurer

47I.—(1) This section applies in relation to a claim in respect of a work injury caused to a platform worker (*P*) by an accident arising out of and in the course of *P*'s provision of a platform service for a platform operator.

(2) For the purposes of processing a claim mentioned in subsection (1), any platform operator's insurer (*A*) may request —

- (a) any platform operator (*B*) to provide —
 - (i) information on whether *P* has, at any time during the lookback period, provided any platform service for *B*; and
 - (ii) if *P* has, at any time during the lookback period, provided any platform service for *B*, any information or document relating to any specified matter; or
- (b) *P* to provide —
 - (i) information on whether *P* has, at any time during the lookback period, provided any platform service for any platform operator (other than a platform operator for whom *P* was providing a platform service at the time of the accident); and
 - (ii) if *P* has, at any time during the lookback period, provided any platform service for any platform

NINTH SCHEDULE — *continued*

operator mentioned in sub-paragraph (i), any information or document relating to any specified matter.

(3) Upon receiving a request from *A* under subsection (2), *B* or *P* (as the case may be) must provide the information or document mentioned in subsection (2)(a)(i) and (ii) or (b)(i) and (ii) (as the case may be) within the time prescribed for the purposes of this subsection and in the form and manner required by the Commissioner. 5

(4) In this section, “specified matter”, in relation to a platform worker’s provision of a platform service for a platform operator, means — 10

(a) the platform worker’s earnings from providing the platform service for the platform operator during the lookback period; 15

(b) the task or tasks performed by the platform worker in providing the platform service for the platform operator, including the mode or modes of transport used by the platform worker to perform any task; or

(c) any other matter prescribed.”. 20

Amendment of section 50

24. In the WICA, in section 50 —

(a) in subsection (1), after “employer”, insert “or platform operator (as the case may be)”;

(b) in subsection (1)(b), after “employer’s insurer”, insert “or platform operator’s insurer (as the case may be)”; and 25

(c) in subsection (2), after paragraph (b), insert —

“(ba) where the compensation is being processed by the platform operator’s insurer, decide to process the compensation instead under section 36(2)(b), as modified by section 35B;”. 30

Amendment of section 68

25. In the WICA, in section 68(1) —

(a) in paragraphs (a) and (h), after “workplace”, insert “or premises occupied by a platform operator”; 35

(b) in paragraph (b), replace sub-paragraphs (i) and (ii) with —

NINTH SCHEDULE — *continued*

- “(i) a workplace;
- (ii) a place of which a workplace forms a part; or
- (iii) any premises occupied by a platform operator;”;

(c) after paragraph (b), insert —

“(ba) to inspect and make copies of or take extracts from, or require the occupier or any person having the management or control of any place mentioned in paragraph (a) or (b) to provide copies of or extracts from, any book, document, record or electronic material;”.

Replacement of section 70

26. In the WICA, replace section 70 with —

“Ex gratia payments from Workers’ Fund

70. The Commissioner may make ex gratia payments from the Workers’ Fund of —

- (a) an amount not exceeding the compensation that an employee is entitled to under this Act, to any person to whom money deposited with the Commissioner may be paid in accordance with section 21; or
- (b) an amount not exceeding the compensation that a platform worker is entitled to under this Act, to any person to whom money deposited with the Commissioner may be paid in accordance with section 21, as modified by section 34B.”.

Amendment of section 82

27. In the WICA, in section 82(2), replace paragraph (j) with —

“(j) require —

- (i) an employer to display the certificate of insurance issued by the employer’s insurer for the approved employee insurance policy or policies applicable to the employer; or
- (ii) a platform operator to display the certificate of insurance issued by the platform operator’s insurer

NINTH SCHEDULE — *continued*

for the approved platform worker insurance policy or policies applicable to the platform operator;”.

Amendment of First Schedule

28. In the WICA, in the First Schedule, in the Schedule title, after “COMPENSATION”, insert “FOR EMPLOYEES”. 5

Amendment of Second Schedule

29. In the WICA, in the Second Schedule, in the Schedule reference, after “(5)”, insert “, 34G(1), (3), (5) and (6)”.

Amendment of Fourth Schedule 10

30. In the WICA, in the Fourth Schedule, in the Schedule reference, replace “and paragraph 3(1) of First Schedule” with “paragraph 3(1) of First Schedule and paragraph 3(1) of Part 3 of Fifth Schedule”.

New Fifth and Sixth Schedules

31. In the WICA, after the Fourth Schedule, insert — 15

“FIFTH SCHEDULE

Sections 2, 34A, 34K, 34M(1), 34N(1)
and 47B(3)(a)

AMOUNT OF COMPENSATION FOR PLATFORM WORKERS

PART 1 20

GENERAL

Definitions

1.—(1) In this Schedule —

“collection location”, in relation to a delivery service provided by a platform worker, means — 25

(a) the location where the platform worker collects any goods or items for delivery to one or more service users; or

(b) where a task involves the platform worker collecting goods or items from more than one location for delivery, the first such location; 30

“delivery location”, in relation to a delivery service provided by a platform worker, means —

NINTH SCHEDULE — *continued*

(a) the location where the platform worker delivers any goods or items to one or more service users; or

5 (b) where a task involves the platform worker delivering goods or items to service users at more than one location, the last such location;

“drop-off location”, in relation to a ride-hail service provided by a platform worker, means —

10 (a) the location determined by a passenger or hirer for the end of a journey to be provided under the ride-hail service; or

15 (b) where a task involves the platform worker conveying more than one passenger or hirer, the location determined by the last passenger or hirer for the end of his or her journey to be provided under the ride-hail service;

“interim location”, in relation to a delivery service provided by a platform worker —

20 (a) means any location (other than a collection location) where the platform worker is in possession or has custody of any goods or items for delivery to one or more service users, and includes, where the goods or items are kept or stored in or on a vehicle, the location where the vehicle is situated; but

25 (b) does not include any location at which the platform worker temporarily stops for a rest break or meal break;

“pick-up location”, in relation to a ride-hail service provided by a platform worker, means —

30 (a) the location determined by a passenger or hirer for the beginning of a journey to be provided under the ride-hail service; or

35 (b) where a task involves the platform worker conveying more than one passenger or hirer, the location determined by the first passenger or hirer for the beginning of his or her journey to be provided under the ride-hail service;

NINTH SCHEDULE — *continued*

“work stage”, in relation to a platform service, means work stage 1 or work stage 2 of the platform service;

“work stage 1” and “work stage 2” have the meanings given by sub-paragraph (3). 5

(2) For the purposes of this Act, a platform worker is taken to be at work providing a platform service at any time during which the platform worker is at work stage 1 or work stage 2 of that platform service.

(3) For the purposes of this Act, a platform worker providing a platform service mentioned in the first column of Part 2 of this Schedule — 10

(a) is at work stage 1 of that platform service when the platform worker is at the stage of work specified opposite in the second column of that Part; and 15

(b) is at work stage 2 of that platform service when the platform worker is at the stage of work specified opposite in the third column of that Part.

PART 2

WORK STAGES OF PLATFORM SERVICES 20

<i>First column</i> <i>Platform service</i>	<i>Second column</i> <i>Work stage 1</i>	<i>Third column</i> <i>Work stage 2</i>
1. Delivery service	The stage of work beginning when the platform worker begins to travel to the collection location, and ending — (a) where the platform worker uses a vehicle to perform a task in the provision of the delivery service — when the platform worker, after collecting the goods or items for delivery from the collection location, returns to the vehicle; or (b) in any other case — when the platform worker	(a) except where paragraph (b) applies, the stage of work beginning when the platform worker, after collecting the goods or items for delivery from the collection location, leaves that location and ending — (i) where the platform worker uses a vehicle to perform a task in the provision of the delivery service — when

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NINTH SCHEDULE — *continued*

5	leaves the collection location.	the platform worker, after delivering or attempting to deliver the goods or items at the delivery location, returns to the vehicle; or
10		(ii) in any other case — when the platform worker leaves the delivery location; and
15	leaves the collection location.	(b) where the platform worker, after collecting the goods or items for delivery from the collection location, proceeds to an interim location before delivering the goods or items, the stage of work beginning when the platform worker leaves the interim location and ending —
20		(i) where the platform worker uses a vehicle to perform a task in the provision of the delivery service — when the platform worker, after delivering or attempting to deliver the goods or items at the delivery location, returns to the vehicle; or
25	leaves the collection location.	(ii) in any other case — when the platform worker
30		(ii) in any other case — when the platform worker
35	leaves the collection location.	(ii) in any other case — when the platform worker
40		(ii) in any other case — when the platform worker
45	leaves the collection location.	(ii) in any other case — when the platform worker
45		(ii) in any other case — when the platform worker

NINTH SCHEDULE — *continued*

	20	132
	21	132
	22	131
5	23	130
	24	129
	25	128
	26	127
	27	127
10	28	125
	29	124
	30	123
	31	122
	32	121
15	33	120
	34	118
	35	117
	36	115
	37	114
20	38	112
	39	110
	40	108
	41	107
	42	106
25	43	105
	44	104
	45	103
	46	102
	47	101
30	48	100
	49	98

NINTH SCHEDULE — *continued*

50	96	
51	94	
52	92	
53	90	5
54	88	
55	86	
56	84	
57	82	
58	80	10
59	78	
60	75	
61	72	
62	68	
63	63	15
64	58	
65	53	
66 and above	48.	

(2) The compensation payable under this paragraph is in no case to be more than \$225,000 or less than \$76,000. 20

2. Where a platform worker has permanent total incapacity or current total incapacity resulting from a work injury, the amount of compensation calculated in accordance with the formula $C + 0.25C$ must be paid in a lump sum, where C is —

(a) subject to sub-paragraphs (b) and (c), an amount obtained by multiplying the AME of the platform worker by the appropriate factor in the second column of Table B according to the age on the next birthday of the platform worker at the time of the accident as specified in the first column of Table B: 25

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NINTH SCHEDULE — *continued*

TABLE B

	<i>First column</i>	<i>Second column</i>
	<i>Age</i>	<i>Multiplying factor</i>
5	14 and below	181
	15	180
	16	179
	17	178
	18	178
10	19	177
	20	176
	21	175
	22	174
	23	173
15	24	172
	25	170
	26	169
	27	168
	28	167
20	29	165
	30	164
	31	162
	32	160
	33	159
25	34	157
	35	155
	36	153
	37	151
	38	149
30	39	146
	40	144

NINTH SCHEDULE — *continued*

41	142	
42	140	
43	138	
44	136	5
45	134	
46	132	
47	130	
48	128	
49	126	10
50	124	
51	122	
52	120	
53	118	
54	116	15
55	114	
56	111	
57	108	
58	105	
59	102	20
60	99	
61	96	
62	92	
63	87	
64	82	25
65	77	
66 and above	72;	

(b) if the amount obtained under sub-paragraph (a) is less than \$97,000 — \$97,000; and

(c) if the amount obtained under sub-paragraph (a) is more than \$289,000 — \$289,000. 30

NINTH SCHEDULE — *continued*

3.—(1) Where a platform worker has permanent partial incapacity or current partial incapacity resulting from a work injury, the amount of compensation is to be calculated —

5 (a) in the case of an injury specified in the Fourth Schedule —
by multiplying C (mentioned in paragraph 2) by the
percentage of loss of earning capacity caused by the
injury as specified in that Schedule; and

10 (b) in the case of an injury not specified in the
Fourth Schedule — by multiplying C (mentioned in
paragraph 2) by the percentage of loss of earning capacity
caused by the injury (assuming that it is permanent) in
relation to the relevant platform service the platform worker
15 was providing at the time of the accident that resulted in the
incapacity.

(2) Where more injuries than one are caused by the same accident the amount of compensation payable in respect of all such injuries are to be aggregated but not so as to exceed in any case the amount which would have been payable in respect of permanent total incapacity.

20 4.—(1) Subject to sub-paragraphs (2) and (3), where temporary
incapacity results from a work injury, the platform worker is entitled
(for each day within a period of one year starting on the date of the
accident that caused the work injury that the platform worker is on
hospitalisation leave or medical leave granted due to the work injury) to
25 periodical payments based on any one of the following amounts, as the
case may be:

(a) for the first 60 days of hospitalisation leave — the platform
worker's ADE;

30 (b) for any subsequent days of hospitalisation leave —
two-thirds of the platform worker's ADE;

(c) for the first 14 days of medical leave — the platform
worker's ADE;

(d) for any subsequent days of medical leave — two-thirds of
the platform worker's ADE.

35 (2) Where the platform worker's ADE is unavailable for the relevant
platform service during the lookback period, the platform worker is
entitled (for each day within a period of one year starting on the date of
the accident that caused the work injury that the platform worker is on
hospitalisation leave or medical leave granted due to the work injury) to

NINTH SCHEDULE — *continued*

periodical payments computed in accordance with the formula $\$27 \times D$, where D is the number of days the platform worker is on hospitalisation leave or medical leave.

(3) No payment under sub-paragraph (1) or (2) is to be deducted from the lump sum payable under paragraph 2 or 3 in respect of any permanent incapacity or current incapacity which follows any period of temporary incapacity. 5

(4) If the temporary incapacity of the platform worker ceases before the date on which any payment under sub-paragraph (1) or (2) falls due, the platform worker must be paid an amount as is appropriate to the duration of the temporary incapacity. 10

(5) Where the platform worker's platform work agreement is terminated after the accident causing the work injury, the platform worker's entitlement under sub-paragraph (1) or (2) also applies when the platform worker is on hospitalisation leave or medical leave that is granted after that termination. 15

(6) For the purposes of this paragraph, where a platform worker is certified by a health professional of an approved medical institution to be ill enough to need to be hospitalised but the platform worker is not hospitalised for any reason whatsoever, the platform worker is deemed to be hospitalised. 20

5.—(1) Any compensation payable by a platform operator for the medical treatment received by a platform worker in relation to the platform worker's work injury is the lower of the following amounts: 25

(a) the cost of medical treatment received by the platform worker within a period of one year after the date of the accident causing the injury;

(b) \$45,000 per accident per platform worker.

(2) To avoid doubt, the cost of medical treatment includes, but is not limited to — 30

(a) the charges in connection with an emergency medical transport for the conveyance of an injured platform worker to receive medical treatment;

(b) the fees for medical reports required for the purposes of this Act; 35

(c) the charges for physiotherapy and occupational and speech therapy;

NINTH SCHEDULE — *continued*

- 5 (d) the charges for case management, psychotherapy for the treatment of post-traumatic stress disorder, functional capacity evaluation and worksite assessment, required for the purposes of rehabilitating and enabling an injured platform worker to return to work;
- (e) the cost of medicines, artificial limbs and surgical appliances; and
- 10 (f) the charges and fees for medical examination and consultation related to medical treatment.

6.—(1) In this Part —

- 15 (a) a platform worker's AME from the provision of a platform service is computed according to the formula $A \times 30$, where A is the platform worker's ADE;
- (b) a platform worker's ADE from the provision of a platform service is computed according to the formula $R \times (100\% - F)$, where —

(i) R is the relevant daily earnings of the platform worker; and

20 (ii) F is —

(A) where the platform worker performed the task exclusively or primarily on foot, by public transport or by using a bicycle (not being power assisted) — 20%;

25 (B) where the platform worker performed the task exclusively or primarily by using a personal mobility device, power-assisted bicycle or motorcycle — 35%; or

30 (C) where the platform worker performed the task exclusively or primarily by using a motor vehicle other than a motorcycle — 60%; and

- (c) the relevant daily earnings of a platform worker is computed according to the formula $\frac{E}{P}$, where —

35 (i) E is the relevant earnings of the platform worker determined in accordance with sub-paragraph (3); and

NINTH SCHEDULE — *continued*

(ii) P is determined as follows:

(A) where the platform worker was at work providing the platform service for less than 90 days immediately before the date of the accident — the number of days that the platform worker was at work providing that platform service; 5

(B) in any other case — 90.

(2) For the purposes of this Part, the lookback period, in relation to a platform worker's provision of a platform service, is determined as follows: 10

(a) where the platform worker was at work providing the platform service for at least 90 days immediately before the date of the accident — the period of 90 days immediately before the date of the accident; 15

(b) where the platform worker —

(i) was at work providing the platform service for at least 90 days immediately before the date of the accident; and 20

(ii) during the period mentioned in sub-paragraph (i), was on hospitalisation leave or medical leave for 7 or more consecutive days,

the period immediately preceding the date of the accident computed using the formula $90 + B$, where B is the number of days that the platform worker was on hospitalisation leave or medical leave; 25

(c) where the platform worker was at work providing the platform service for less than 90 days immediately before the date of the accident — the number of days that the platform worker was at work providing that platform service. 30

(3) For the purposes of sub-paragraph (1)(c)(i) and subject to sub-paragraph (4), the relevant earnings of a platform worker are determined as follows: 35

(a) where the platform worker, at the time of the accident, was at work providing a platform service for a platform operator — the aggregate of the platform worker's task

NINTH SCHEDULE — *continued*

earnings during the lookback period from providing that platform service for any platform operator;

5 (b) where the platform worker, at the time of the accident, was at work providing 2 or more platform services concurrently for a platform operator — the aggregate of the platform worker’s task earnings during the lookback period from providing the relevant platform service for any platform operator;

10 (c) where the platform worker, at the time of the accident, was at work providing a platform service for 2 or more platform operators concurrently — the aggregate of the platform worker’s task earnings during the lookback period from providing that platform service for all of those platform operators;

15 (d) where the platform worker, at the time of the accident, was at work providing 2 or more platform services for 2 or more platform operators concurrently — the aggregate of the platform worker’s task earnings during the lookback period from providing the relevant platform service for any one or more of those platform operators.

20 (4) For the purposes of sub-paragraph (3), where the platform worker —

25 (a) was at work providing the platform service for at least 90 days immediately before the date of the accident; and

(b) during the period mentioned in sub-paragraph (a), was on hospitalisation leave or medical leave for 7 or more consecutive days,

30 the relevant earnings of the platform worker do not include the platform worker’s task earnings (if any) during the period that the platform worker was on hospitalisation leave or medical leave.

35 (5) The Commissioner may disregard any period or adjust the amount of the earnings of the platform worker in any period if the Commissioner is of the view that the earnings for that period do not accurately reflect the platform worker’s AME.

(6) In this paragraph —

“bicycle” means a vehicle that —

(a) has 2 wheels held one behind the other in a frame;

NINTH SCHEDULE — *continued*

(b) is steered by handlebars attached to the front wheel;

(c) has pedals; and

(d) is built to be propelled solely by human power;

“motor vehicle” means a vehicle that —

5

(a) is propelled wholly or partly by a motor or by any means other than human or animal power; and

(b) is used or intended to be used on any road;

“personal mobility device” and “power-assisted bicycle” have the meanings given by section 2(1) of the Active Mobility Act 2017;

10

“task earnings”, in relation to a platform worker, means the platform worker’s earnings for performing a task in relation to the platform worker’s provision of a platform service.

7. In this Part, “relevant platform service”, in relation to a platform worker, means the platform service for which the platform worker has the highest earnings during the lookback period, having regard to the platform worker’s earnings for every platform service he or she provides.

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SIXTH SCHEDULE

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Section 34D(2)(a)(ii) and (iii)(B)

APPLICABLE WRITTEN LAW FOR PURPOSES OF
SECTION 34D(2)

PART 1

WRITTEN LAW RELATING TO PLATFORM WORKER’S
USE OF VEHICLES IN PROVISION OF PLATFORM SERVICE

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1. Active Mobility Act 2017 — Section 23D(1) or 28B(1)
2. Road Traffic Act 1961 — Section 35(1) or 47G(1)

NINTH SCHEDULE — *continued*

PART 2

WRITTEN LAW RELATING TO VEHICLE USED BY PLATFORM
WORKER IN PROVISION OF PLATFORM SERVICE

- 5 1. Active Mobility Act 2017 — Section 19
2. Road Traffic Act 1961 — Any rules relating to the construction
 and equipment of vehicles made pursuant to section 6.”.

TENTH SCHEDULE

Section 103

10 AMENDMENT OF WORKPLACE SAFETY AND HEALTH ACT 2006

Amendment of section 4

1. In the Workplace Safety and Health Act 2006 (called in this Schedule the
WSHA), in section 4(1) —

(a) in the definition of “at work”, after paragraph (a), insert —

15 “(aa) in relation to a platform worker, all times when the
 platform worker is providing any platform service for
 a platform operator, wherever the platform service is
 provided;”;

(b) replace the definition of “contractor” with —

20 ““contractor” —

(a) means a person engaged by another person
(called in this Act the principal) otherwise than
under a contract of service —

25 (i) to supply any labour for gain or
 reward; or

(ii) to do any work for gain or reward,
in connection with any trade, business,
profession or undertaking carried on by the
principal; but

30 (b) does not include a platform worker who
 provides a platform service for a platform
 operator;”;

(c) in the definition of “occupational disease”, after “employment”, insert
“or the provision of any platform service, as the case may be”;

35 (d) after the definition of “owner”, insert —

TENTH SCHEDULE — *continued*

- ““platform operator” has the meaning given by section 4 of the Platform Workers Act 2024;
 - “platform service” has the meaning given by section 3 of the Platform Workers Act 2024; 5
 - “platform work agreement” has the meaning given by section 2 of the Platform Workers Act 2024;
 - “platform worker” has the meaning given by section 5(1) of the Platform Workers Act 2024;”;
- (e) replace the definition of “principal” with — 10
 - ““principal” means a person who, in connection with any trade, business, profession or undertaking carried on by the person, engages any other person otherwise than under a contract of service —
 - (a) to supply any labour for gain or reward; or 15
 - (b) to do any work for gain or reward,
 but does not include a platform operator that, in connection with the provision of a platform service, engages any platform worker under a platform work agreement;”;
- (f) replace the definition of “self-employed person” with — 20
 - ““self-employed person” —
 - (a) means a person who works for gain or reward otherwise than under a contract of service, whether or not employing others; but 25
 - (b) does not include a platform worker;”;
- (g) replace the definition of “subcontractor” with —
 - ““subcontractor” —
 - (a) means a person engaged (otherwise than under a contract of service) by any contractor or subcontractor — 30
 - (i) to supply any labour for gain or reward; or

TENTH SCHEDULE — *continued*

(ii) to do any work for gain or reward,

which the contractor or subcontractor has been engaged as contractor or subcontractor (as the case may be) to do; but

(b) does not include a platform worker who provides a platform service for a platform operator;”.

Amendment of section 10

2. In the WSHA, in section 10(a), after sub-paragraph (iv), insert —

“(iva) a platform operator;

(ivb) a platform worker;”.

New section 12A

3. In the WSHA, after section 12, insert —

“Duties of platform operators

12A.—(1) It is the duty of every platform operator to take, so far as is reasonably practicable, such measures as are necessary to ensure the safety and health of the platform operator’s platform workers at work.

(2) For the purposes of subsection (1), the measures necessary to ensure the safety and health of platform workers at work include —

(a) providing and maintaining for those platform workers a work environment which is safe, without risk to health, and adequate as regards facilities and arrangements for their welfare at work;

(b) ensuring that those platform workers take adequate safety measures in respect of any machinery, equipment, plant, article or process used by those platform workers;

(c) ensuring that those platform workers are not exposed to hazards arising out of the platform operator’s arrangements and processes for, and organisation of, the provision of the platform service;

TENTH SCHEDULE — *continued*

- (d) developing and implementing procedures for dealing with emergencies that may arise while those platform workers are at work; and
- (e) ensuring that those platform workers at work have adequate instruction, information, training and supervision as is necessary for them to perform their work.”. 5

Amendment of section 15

- 4. In the WSHA, in section 15(1)(b) —
 - (a) replace “employer or principal” with “employer, principal or platform operator”; and 10
 - (b) replace “employer, principal” with “employer, principal, platform operator”.

Amendment of section 18

- 5. In the WSHA, in section 18 — 15
 - (a) in the section heading, replace “**and employers**” with “**, employers and platform operators**”;
 - (b) after subsection (2), insert —
 - “(2A) A platform operator must not —
 - (a) deduct, or allow to be deducted, from the earnings of any platform worker relating to the platform worker’s provision of a platform service for the platform operator; or 20
 - (b) receive, or allow any agent of the platform operator to receive, any payment from any platform worker who is providing or has provided a platform service for the platform operator, 25

in respect of anything to be done or provided by the platform operator in accordance with this Act in order to ensure the safety, health or welfare of any of the platform operator’s platform workers at work. 30

 - (2B) A platform operator must not —
 - (a) terminate or threaten to terminate a platform work agreement with any platform worker; or

TENTH SCHEDULE — *continued*

(b) refuse or threaten to refuse to assign to or facilitate for any platform worker, or prevent or threaten to prevent any platform worker from receiving or obtaining, any tasks to be performed in relation to the provision of any platform service for the platform operator,

because the platform worker —

(c) has assisted (whether by the giving of information or otherwise) an inspector or authorised person or any other public authority in the conduct of any inspection or investigation under this Act for a breach or an alleged breach of this Act, or proposes to do so;

(d) has in good faith sought the assistance of, or made a report to, an inspector or authorised person in relation to a safety and health matter, or proposes to do so; or

(e) has complied with an order made under section 21 or otherwise complied with this Act, or proposes to do so.”; and

(c) in subsection (5), replace “or (2)” with “, (2), (2A) or (2B)”.

Amendment of section 27

6. In the WSHA, in section 27(1), after “an employer,”, insert “a platform operator,”.

Amendment of section 65

7. In the WSHA, in section 65 —

(a) in subsection (2)(v) and (w), after “employer”, insert “, platform operator”; and

(b) in subsection (4), after “employer,”, insert “platform operator,”.

EXPLANATORY STATEMENT

This Bill seeks to provide for —

(a) the rights and obligations of platform operators and platform workers, including in relation to contributions to the Central Provident Fund, work injury compensation and workplace safety and health; and

- (b) the recognition, registration, regulation and governance of platform work associations, and industrial relations between platform operators and platform workers.

The Bill amends certain Acts to provide for the rights, obligations, protections and representation of platform workers and platform operators under those Acts.

The Bill also makes consequential and related amendments to certain other Acts.

The Bill is divided into 8 Parts.

PART 1

PRELIMINARY

Clause 1 relates to the short title and commencement. The clause also provides that a commencement notification may specify different days for different provisions of the Fourth to Tenth Schedules to come into operation.

Clause 2 is a general interpretation provision. The clause contains definitions of terms used in the Bill, including key terms such as “earnings”, “platform work agreement”, “service user” and “task”.

Clause 3 defines the meaning of “platform service”.

Clause 4 defines the meaning of “platform operator”.

Clause 5 defines the meaning of “platform worker”.

Clause 6 defines the meaning of “management control” (used in the definitions of “platform service”, “platform operator” and “platform worker”). A person (*A*) is presumed, unless proven otherwise, to exercise management control in respect of the provision of a platform service by an individual (*B*) for *A* if —

- (a) *B* provides the platform service for *A* under a platform work agreement between *A* and *B*; and
- (b) *A* requires *B* to access the tasks to be performed by *B* in relation to *B*’s provision of the platform service for *A* by using an app provided or specified by *A* or accessing a website specified or designated by *A*.

Clause 7 provides that every term of an agreement between a platform operator and any platform worker which purports to restrict or exclude the right of any platform worker to join a registered platform work association, participate in the activities of a registered platform work association or associate with any other persons for the purpose of organising a platform work association in accordance with Part 3 is void. A platform operator that enters or purports to enter an agreement with any such term is guilty of an offence.

PART 2

PLATFORM OPERATORS

Under clause 8, a person (including a foreign person) that satisfies the criteria to be a platform operator under clause 4 must notify the Commissioner for Labour (the Commissioner) of that fact. A person that fails to notify the Commissioner commits a civil contravention in respect of which an administrative penalty may be imposed in accordance with Part 4.

Under clause 9, a platform operator that ceases to be a platform operator within the meaning of clause 4 must notify the Commissioner of that fact. A platform operator that fails to notify the Commissioner commits a civil contravention in respect of which an administrative penalty may be imposed in accordance with Part 4.

Clause 10 empowers the Commissioner, for the purpose of ascertaining whether any person is a platform operator, to do either or both of the following:

- (a) by written notice, require the person to provide any report, document or information in respect of any business activity of the person;
- (b) enter the person's business premises during normal business hours and carry out any inspection that the Commissioner may think necessary.

The Commissioner may determine that a person is a platform operator within the meaning of clause 4 and require the person to submit a notification under clause 8(1).

Clause 11 makes clear that where a person is a platform operator within the meaning of clause 4, the person's notification or failure to notify under clause 8 or 9 does not affect the person's obligation to comply with any requirement applicable to a platform operator under the Bill or any other written law.

Clause 12 allows the Commissioner to publish a list of platform operators known to the Commissioner in any manner that the Commissioner considers appropriate.

Clause 13 requires a platform operator to make and keep records for every platform worker who provides a platform service for the platform operator and every individual who has ceased to provide a platform service for the platform operator. The particulars that must be included in the records, and the period for which the records must be kept, will be prescribed. A platform operator that fails to do so commits a civil contravention in respect of which an administrative penalty may be imposed in accordance with Part 4.

Clause 14 requires a platform operator to give to each platform worker, within the prescribed time, an earnings slip for all earnings (as defined in clause 2) paid by the platform operator in respect of each task performed by the platform worker in relation to the platform worker's provision of a platform service for the platform

operator. The earnings slip must be in the form prescribed (if any) and must contain all the information prescribed. A platform operator that fails to do so commits a civil contravention in respect of which an administrative penalty may be imposed in accordance with Part 4.

Clause 15 applies where a platform operator which is a company enters judicial management under the Insolvency, Restructuring and Dissolution Act 2018 (IRDA). The clause enables a platform work association recognised by the platform operator under the Industrial Relations Act 1960 to act on behalf of its members who, being platform workers of the platform operator, are creditors of the platform operator in respect of earnings due to those platform workers.

Clause 16 applies in relation to a winding up of a platform operator that is a company under the IRDA. The clause provides for the payment of certain debts relating to platform workers of the platform operator in priority to all unsecured debts of the platform operator other than the preferential debts specified in section 203(1)(a) to (h) of the IRDA. Those debts rank in priority after the debts specified in section 203(1)(h) but before those specified in section 203(1)(i) of the IRDA.

Clause 17 applies in relation to a platform operator to which a debt repayment plan mentioned in Part 15 of the IRDA is applicable. The clause provides for the payment of certain debts relating to platform workers of the platform operator in priority to all other debts proved under the debt repayment scheme to which the plan relates and are included in the plan, other than the debts specified in section 296(1)(a) to (g) of the IRDA. Those debts rank in priority after the debts specified in section 296(1)(g) but before those specified in section 296(1)(h) of the IRDA.

Clause 18 applies in relation to the bankruptcy of a platform operator under the IRDA. The clause provides for the payment of certain debts relating to platform workers of the platform operator in priority to all other debts of the platform operator other than the preferential debts specified in section 352(1)(a) to (g) of the IRDA. Those debts rank in priority after the debts specified in section 352(1)(g) but before those specified in section 352(1)(h) of the IRDA.

PART 3

PLATFORM WORK ASSOCIATIONS

Clause 19 sets out the definitions that are used in Part 3, including key terms such as “industrial action”, “lockout”, “platform work association”, “requisite consent”, “strike” and “work dispute”.

Clause 20 provides for the appointment of the Registrar of Platform Work Associations (the Registrar) and Assistant Registrars of Platform Work Associations by the Minister for the administration of Part 3.

Clause 21 provides for the Registrar to keep and maintain a register of platform work associations containing the prescribed particulars of each registered platform work association (registered PWA).

Under clause 22, every platform work association must apply to be registered under Part 3 within one month starting from the date on which it is established. The Registrar may grant an extension, provided that the extended period does not exceed a period of 6 months in aggregate in any particular case.

Clause 23 sets out the requirements for every application for registration as a registered PWA.

Clause 24 provides that the Registrar, after considering an application for registration as a registered PWA, may register the applicant as a registered PWA if the Registrar is satisfied as to the specified matters. Otherwise, the Registrar may refuse to register the applicant.

Clause 25 allows the Registrar to require an applicant for registration to alter the name under which a platform work association is proposed to be registered, and to not register the applicant until the alteration is made, if that name —

- (a) is identical to the name by which any other platform work association has been registered; or
- (b) in the Registrar's opinion, so nearly resembles the name by which any other platform work association is registered as to be likely to deceive or mislead the public or the members of either platform work association.

Clause 26 sets out the grounds on which the Registrar may cancel the registration of a registered PWA, and the procedure that applies where the Registrar intends to cancel the registration.

Under clause 27, the Minister may by written notice direct any financial institution not to pay or cause to be paid any money out of or honour any cheque drawn on the account of a registered PWA for a specified period not exceeding 3 months, except with the Registrar's written authorisation, where —

- (a) the Registrar has given written notice to the registered PWA under clause 26(2) of the Registrar's intent to cancel the registration of the registered PWA, and the Minister is satisfied that it is likely that the funds of the registered PWA may be misused; or
- (b) an investigation is being conducted by a public authority (as defined in clause 27(7)) regarding the improper use or misapplication of the funds of the registered PWA.

A financial institution which complies with the Minister's written notice is relieved of any liability to any other person in respect of the payment prohibited by

the notice. A financial institution which fails to comply with the Minister's written notice is guilty of an offence.

Clause 27 also provides for the liability of an accountant, a sub-accountant or any other similar officer of such a financial institution. This is in addition to clauses 88 and 89, which provide for the liability of officers of offenders who are corporations or unincorporated associations or partnerships.

Clause 28 sets out the consequences where a platform work association fails to register or is refused registration by the Registrar, or the registration of a registered PWA is cancelled.

Clause 29 provides for the winding up of a platform work association upon its dissolution under clause 28(2).

Clause 30 provides that a platform work association does not enjoy any of the rights, immunities or privileges of a registered PWA until it is registered.

Clause 31 provides that no suit or other legal proceedings shall be maintainable in any civil court against a registered PWA or any of its officers or members, in respect of any act done in contemplation or in furtherance of a work dispute to which a member of the registered PWA is a party on the ground only that the act —

- (a) induces some other person to break a platform work agreement; or
- (b) is in interference with the trade, business or employment of, or the provision of a platform service by, some other person, or the right of some other person to dispose of that person's capital or labour as he or she wills.

Clause 32 provides that a suit against a registered PWA, or any officer or member of a registered PWA on behalf of the officer or member personally and all other members of the registered PWA, in respect of any tortious act alleged to have been committed by or on behalf of the registered PWA is not to be brought before any court. This does not affect the liability of a platform work association, or any officer of a platform work association, to be sued in any court touching or concerning the property or rights of a platform work association except in respect of any tortious act committed by or on behalf of the platform work association in contemplation or in furtherance of a work dispute.

Clause 33 provides for the liability of a registered PWA on any contract entered into by the registered PWA or an agent acting on its behalf.

Clause 34 provides that the objects of a registered PWA are not, by reason only that they are in restraint of trade, deemed to be unlawful so as to render any member of the registered PWA liable to criminal prosecution for conspiracy or otherwise or to render void or voidable any agreement or trust.

Clause 35 makes provision in relation to proceedings involving platform work associations.

Clause 36(1) provides that a registered PWA must not commence, promote, organise or finance any strike or any form of industrial action affecting the whole or any section of its members without obtaining the consent, by secret ballot, of the majority of the members so affected. A registered PWA which, and every member of its executive who, contravenes clause 36(1) is guilty of an offence under clause 36(2).

Clause 36(3) provides that the members of a platform work association who commence, promote, organise, participate or otherwise act in furtherance of any strike or any form of industrial action —

- (a) where the consent of the majority of the members so affected has not been obtained by secret ballot; or
- (b) taken in contravention of the rules or by-laws of the platform work association,

are guilty of an offence.

Under clause 36(4), any person who instigates or incites others to take part in or otherwise acts in furtherance of any strike or form of industrial action —

- (a) where the consent of the majority of the members of a platform work association so affected has not been obtained by secret ballot; or
- (b) taken in contravention of the rules or by-laws of the platform work association to which the majority of the persons taking part in the strike or industrial action belongs,

is guilty of an offence.

Clause 37 provides that a person above 18 years of age may be a member of a registered PWA. A member of a registered PWA who is above 18 years of age, but under 21 years of age, must not be a member of the executive or a trustee of a registered PWA unless he or she has obtained the Minister's written approval.

Clause 38 prohibits a person who is a public officer, or an officer or employee of any public authority, from joining, being or being accepted as a member of any platform work association. However, the President may, by notification in the *Gazette*, exempt any class or description of public officer, or officer or employee of any public authority, from this prohibition, subject to any conditions specified in the notification.

Clause 39(1) prohibits a person from acting as an officer of a platform work association or any branch of a platform work association, and disqualifies the person for election as such an officer, if the person is an undischarged bankrupt or has been convicted of criminal breach of trust, extortion or criminal intimidation or of any offence which, in the Minister's opinion, renders the person unfit to be an officer of a platform work association.

Under clause 39(3), a person who is not a Singapore citizen is prohibited from acting as an officer of a platform work association except with the Minister's prior written approval.

Clause 39(4) provides that not less than two-thirds of the total number of the officers of every registered PWA must be persons actually providing a platform service with which the registered PWA is connected.

Clause 40 provides that the officers of a platform work association and any other persons duly appointed by the platform work association to represent its members in negotiations with a view to a collective agreement have the authority to bargain collectively for and bind all the members of the platform work association by a collective agreement without the need for ratification by the members. The decisions of those officers or persons on any matter in such negotiations is the decision of all members of the platform work association. This applies despite any provision in any rules or resolution of the platform work association, and any such provision is void to the extent of any inconsistency.

Under clause 41, a registered PWA may employ and pay such persons as may be necessary for its purposes. However, the registered PWA must not employ a person if the person has been convicted of a criminal offence and has not received a free pardon in respect of that offence and, in the Minister's opinion, the conviction renders the person unfit to be employed by a platform work association. Also, a registered PWA must not employ a person who is not a Singapore citizen unless the Minister's prior written approval has been obtained.

Clause 42 empowers the Minister, by order in the *Gazette* —

- (a) to declare that clause 39 or 41 does not apply to any registered PWA or class of registered PWAs; or
- (b) to exempt, subject to any conditions that the Minister considers reasonably necessary, from all or any provision of clause 39 or 41, any officer or employee or any proportion or class of officers or employees of any registered PWA or class of registered PWAs.

Clause 43 provides that a registered PWA must not change its name except with the requisite consent of its members.

Clause 44 provides for the amalgamation of 2 or more registered PWAs as one platform work association if each of those registered PWAs has the requisite consent of its members to the amalgamation.

Under clause 45, the Registrar must be given written notice of the change of name of a registered PWA or the amalgamation of registered PWAs. The Registrar must be satisfied as to the specified matters before registering the change of name or amalgamation, as the case may be.

Clause 46 provides that —

- (a) the change in the name of a registered PWA does not affect its rights and obligations. The change of name does not render defective any legal proceedings by or against the registered PWA. Any legal proceedings which might have been commenced or continued by or against the registered PWA under its former name may be commenced or continued by or against it under its new name; and
- (b) the amalgamation of 2 or more registered PWAs does not prejudice any right of any such registered PWA or of any creditor of any such registered PWA.

Clause 47 requires every registered PWA to have a registered office, and to notify the Registrar of the location of its registered office and any change to that location. A registered PWA that operates without a registered office or without giving the Registrar notice of the location, or any change in the location, of its registered office is guilty of an offence. Every officer of any such registered PWA is also guilty of an offence.

Clause 48 requires the rules of every registered PWA to provide for all matters specified in the Third Schedule. Where a new rule is made or an alteration is made in the rules, a copy of the new rule or alteration must be sent to the Registrar within 7 days after the making of the rule or alteration. The Registrar must register the new rule or alteration on payment of the prescribed fee, but may refuse to register the new rule or alteration if the Registrar is of the opinion that the new rule or altered rule is unlawful or is oppressive or unreasonable.

Clause 49(1) provides that the rules of a registered PWA relating to the taking of decisions by secret ballot must ensure that —

- (a) every member or delegate (as the case may be) has an equal right, and a reasonable opportunity to record his or her vote freely;
- (b) the results of the voting are correctly ascertained and declared; and
- (c) the secrecy of the ballot is properly secured.

Clause 49(2) empowers the Registrar, for the purpose of satisfying himself or herself that a secret ballot has been properly conducted, to order a person to deliver to the Registrar any ballot papers, envelopes, lists or other documents which have been used in connection with or are relevant to the secret ballot and which are in the possession or under the control of that person. The Registrar may take possession of and inspect those documents, and retain the documents for such period as is necessary.

Under clause 49(4), a registered PWA and every officer of a registered PWA who is able to do so must take such steps as are necessary to ensure that all ballot papers, envelopes, lists and other documents used in connection with or relevant to

a secret ballot are kept at the registered office of the registered PWA for a period of 6 months after the completion of the secret ballot.

Clause 49(5) requires the secretary of the registered PWA to send the results of a secret ballot taken to decide any matter specified in paragraph 8 of the Third Schedule to the Registrar within 7 days after the holding of the secret ballot. These matters concern the taking of decisions in respect of the election of officers, the amendment of rules, strikes, dissolution and any other matter affecting the members of the registered PWA generally.

Clause 50(1) requires a registered PWA to exhibit a notice showing the names and titles of the officers for the time being of the registered PWA at its registered office, and a notice showing the names and titles of the officers for the time being of each branch of the registered PWA at the office of the branch.

Clause 50(2) requires a registered PWA to notify the Registrar when a person becomes or ceases to be an officer of the registered PWA or a branch of the registered PWA, or when the title of any officer is changed. Under clause 50(3), the Registrar must, on being satisfied that the appointment or election of the officer, the cessation of the person to be an officer or the change in title (as the case may be) is not contrary to the rules of the registered PWA or the provisions of the Bill, alter the Register accordingly.

Clause 51 requires a registered PWA to notify the Registrar after the appointment of a person to be an employee of the registered PWA or a branch of the registered PWA, or the cessation of the appointment of such an employee.

Under clause 52, notice of the dissolution of a registered PWA must be sent to the Registrar within 14 days after the dissolution. If the Registrar is satisfied that the dissolution has been effected in accordance with the rules of the registered PWA, the Registrar must register the dissolution. The dissolution has effect from the date of registration.

Under clause 53, the rules of a registered PWA must provide for the appointment or election of trustees, and the filling of vacancies in the office of trustees, so that, as far as may be, there are always at least 3 trustees. The registered PWA must notify the Registrar of the appointment or election of a trustee or the cessation of a person as trustee. The clause also specifies the persons who are disqualified from being appointed or elected or, if so appointed or elected, from remaining as a trustee.

Clause 54 provides that all property, movable or immovable, of a registered PWA must be vested in its trustees for the use and benefit of the registered PWA and its members, and are under the control of the trustees.

Clause 55 provides that upon any change in the office of any trustee of a registered PWA, the Supreme Court may, upon an originating application without notice made in that behalf, make an order vesting the property of the registered

PWA in the trustees of the registered PWA for the time being for the same estate and interest as the former trustee had in that property, and subject to the same trusts, without any transfer, conveyance or assignment.

Clause 56 provides that subject to any provision in its rules, a registered PWA may purchase or take a lease of any land or building for the purposes of the registered PWA and in the name of its trustees. Also, the registered PWA may sell, exchange, charge or lease any land or building purchased or leased by it, subject to any applicable written law or other law. The registered PWA must first obtain the requisite consent of its members before purchasing or taking a lease of any land or building situated outside Singapore.

Clause 57(1) sets out the objects for which the funds of a registered PWA may be lawfully expended, subject to the rules of the registered PWA and the provisions of the Bill.

Clause 57(2) provides that any moneys received for a specific purpose by a platform work association from its members, which the members are liable to pay according to its rules, must not be used or applied for any other purpose except with the requisite consent of the members. If the requisite consent is obtained, the secretary of the platform work association must notify the Registrar in accordance with clause 57(3).

Clause 58 prohibits the funds of a registered PWA from being applied, directly or indirectly, in payment of the whole or part of any fine or penalty imposed on any person by sentence or order of a court.

Clause 59(1) prohibits the funds of a registered PWA from being applied, directly or indirectly, in payment of contributions to a political party or for a political purpose.

Clause 59(2) sets out the investments that the funds of a registered PWA are permitted to be invested in, subject to the rules of the registered PWA and the provisions of the Bill.

Clause 60 provides that an injunction restraining any unauthorised or unlawful expenditure of the funds of a registered platform work association may be granted on the application of 5 or more persons having sufficient interest in the relief sought, the Registrar or the Attorney-General.

Clause 61 requires every treasurer of a registered PWA, and every other officer of a registered PWA who is responsible for the accounts of the registered PWA or the collection, disbursement, custody or control of the funds or moneys of the registered PWA, to render to the registered PWA and its members a just and true account of —

- (a) all moneys received and paid by him or her during the period which has elapsed since the date he or she assumed office or, if he or she has

previously rendered an account, since the last date upon which he or she rendered such account;

- (b) the balance remaining in his or her hands at the time of rendering such account; and
- (c) all bonds, securities or other property of the registered PWA entrusted to his or her custody or under his or her control.

The account must be rendered upon the person resigning or vacating his or her office, at least once in every year at the time specified in the rules of the registered PWA and at any other time at which he or she is required to do so by a resolution of the members of the registered PWA or the rules of the registered PWA. The account must be verified by statutory declaration. The registered PWA must cause the account to be audited by a fit and proper person approved by the Registrar.

The Registrar may by written notice direct the attendance before the Registrar of any person appointed to audit the accounts of a platform work association for any purpose related to the audit. A person who fails to comply with the Registrar's direction is guilty of an offence. Also, the Registrar may by written notice direct a registered PWA to cause the accounts to be audited by a different person or to be further audited in any manner required by the Registrar. A registered PWA which fails to comply with the Registrar's direction is guilty of an offence.

Clause 62 provides that for the purposes of carrying out the provisions of Part 3, the Registrar may by written notice direct any officer or employee of a platform work association to produce any books, accounts, records and documents for the Registrar's examination, and to answer any questions relating to the books, accounts, records and documents as may be necessary. A person who wilfully refuses or without lawful excuse fails to comply with the Registrar's direction, or wilfully withholds any information, or refuses to answer or wilfully gives a false answer to any question put by the Registrar, is guilty of an offence.

Under clause 63, the secretary of every registered PWA must provide annually to the Registrar on or before the prescribed date in each year a general statement audited in the prescribed manner of all receipts and expenditure during the period of 12 months ending on the last day of March last preceding the prescribed date, and of the assets and liabilities of the registered PWA as at that day. The general statement must be accompanied by a copy of the auditor's report and must be prepared in such form and comprise such particulars as may be prescribed.

The secretary of the registered PWA must also provide to the Registrar, together with the general statement —

- (a) a copy of all alterations or amendments of rules, and all new rules, of the registered PWA, and a list of all changes of officers, made during the 12-month period preceding the last day of March; and
- (b) a copy of the rules of the registered PWA in force on that day.

Any secretary of a registered PWA who fails to comply with any requirement under clause 63 is guilty of an offence. Any person who wilfully makes or orders or causes or procures to be made any false entry in or omission from any document provided to the Registrar as required under clause 63 is guilty of an offence.

Clause 64 provides that the account books of a registered PWA and a list of its members must be open to inspection by any officer or member of the registered PWA at the times provided for in its rules, and by the Registrar at any reasonable time.

Under clause 65, where, on complaint made by a member of a registered PWA, it is shown to the satisfaction of a District Court or Magistrate's Court that any officer or member of the registered PWA —

- (a) has in his or her possession or control any property of the registered PWA except in accordance with the rules of the registered PWA; or
- (b) has unlawfully expended or withheld any money of the registered PWA,

the Court, if it considers the justice of the case so requires, is to order that officer or member to deliver that property or pay the money so unlawfully expended or withheld (as the case may be) to the trustees of the registered PWA. If the officer or member fails to comply with the Court's order, the officer or member is guilty of an offence.

Under clause 66, a person is guilty of an offence if the person, with intent to deceive —

- (a) gives to any member of a registered PWA, or any person intending or applying to become a member of a registered PWA, any document purporting to be a copy of the rules of the registered PWA or any alterations to those rules which the person knows, or has reason to believe, is not a correct copy of the rules or alterations that are for the time being in force; or
- (b) gives a copy of any rules of an unregistered platform work association to any person on the pretence that those rules are the rules of a registered PWA.

Clause 67 provides that if a registered PWA defaults in doing any act, giving any notice or sending any statement, return or other document as required by Part 3, the following persons are guilty of an offence:

- (a) every officer or other person bound by the rules of the registered PWA or under the provisions of Part 3 to do that act, give that notice or send that statement, return or document;
- (b) if there is no such officer or person, every member of the executive of the registered PWA.

Clause 68(1) provides that any person who or any platform work association which contravenes any provision of Part 3 for which no penalty is expressly provided is guilty of an offence.

Under clause 68(2) and (3), upon conviction of an unregistered platform work association under clause 68(1), every person proved to have been a member of the executive of that platform work association is deemed severally to be guilty of the offence for which the platform work association is so convicted.

Clause 69 provides that a prosecution under Part 3 must not be instituted except by or with the consent of the Public Prosecutor.

Clause 70 provides that Part 3 does not affect the agreements specified.

Clause 71 provides that the Societies Act 1966 does not apply to a platform work association.

Clause 72 provides for how originating claims or other legal process may be served on a platform work association.

Clause 73 requires the Registrar to notify in the *Gazette* the following facts:

- (a) that any platform work association has been registered;
- (b) that the registration of any platform work association has been cancelled;
- (c) that any change of name or amalgamation affecting any registered PWA has been registered;
- (d) that any registered PWA has been dissolved.

Clause 74 sets out an avenue of appeal to the Minister against appealable decisions of the Registrar.

Clause 75 sets out the matters relating to Part 3 for which the Minister is empowered to make regulations under clause 96.

PART 4

ADMINISTRATIVE PENALTIES

Clause 76 declares the specified contraventions as civil contraventions for the purposes of the Bill.

Clause 77 empowers an authorised officer appointed under clause 80(1)(a) to issue a contravention notice to a person or platform operator that has committed a civil contravention requiring the person or platform operator to pay an administrative penalty of the prescribed amount. Different amounts of administrative penalty may be prescribed for different civil contraventions or different circumstances in which a civil contravention takes place.

Clause 78 provides that a person or platform operator to whom a contravention notice is issued under clause 77(1) may —

- (a) request for an internal reconsideration of the contravention notice by another authorised officer; or
- (b) despite not requesting for an internal reconsideration, appeal to the General Division of the High Court which may hear and determine the matter afresh.

Clause 79 empowers an authorised officer, in lieu of or in addition to giving a platform operator a contravention notice under clause 77(1)(c) —

- (a) to issue any directions to the platform operator that the authorised officer thinks appropriate to bring the civil contravention to an end; and
- (b) where necessary, to require the platform operator to take such action specified in the direction to remedy, mitigate or eliminate any effects of the civil contravention and prevent its recurrence.

A platform operator that, without reasonable excuse, fails to comply with the authorised officer's direction is guilty of an offence.

PART 5

ADMINISTRATION AND ENFORCEMENT

Clause 80 provides for the appointment of authorised officers and authorised persons by the Commissioner to assist the Commissioner in the administration of the Bill.

Clause 81 empowers the Commissioner and any authorised officer or authorised person to enter premises and, among other things, inspect documents and take extracts from or make copies of documents and take into custody any article in the premises which is relevant to the carrying out of the provisions of the Bill. The Commissioner or any authorised officer may also examine orally any person who appears to be acquainted with any relevant facts and circumstances and require the provision of information or production of documents and for explanations of the information or documents to be provided.

Clause 82 requires the Commissioner or any authorised officer or authorised person, upon entering any premises occupied by a platform operator under clause 81(1)(a), to notify the platform operator or the platform operator's representative of his or her presence, unless he or she considers that such a notification may be prejudicial to the efficient performance of his or her duties.

Clause 83 provides for the disposal of any document or thing that the Commissioner or an authorised officer or authorised person takes possession of under Part 5.

Clause 84(1) makes it an offence, punishable under clause 84(2), for a person —

- (a) to wilfully obstruct or delay the Commissioner or an authorised officer or authorised person in the exercise of his or her powers under Part 5;
- (b) to wilfully withhold any information that the person is required to give under the Bill; or
- (c) in providing any document or information required by the Commissioner or authorised officer under the Bill, makes any statement which the person knows or ought reasonably to know that, or is reckless as to whether, the statement is false or misleading in a material particular.

Clause 84(3) provides that a platform operator or other person that in any way obstructs any platform worker from appearing before the Commissioner or an authorised officer is guilty of an offence.

Clause 85 prohibits a person exercising any function under the Bill from disclosing information the disclosure of which would, or could reasonably be expected to, disclose a trade secret or adversely affect another person in relation to the lawful business affairs of that person. A person who contravenes this prohibition is guilty of an offence.

PART 6

MISCELLANEOUS

Clause 86 provides immunity for the Commissioner, authorised officers, authorised persons, the Registrar of Platform Work Associations and Assistant Registrars of Platform Work Associations for anything done or omitted to be done, in good faith and with reasonable care, in the execution or purported execution of the Bill.

Clause 87 provides that a person who abets the commission of an offence under the Bill is guilty of the offence and is liable on conviction to be punished with the punishment provided for that offence.

Clauses 88 and 89 are standard provisions providing for the liability of officers of offenders who are corporations or unincorporated associations or partnerships.

Clause 90 empowers the Commissioner to compound any offence under the Bill that is prescribed as a compoundable offence. The maximum composition sum that may be collected from a person reasonably suspected of having

committed a compoundable offence under the Bill (except an offence under Part 3) is one half of the amount of the maximum fine that is prescribed for the offence or \$5,000, whichever is the lower. The maximum composition sum that may be collected from a person reasonably suspected of having committed a compoundable offence under Part 3 is \$200.

Clause 91(a) confers on a District Court jurisdiction to try any offence under the Bill (except Part 3) and to punish accordingly despite any limits set under other written law like the Criminal Procedure Code 2010.

Clause 91(b) confers on a District Court or Magistrate's Court jurisdiction to try any offence under Part 3 and to punish accordingly despite any limits set under other written law like the Criminal Procedure Code 2010.

Clause 92 deals with the service of documents permitted or required by the Bill to be served on a person. The clause does not deal with the service of court documents like summonses, as these are regulated by the Rules of Court or other written law.

Clause 93 provides that the Bill does not affect any requirement, duty or obligation imposed on a platform operator or platform worker under any other written law or any rule of law.

Clause 94 empowers the Minister, by order in the *Gazette*, to exempt any person or class of persons from all or any of the provisions of the Bill.

Clause 95 empowers the Minister, by order in the *Gazette*, to amend, add to or vary the First, Second or Third Schedule, and make provisions of a saving or transitional nature consequent on the order.

Clause 96 empowers the Minister to make regulations necessary or convenient for carrying out or giving effect to the Bill.

PART 7

AMENDMENTS TO OTHER ACTS

Clause 97 sets out the amendments to the Central Provident Fund Act 1953 in the Fourth Schedule.

Clause 98 sets out the amendments to the Income Tax Act 1947 in the Fifth Schedule.

Clause 99 sets out the amendments to the Industrial Relations Act 1960 in the Sixth Schedule.

Clause 100 sets out the amendments to the Trade Disputes Act 1941 in the Seventh Schedule.

Clause 101 sets out the amendments to the Trade Unions Act 1940 in the Eighth Schedule.

Clause 102 sets out the amendments to the Work Injury Compensation Act 2019 in the Ninth Schedule.

Clause 103 sets out the amendments to the Workplace Safety and Health Act 2006 in the Tenth Schedule.

PART 8

CONSEQUENTIAL AND RELATED AMENDMENTS TO OTHER ACTS

Clause 104 makes consequential amendments to the Business Names Registration Act 2014 arising from the Bill.

Clause 105 makes consequential amendments to the Child Development Co-Savings Act 2001 (CDCA) arising from the Bill.

The clause also makes a related amendment to the CDCA by inserting a new section 2(1A). The new section 2(1A) provides that to avoid doubt, a platform worker is to be regarded, for the purposes of the CDCA, as a person who engages in or carries on a trade, business, profession or vocation other than employment under a contract of service and derives income from that trade, business, profession or vocation.

Clause 105 also makes related amendments to section 12A(9) of the CDCA to provide that the amount of payment mentioned in section 12A(3)(a) of that Act is inclusive of any contribution to the Central Provident Fund which an employer or a platform operator is liable to make under the Central Provident Fund Act 1953 (CPF Act). The clause also makes related amendments to section 12HA(8) of the CDCA to provide the amount of payment mentioned in section 12HA(3)(a) of that Act is inclusive of any contribution to the Central Provident Fund which an employer or a platform operator is liable to make under the CPF Act.

Clause 106 makes consequential amendments to the Companies Act 1967 arising from the Bill.

Clause 107 makes consequential amendments to the Co-operative Societies Act 1979 arising from the Bill.

Clause 108 makes consequential amendments to the Enlistment Act 1970 arising from the Bill.

Clause 109 makes consequential amendments to the Extradition Act 1968 arising from the Bill.

Clause 110 makes consequential amendments to the Foreign Interference (Countermeasures) Act 2021 arising from the Bill.

Clause 111 makes consequential amendments to the Limited Liability Partnerships Act 2005 arising from the Bill. These include provisions that

apply in relation to a winding up of a platform operator that is a limited liability partnership, which provide for the payment of certain debts relating to platform workers of the platform operator in priority to all unsecured debts of the platform operator other than the preferential debts specified in paragraph 76(1)(a) to (f) of the Fifth Schedule to the Limited Liability Partnerships Act 2005. Those debts rank in priority after the debts specified in paragraph 76(1)(f) but before those specified in paragraph 76(1)(g) of the Fifth Schedule.

Clause 112 makes consequential amendments to the Limited Partnerships Act 2008 arising from the Bill.

Clause 113 makes consequential amendments to the Maintenance of Religious Harmony Act 1990 arising from the Bill.

Clause 114 makes consequential amendments to the Motor Vehicles (Third-Party Risks and Compensation) Act 1960 arising from the Bill.

Clause 115 makes consequential amendments to the Mutual Benefit Organisations Act 1960 arising from the Bill.

Clause 116 makes consequential amendments to the Point-to-Point Passenger Transport Industry Act 2019 arising from the Bill.

Clause 117 makes consequential amendments to the Public Entertainments Act 1958 arising from the Bill.

Clause 118 makes consequential amendments to the Requisition of Resources Act 1985 arising from the Bill.

Clause 119 makes consequential amendments to the Road Traffic Act 1961 arising from the Bill.

Clause 120 makes related amendments to the Singapore Labour Foundation Act 1977. Section 4 of that Act is amended to replace references to the trade union movement with references to the labour movement, which encompasses trade unions and platform work associations.

Clause 121 makes consequential amendments to the Societies Act 1966 arising from the Bill. The Societies Act 1966 does not apply to platform work associations registered or required to be registered under the Bill.

First, Second and Third Schedules

The First Schedule specifies the platform services for the purposes of the Bill.

The Second Schedule specifies the requirements, prohibitions and restrictions in relation to the provision of a platform service mentioned in clause 6(1)(c).

The Third Schedule specifies the matters for which provision must be made in the rules of a registered PWA.

Fourth Schedule

The Fourth Schedule consists of paragraphs 1 to 19 and amends the CPF Act.

Paragraph 1 amends section 2 to insert definitions of “platform earnings” and “platform remuneration” and the following definitions from Part 1 of the Bill: “platform operator”, “platform service”, “platform work agreement”, “platform worker” and “service user”. The paragraph also makes consequential amendments to section 2(9).

Paragraph 2 amends section 5 to extend the powers of inspectors to include situations involving platform operators and platform workers. The amendment to subsection (4) of that section makes specific provision in relation to documents kept in electronic form.

Paragraph 3 amends the section heading of section 7 to clarify that the section applies to contributions in respect of employees. It also deletes the reference to section 69 from section 7(1) as it is unnecessary to state that sections of the CPF Act are subject to exemptions made under section 69.

Paragraph 4 inserts the new section 8A relating to contributions in respect of platform workers. The obligations of platform operators will be largely similar to the obligations of employers under section 7. Platform workers born on or after 1 January 1995 are Group A workers. Platform workers born before that date are Group B workers but may opt to be Group A workers. The rates of contributions for Group A workers are higher than for Group B workers. The details are prescribed in the new Fourth Schedule to the CPF Act. Section 8A(9) provides that sections 9A (relating to contributions by self-employed persons) and 9B (relating to estimated contributions by collectors) do not apply to platform remuneration paid or payable on or after a date prescribed by regulations made under section 77(1).

Paragraph 5 inserts the new section 8B to allow the Board to provide information concerning a platform worker to a platform operator or any other person to enable the platform operator to pay contributions for the platform worker. The paragraph also requires the platform worker to provide information to the Board or such person to facilitate the performance of their duties and exercise of their powers in relation to the payment of the contributions. This paragraph may be commenced early to facilitate the implementation of the other amendments.

Paragraph 6 makes consequential amendments to section 9 to apply to platform operators the provisions on payment of interest on contributions in arrears.

Paragraph 7 amends section 13(4) to allow for the crediting of contributions for platform workers to the member’s accounts.

Paragraph 8 makes consequential amendments to section 13B (Voluntary contributions to the Fund) to refer to the new section 8A(4).

Paragraph 9 inserts the new section 24(7) to mirror section 24(6) (which applies to employees) to require contributions from the platform remuneration of a platform worker to continue in accordance with the CPF Act despite the platform worker's bankruptcy and to protect such contributions.

Paragraph 10 amends section 58(1)(b) to make it an offence if a person fails to pay contributions in respect of or on behalf of a platform worker within the prescribed time.

Paragraph 11 amends the section heading of section 58D to clarify that it only applies to investigators for an offence in relation to withdrawals under section 16B or 16C or any regulations made under section 77(1) in relation to such withdrawals.

Paragraph 12 makes consequential amendments to section 61(2)(a) and (b) to refer to sections 8A(5) and 8A(3) or (5), respectively.

Paragraph 13 makes a consequential amendment to section 61B(1) to refer to section 8A(3).

Paragraph 14 amends section 66A to insert the new subsection (1A), which provides for a certificate of the Board to be prima facie evidence of the amount of contributions and interest due and payable by a platform operator, similar to subsection (1) relating to employers.

Paragraph 15 makes consequential amendments to section 68 to refer to a platform operator.

Paragraph 16 makes a consequential amendment to section 76(1)(b), to refer to the compilation of information of a statistical nature or otherwise relating to platform operators and platform workers.

Paragraph 17 amends section 77(1)(f) and (2)(b) to refer to the platform remuneration of platform workers and platform operators or platform workers, respectively, in those regulation-making powers.

Paragraph 18 amends the heading of the First Schedule to the CPF Act to clarify that the First Schedule relates to contributions by employers and amends paragraph 5(ebb)(i) to clarify that it relates to remuneration from employment.

Paragraph 19 inserts the new Fourth Schedule to the CPF Act to provide for matters relating to contributions by platform operators for platform workers under section 8A(8).

Part 1 of the Fourth Schedule to the CPF Act relates to preliminary matters such as the definitions of "aggregate platform earnings", "combined aggregate platform earnings", "Group A worker", "Group B worker", "relevant month" and "task", the computation of the fixed expenses deduction amount, the option to be a Group A worker and the application of Parts 3 and 4 of the Fourth Schedule.

Part 2 of the Fourth Schedule to the CPF Act relates to payment matters, such as contributions according to age and rounding, the combined ceiling for contributions payable by a platform operator in respect of a platform worker, the time for payment of contributions and the deduction of the recoverable amount.

Part 3 of the Fourth Schedule to the CPF Act provides for the rates of contribution for a Group A worker for each relevant month following the month in which paragraph 19 of the Fourth Schedule to the Bill is commenced, and the rates of contributions for subsequent years.

Part 4 of the Fourth Schedule to the CPF Act provides for the rates of contribution for a Group B worker for each relevant month following the month in which paragraph 19 of the Fourth Schedule to the Bill is commenced.

Fifth Schedule

The Fifth Schedule consists of paragraphs 1 to 8 and amends the Income Tax Act 1947.

Paragraph 1 amends section 2(1) to insert definitions of “Group A worker” and “Group B worker” from the CPF Act and “platform operator” and “platform worker” from Part 1 of this Bill, and clarify that nothing prevents a person from being regarded in the Income Tax Act 1947 as a person who carries on or exercises a trade, business, profession or vocation, a self-employed person or a self-employed individual, by reason only of being a platform worker, a Group A worker or a Group B worker.

Paragraph 2 amends the section heading of section 10B to clarify that that section relates to excess provident fund contributions of employers, and not platform operators.

Paragraph 3 inserts the new section 10BA to provide that voluntary contributions by a platform operator are deemed to be income accruing to the platform worker for the year in which the contributions are paid.

Paragraph 4(1)(a) amends section 13(1) to insert the new paragraph (jc), which provides that any cash payment made on behalf of the Government to a Group A worker under a public scheme, known as the Platform Workers CPF Transition Support Scheme, is exempt from tax.

Paragraph 4(1)(b) amends section 13(1) to insert the new paragraph (ma), which provides that the income of any platform work association registered under Part 3 of the Bill, which is not derived from a trade or business carried on by the platform work association, is exempt from tax.

Paragraph 5 amends section 14(1) to insert the new paragraph (f) which, read with section 15(1)(i)(iv) as amended by paragraph 6(1)(b), allows a platform operator to claim deductions for obligatory contributions made under

section 8A(1) of the CPF Act by the platform operator to the Central Provident Fund account of any platform worker engaged in activities relating to the production of the income of the platform operator.

Paragraph 6 amends section 15(1)(i) (which disallows deductions in respect of any payment to any provident, savings, widows' and orphans' or other society or fund) to insert exceptions in the new sub-paragraphs (iia) and (iib) for obligatory contributions made under section 8A(1) of the CPF Act by a platform operator on behalf of a platform worker of the platform operator and payments made by a platform operator on behalf of a platform worker of the platform operator to the retirement account or special account of that platform worker in accordance with section 18 of the CPF Act, and makes a consequential amendment to section 15(1)(i)(iv) to refer to the new section 14(1)(f).

Paragraph 7(1)(a), (b) and (c) amends section 39(2)(g) to limit that provision to the year of assessment 2025 and before, and inserts the new section 39(2)(ga), which modifies the provision for deductions for life insurance premiums paid and contributions to any approved pension, provident fund or society to include Group A workers. The provisos under section 39(2)(g) are reproduced with modifications in the new section 39(10A) to apply to the new section 39(2)(ga).

Paragraph 7(1)(d) and (e) amends section 39(2)(h) to limit that provision to the year of assessment 2025 and before.

Paragraph 7(1)(f) amends section 39(2)(h) to restore (for the years of assessment 2023, 2024 and 2025) the limit on tax relief for life insurance premiums (which was erroneously omitted when the provision was amended in 2021), such that where the sum of contributions to the Central Provident Fund or any other approved pension or provident fund or society under section 39(2)(g) and (h) does not exceed \$5,000, the tax relief under section 39(2)(g) in respect of life insurance premiums is capped at the difference between \$5,000 and such sum.

Paragraph 7(1)(g) inserts the new section 39(2)(ha), which applies provisions similar to the amended section 39(2)(h) with modifications to cater for CPF contributions for platform workers and the fact that Group A workers will be included under section 39(2)(ga) instead. The new section 39(2)(ha) applies subject to the new section 39(10B). The paragraph also inserts the new section 39(2)(hb) to allow for each year of assessment 2026, 2027, 2028 and 2029, an additional deduction (not exceeding the prescribed transitional amount) to a Group A worker for his or her voluntary CPF contributions (except those intended to be paid to the individual's medisave account only) which have not been allowed a deduction under section 39(2)(ha). The additional deduction will cease in the year of assessment 2030 when the CPF contribution rates for Group A workers, which are being phased in gradually, will be on par with employees.

Paragraph 7(1)(h) amends section 39(3A) to extend the cash top-up relief to a platform worker for cash top-ups made by a platform operator on the platform

worker's behalf to the platform worker's retirement account, special account or medisave account.

Paragraph 7(1)(i) makes a consequential amendment to apply section 39(10) to the new section 39(2)(ga).

Paragraph 7(1)(j) inserts the new section 39(10A) and (10B), which reproduce and reorganise for the purposes of section 39(2)(ga) and (ha) the existing provisos under section 39(2)(g) and (h) as far as they remain relevant.

Paragraph 8 amends section 45G(1)(b)(iv) to provide that tax need not be withheld under section 45 on a distribution by a trustee of any real estate investment trust or by a trustee of any approved REIT exchange-traded fund to a platform work association registered under Part 3 of the Bill.

Paragraphs 2(2), 3(2), 4(2), 5(2), 6(2) and 7(2) provide that paragraphs 2 to 7 (except paragraphs 4(1)(b) and 7(1)(f)) have effect for the year of assessment 2026 and subsequent years of assessment.

Paragraph 7(3) provides that the amendment to section 39(2)(h)(i) (in paragraph 7(1)(f)) is deemed to have effect for the years of assessment 2023, 2024 and 2025.

Sixth Schedule

The Sixth Schedule consists of paragraphs 1 to 26 and amends the Industrial Relations Act 1960 (IRA).

Paragraph 1 amends the long title to include platform operators and platform workers.

Paragraph 2 amends section 2 to insert amended definitions of “industrial matters” and “officer” and introduce definitions of “platform operator”, “platform service”, “platform work association” and “platform worker”. In the IRA, “platform work association” refers to a registered PWA.

Paragraph 3 amends section 6 to rename the employer panel and employee panel under the IRA as the business panel and worker panel, respectively. The Minister may invite —

- (a) a platform work association of platform operators to nominate persons for inclusion in the business panel; or
- (b) a platform work association of platform workers to nominate persons for inclusion in the worker panel.

Paragraph 4 amends section 7 to replace references to the employer panel and employee panel with references to the business panel and worker panel, respectively. A person who is a platform operator or a director of a company which is a platform operator or is employed by a platform work association of

platform operators or an association of platform operators is not eligible to be a member of the worker panel.

Paragraph 5 amends section 11 to replace references to the employer panel and employee panel with references to the business panel and worker panel, respectively. The president of the Industrial Arbitration Court, for the purpose of constituting an Industrial Arbitration Court (Court) in relation to a trade dispute or matter involving platform operators and platform workers, must invite —

- (a) the platform work associations of platform workers who are parties to the trade dispute or matter to select one member of the worker panel; and
- (b) the platform operators who are parties to the trade dispute or matter to select one member of the business panel.

Paragraph 6 amends section 25(9) to provide that a platform work association is guilty of an offence if it engages in any conduct specified in section 25(9)(a), (b) and (c). The provisions of section 25 apply to platform work associations as they do to trade unions.

Paragraph 7 amends section 29 to provide that a platform work association which enters into negotiations in relation to industrial matters other than in accordance with Part 3 of the IRA is guilty of an offence.

Paragraph 8 amends section 48(2) to delete the requirement for the Registrar of the Court to cause copies of every award made by a Court and every order varying an award or affecting the operation of an award to be made in Malay, English, Chinese and Tamil.

Paragraph 9 amends section 50(1) to delete the requirement for an employer to exhibit true copies of an award made by a Court and all orders varying the award, or true copies of the award as varied, in Malay, English, Chinese and Tamil.

Paragraph 10 replaces section 53. The new section 53(2) provides that a platform worker bound by an award may recover in any court of competent jurisdiction any amount which the platform worker is entitled to be paid by way of earnings (within the meaning given by clause 2 of the Bill) or otherwise in accordance with the award.

Paragraph 11 amends section 55(1) to provide that an inspecting officer may enter all places occupied by a platform operator bound by an award made by a Court and inspect any work, material, machinery, appliance or article in those places. Section 55(2) and (3) applies to such a platform operator in the same way as the provisions apply to an employer. A platform operator that engages in any conduct specified in section 55(5) is guilty of an offence.

Paragraph 12 amends section 56(b). A Court is empowered to enjoin any platform work association or person from committing or continuing a contravention of the IRA or a breach or non-observance of an award.

Paragraph 13 amends section 57 to include references to platform work associations. The paragraph also amends section 57(5) to provide that where a Court punishes as contempt a person's failure to comply with an order of the Court, the person is ineligible to be nominated for election, or to act, as an officer of a trade union, branch of a trade union or federation, or of a platform work association or branch of a platform work association. The person's ineligibility is for a period of 2 years from the date the Court imposes the punishment, or such lesser period as the Court may determine. A person who acts as any such officer while the person is ineligible is guilty of an offence under section 57(6).

Paragraph 14 inserts the new section 58(1A), which empowers a Court to cancel or suspend all or any terms of an award so far as the award applies to or is in favour of a platform work association or its members, if it appears to the Court that a substantial part of the membership of the platform work association refuse to provide a platform service in accordance with the award.

Paragraph 15 amends section 59(2) to allow a platform work association to make an application to a Court for an order under section 56, 57 or 58.

Paragraph 16 amends section 61(g) to provide that a Court may, in relation to a trade dispute of which it has cognizance or any matter before it, order the resumption of a platform worker's provision of a platform service for a platform operator.

Paragraph 17 amends section 62(2) such that in proceedings before a Court, evidence is not to be given with regard to any offer relating to industrial matters made without prejudice by any platform work association without its consent.

Paragraph 18 amends section 63(2) such that where the Attorney-General has intervened in proceedings before the Court under section 63(1), the Court may grant permission to any platform work association to intervene in those proceedings.

Paragraph 19 amends section 64 to provide that in proceedings before a Court, a party or an intervener that is a platform work association may be represented by an officer of the platform work association. In the case of a platform work association of platform workers, the platform work association may also be represented by an industrial relations officer selected by the platform work association.

Paragraph 20 amends section 67(1)(b) such that where a Court has cognizance of a trade dispute, the president of the Court, a member who constitutes the Court in relation to the trade dispute or a person authorised by the president may

interview any platform worker in any building, ship, vessel, place or premises that the person has entered pursuant to section 67(1)(a).

Paragraph 21 amends section 77(5) such that any report or publication made or authorised by a board of inquiry appointed under section 74 or the Minister must not include any information obtained by the board in the course of its inquiry as to any platform work association which is not available other than through evidence given at the inquiry except with the consent of the platform work association in question. The powers of inquiry under section 77 apply to platform work associations as they do to trade unions.

Paragraph 22 inserts the new Part 8A (new sections 77A to 77J).

Section 77A provides that Part 3 and Parts 5 to 9 of the IRA apply in relation to a platform operator, platform worker and platform work association as they apply in relation to an employer, an employee and a trade union, subject to the modifications set out in that section.

Section 77B(1) provides that a Court is not to consider any dispute relating to the termination of a platform work agreement or make an award relating to the resumption of a platform worker's provision of a platform service for a platform operator except in circumstances arising out of a contravention of section 77I.

Section 77B(2) to (10) provides a mechanism for a platform worker who considers that his or her platform work agreement with a platform operator has been terminated without just cause or excuse, in circumstances other than those arising out of a contravention of section 77I, to make written representations to the Minister through his or her platform work association to resume providing a platform service for that platform operator. The Minister, if satisfied that the platform work agreement has been terminated without just cause or excuse, may direct the platform operator —

- (a) to allow the platform worker to resume providing a platform service for the platform operator and pay the platform worker an amount that is equivalent to the earnings he or she would have earned had the platform work agreement not been terminated by the platform operator; or
- (b) to pay such amount of earnings as compensation as the Minister may determine.

A platform operator that fails to comply with the Minister's direction is guilty of an offence.

Section 77C applies to an award made in relation to a trade dispute involving platform operators and platform workers. A Court in making the award is not restricted to the specific relief claimed by the parties or the demands made by the parties in the course of the trade dispute but may include in the award any matter or thing which the Court thinks expedient to settle the trade dispute or prevent

further trade disputes. The Court may also include in the award provisions requiring a platform operator bound by the award to keep records relating to platform workers entitled to the benefit of the award and prescribing the form of such records and the information to be recorded.

Section 77D requires a platform operator bound by an award to exhibit and keep exhibited true copies of the award and all orders varying the award, or true copies of the award as varied, at the specified places in such a position as to be conspicuous to and easily read by its platform workers. The platform operator must also publish and make available the same to the platform workers, in any manner or by any means as the award may specify that is conspicuous to and easily read by the platform workers. A platform operator that contravenes these requirements is guilty of an offence.

Section 77E provides that a platform operator or a person acting as an agent for a platform operator that makes a contract or an agreement for a platform worker to provide a service for the platform operator on terms and conditions less favourable to the platform worker than the terms and conditions of an award binding on the platform operator and platform worker is guilty of an offence.

Section 77F(1) provides that a platform work association or person bound by an award that commits any breach or non-observance of any term of an award is guilty of an offence.

Section 77F(2) provides that in any proceedings against a platform operator under section 77F, where it appears to the Magistrate's Court that a platform worker who has provided a platform service for that platform operator has not been paid an amount which the platform worker is entitled to be paid as earnings or otherwise in accordance with an award, the Magistrate's Court may order the platform operator to pay to the platform worker the amount due in a lump sum or by instalments.

Section 77G(1) empowers the Commissioner to inquire into and decide any dispute between a platform worker and a platform operator bound by an award as to the platform worker's entitlement to any payment by way of earnings or otherwise in accordance with the award, and make an order for the payment by either party of such sum of money as the Commissioner considers just. The provisions of the Employment Act 1968 relating to appeals from the Commissioner's decisions and orders under Part 15 of that Act and the mode of procedure for making and hearing claims under that Part and the joining of claims apply to decisions, orders and claims made under section 77G(1), subject to the modifications set out in section 77G(11).

Under section 77G(7), the Minister, the Parliamentary Secretary to the Minister or the Commissioner may summon any person who he or she has reason to believe can give information where —

- (a) any person complains to the Minister, Parliamentary Secretary or Commissioner that a platform work association or person bound by an award has committed a breach or non-observance of any term of the award;
- (b) the Minister, Parliamentary Secretary or Commissioner has reason to believe that such a breach or non-observance has occurred; or
- (c) the Minister, Parliamentary Secretary or Commissioner wishes to inquire into any matter for which provision is made by an award or any dispute as to such a matter.

The person summoned by the Minister, Parliamentary Secretary or Commissioner under section 77G(7) is legally bound to attend at the time and place specified in the summons and answer truthfully all questions put to him or her. A person who wilfully obstructs the service of or obedience to the summons, neglects to attend as required by the summons, or commits in respect of any such inquiry or complaint any offence described in Chapter 10 of the Penal Code 1871 is to be punished as provided in Chapter 10.

If, upon inquiry under section 77G(7), the Commissioner is informed by the Minister or Parliamentary Secretary or is of the opinion that a breach or non-observance of any term of an award has been committed, the Commissioner under section 77G(10) has the same powers to institute proceedings as the Commissioner has under Part 15 of the Employment Act 1968 upon inquiry under that Part. The provisions of the Employment Act 1968 relating to proceedings instituted by the Commissioner under that Act apply to and in relation to proceedings instituted under section 77G(10), subject to the modifications set out in section 77G(11).

Section 77H prohibits a platform operator from discriminating against a person, in the engagement of persons to provide a platform service for the platform operator, by reason that the person —

- (a) is or proposes to become an officer or a member of a platform work association or an association that has applied to be registered as a platform work association;
- (b) will, if engaged, be entitled to the benefit of a collective agreement or an award; or
- (c) has appeared as a witness, or has given any evidence, in any proceeding under the IRA.

A platform operator that contravenes the prohibition under section 77H is guilty of an offence.

Section 77I(1) prohibits a platform operator from —

- (a) terminating or threatening to terminate a platform work agreement with a platform worker;
- (b) ceasing or threatening to cease assigning to or facilitating for a platform worker, or preventing or threatening to prevent a platform worker from receiving or obtaining, any tasks to be performed in the provision of a platform service for the platform operator; or
- (c) reducing, restricting or limiting or threatening to reduce, restrict or limit —
 - (i) the earnings of a platform worker from providing a platform service for the platform operator;
 - (ii) the nature, quantity or value of benefits that a platform worker receives or may receive, or is or may be entitled to, in relation to the platform worker's provision of a platform service for the platform operator; or
 - (iii) the platform worker's ability to receive or accrue any such earnings or benefits,

by reason that the platform worker —

- (d) is, or proposes to become, an officer or a member of a platform work association or an association that has applied to be registered as a platform work association;
- (e) is entitled to the benefit of a collective agreement or an award;
- (f) has appeared or proposes to appear as a witness, or has given or proposes to give any evidence, in any proceedings under the IRA;
- (g) being a member of a platform work association which is seeking to improve working conditions, is dissatisfied with such working conditions; or
- (h) is a member of a platform work association which has been served a notice under section 18(1), as modified by the new section 77A, inviting the platform work association to negotiate in relation to any industrial matters with a view to arriving at a collective agreement, or which is a party to negotiations under the IRA or to a trade dispute which has been notified to the Registrar in accordance with Part 3 of the IRA, as modified by section 77A.

A platform operator that contravenes the prohibition under section 77I(1) is guilty of an offence under section 77I(2).

Section 77I(3) provides that where a platform operator has been convicted by a District Court of an offence punishable under section 77I(2), the District Court may order the platform operator to pay to the platform worker the amount of any earnings lost by the platform worker, and direct that the platform operator —

- (a) where the platform operator has terminated the platform work agreement, enter into a new platform work agreement with the platform worker; or
- (b) in any other case, cease or not take any action mentioned in section 77I(1)(a), (b) or (c) specified in the charge against the platform operator.

A platform operator that fails to comply with the Court's direction under section 77I(3) is guilty of an offence under section 77I(5).

Section 77J prohibits a platform worker from ceasing to provide a platform service for a platform operator by reason that the platform operator —

- (a) is an officer or a member of a platform work association or an association that has applied to be registered as a platform work association;
- (b) is entitled to the benefit of a collective agreement or an award; or
- (c) has appeared as a witness, or has given any evidence, in a proceeding under the IRA.

A platform worker who contravenes the prohibition under section 77J is guilty of an offence.

Paragraph 23 amends section 78(1) such that a person bound by an award must not be subject to expulsion from any platform work association, to any fine or penalty or to any deprivation of any right or benefit to which the person or the person's legal personal representative would otherwise be entitled, or be liable to be placed under any disability or at any disadvantage as compared with other members of the platform work association, by reason of the fact that the person has worked or is working or intends to work in accordance with the terms of the award.

Paragraph 23 also amends section 78(2) such that if a platform work association or the body to which the management of its affairs is entrusted declares that it expels or intends to expel any member, or imposes or intends to impose any fine, penalty, deprivation, disability or disadvantage upon a member, where the expulsion, fine, penalty, deprivation, disability or disadvantage would be contrary to section 78(1) as amended, the platform work association is guilty of an offence.

Paragraph 24 amends section 79(1) to prohibit a person, by conferring or procuring or offering to confer or procure any advantage on or for any person, from inducing or attempting to induce another person not to become a member or

an officer of a platform work association or an association that has applied to be registered as a platform work association, or to cease to be a member or an officer of such a platform work association or association. A person who contravenes this prohibition is guilty of an offence.

Paragraph 25 amends section 84(1) to provide that in any proceedings for an offence under the new section 77I or 77J, if all facts and circumstances constituting the offence, other than the reason for the defendant's action, are proved, the onus is on the defendant to prove that the defendant was not actuated by the reason alleged in the charge.

Paragraph 25 also amends section 84(2) to provide that a prosecution in respect of an offence under the new section 77I or 77J must not be instituted without the previous written consent of the Public Prosecutor.

Paragraph 26 amends section 87(2) to provide that, without limiting section 87(1), the Minister may make regulations to provide for the manner in which a platform work association may obtain recognition from a platform operator and for matters incidental to that.

Seventh Schedule

The Seventh Schedule consists of paragraphs 1 to 7 and amends the Trade Disputes Act 1941 (TDA).

Paragraph 1 amends the long title to include work disputes.

Paragraph 2 amends section 2 to insert amended definitions of “industrial action” and “lockout”, introduce definitions of “platform operator”, “platform service”, “platform work association”, “platform worker”, “registered platform work association”, “strike” and “work dispute” and amend the definition of “injury”.

Paragraph 3 amends section 3(1) to provide that an industrial action is illegal if it has any object other than the furtherance of a work dispute in respect of the platform service which the persons taking part in the industrial action provide for the platform operator involved in that work dispute.

Paragraph 3 also amends section 3(2) to provide that a lockout is illegal if it has any object other than the furtherance of a work dispute in respect of the platform service which the platform operators locking out are engaged in providing through the platform workers involved in that work dispute.

Paragraph 4 amends section 8(1) such that a person who refuses to take part in or continue to take part in an illegal industrial action or lockout must not, by reason of the refusal, be subject to expulsion from any platform work association, to any fine or penalty or to any deprivation of any right or benefit to which the person or the person's legal personal representative would otherwise be entitled.

The person must also not be placed under any disability or at any disadvantage as compared with other members of the platform work association.

Paragraph 4 also amends section 8(2) to provide that if a registered platform work association or the body to which the management of its affairs is entrusted declares that it expels or intends to expel any member, or imposes or intends to impose any fine, penalty, deprivation, disability or disadvantage upon a member, where the expulsion, fine, penalty, deprivation, disability or disadvantage would be contrary to section 8(1), the registered platform work association is guilty of an offence.

Paragraph 5 amends section 10 to provide that it is not unlawful for one or more persons acting on his or their own behalf or on behalf of a platform work association or an individual platform operator in contemplation or furtherance of a work dispute to attend at or near a house or place where a person resides or works or carries on business or happens to be or the approach to any such house or place for a purpose specified in section 10(a) or (b). However, if those persons attend in such numbers or otherwise in such manner as to be calculated to intimidate any person in that house or place, obstruct the approach to or exit from that house or place or lead to a breach of the peace, the attending is unlawful and is deemed to constitute an offence under section 9(d).

Paragraph 6 amends section 11 to provide that every person who wilfully and maliciously breaks a platform work agreement within the meaning given by clause 2(1) of the Bill, knowing or having reason to believe that the probable consequences of the person doing so will be to endanger human life or cause serious bodily injury, or expose valuable property (whether real or personal) to destruction or serious injury, is guilty of an offence.

Paragraph 7 amends section 15(1) to provide that an agreement or a combination by 2 or more persons to do or procure to be done any act in contemplation or furtherance of a work dispute between platform operators and platform workers is not punishable as a conspiracy if the act committed by one person would not be punishable as a crime.

Paragraph 7 also amends section 15(2) to provide that an act done in pursuance of an agreement or a combination of 2 or more persons, if done in contemplation or furtherance of a work dispute, is not actionable unless the act, if done without any such agreement or combination, would be actionable.

Eighth Schedule

The Eighth Schedule consists of paragraphs 1 to 15 and amends the Trade Unions Act 1940 (TUA).

Paragraph 1 amends section 2 to introduce a revised definition of “federation”. A federation may comprise 2 or more trade unions, or a combination of trade unions and platform work associations (combined federation).

The paragraph also amends section 2 to introduce definitions of “combined federation”, “platform service”, “platform work association”, “platform worker” and “registered platform work association”, and amended definitions of “delegate” and “requisite consent”.

Paragraph 2 amends section 10 to provide for additional matters in respect of which the Registrar of Trade Unions must be satisfied in relation to a registration application by a federation (including a combined federation).

Paragraph 3 amends section 14 to provide for additional grounds on which the Registrar of Trade Unions may refuse to register a federation (including a combined federation).

Paragraph 4 amends section 15 to provide for additional grounds on which the Registrar of Trade Unions may withdraw or cancel the certificate of registration of a federation (including a combined federation).

Paragraph 5 renumbers the existing section 22 as section 22(1) and inserts the new section 22(2). Section 22(2) provides that the immunity conferred on a registered trade union (including a registered federation) by section 22(1) from suits or other legal proceedings does not apply to a combined federation.

Paragraph 6 amends section 27 to provide that a combined federation is prohibited from commencing, promoting, organising or financing any strike or any form of industrial action affecting the whole or any section of its members. This applies whether or not the consent, by secret ballot, of the members is obtained. A combined federation which, and every member of its executive who, contravenes this prohibition is guilty of an offence.

Paragraph 7 inserts the new section 28(1A) in relation to combined federations. Section 28(1) of the TUA provides that a person above 16 years of age may be a member of a registered trade union unless the rules of the registered trade union provide otherwise. Meanwhile, clause 36(1) of the Bill provides that a person above 18 years of age may be a member of a platform work association.

Paragraph 8 amends section 30. The new section 30(5) provides that in the case of a combined federation, not less than two-thirds of the total number of its officers must be persons who are actually engaged or employed in a trade, occupation or industry in which any constituent trade union is connected, or actually providing a platform service with which any constituent platform work association is connected.

Paragraph 9 makes consequential amendments to section 33(b) in relation to combined federations.

Paragraph 10 makes consequential amendments to section 34(1) in relation to combined federations.

Paragraph 11 makes consequential amendments to section 35(2) in relation to combined federations.

Paragraph 12 makes consequential amendments to section 46(2)(b) in relation to combined federations.

Paragraph 13 amends section 47 in relation to combined federations. The new section 47(1A) provides that section 47(1) applies to a combined federation with the modifications set out.

The new section 47(3A) provides that any moneys received for a specific purpose by a combined federation from its constituent platform work associations, which the constituent platform work associations are liable to pay to the combined federation in accordance with the rules of the combined federation, must not be used or applied for any other purpose without the requisite consent of the constituent platform work associations.

Paragraph 14 amends section 49(1)(b)(iii) to allow the funds of a registered trade union (which includes a registered federation), subject to the rules of the registered trade union and the provisions of the TUA, to be invested in shares of co-operative societies established by any registered PWA.

Paragraph 15 makes consequential amendments to section 62 arising from the Bill.

Ninth Schedule

The Ninth Schedule consists of paragraphs 1 to 31 and amends the Work Injury Compensation Act 2019 (WICA).

Paragraph 1 makes consequential amendments to the long title arising from the Bill.

Paragraph 2 amends section 2 to insert amended definitions of “approved policy”, “average monthly earnings” or “AME”, “designated insurer”, “earnings”, “employer’s insurer” and “work injury”, introduce definitions of “approved employee insurance policy”, “approved platform worker insurance policy”, “average daily earnings” or “ADE”, “designated employer’s insurer”, “designated PO’s insurer”, “lookback period”, “platform operator”, “platform operator’s insurer”, “platform service”, “platform work agreement”, “platform worker” and “work” and make consequential amendments to the definition of “injury” or “personal injury”.

Paragraph 3 makes consequential amendments to section 4(1)(b) and (5)(a)(i) and (b)(i) arising from the introduction of the new definition of “work”.

Paragraph 4 makes consequential amendments to section 5 to provide that the purpose of the WICA includes ensuring that platform workers receive compensation for work injuries.

Paragraph 5 deletes section 11(3) on the apportionment of liability to pay compensation where an employee contracts a disease mentioned in section 10(1) by a gradual process, so that 2 or more employers are severally liable. This is dealt with under the new section 11A (inserted by paragraph 6).

Paragraph 6 inserts the new section 11A, which applies where an individual contracts a disease mentioned in section 10(1) or the new section 34G(1) by a gradual process, such that 2 or more employers, 2 or more platform operators or a combination of one or more employers and one or more platform operators are severally liable to pay compensation under the WICA in respect of the individual's incapacity or death. Section 11A limits the aggregate amount of the compensation payable by those employers or platform operators or both to the amount payable if there were only a single employer or single platform operator. It also provides for the apportionment of liability amongst those employers or platform operators or both.

Paragraph 7 makes consequential amendments to section 12 arising from the new section 11A.

Paragraph 8 makes consequential amendments to section 24(1) arising from the introduction of approved employee insurance policies and designated employer's insurers.

Paragraph 9 amends section 25(2) to provide that a person is a repeat offender in relation to an offence under section 25(1) if the person had previously been convicted of an offence under the new section 34P(1). An offence under section 34P(1) in relation to a platform operator corresponds to an offence under section 25(1) in relation to an employer.

Paragraph 9 also amends section 25(5) to provide that a person is a repeat offender in relation to an offence under section 25(4) if the person had previously been convicted of an offence under the new section 34P(4). An offence under section 34P(4) in relation to a platform operator corresponds to an offence under section 25(4) in relation to an employer.

Paragraph 10 amends section 26. The amended section 26(2) provides that the Minister may prescribe different sets of compulsory terms for different classes of platform operators or platform workers.

Paragraph 10 also inserts the new section 26(4A), which applies where an insurer issues to a platform operator any insurance policy purporting to insure the whole or part of the platform operator's liability to pay compensation under the WICA. Subject to the new section 47C(4), section 26(3) does not impose any obligation or liability on the insurer to pay any amount in excess of the minimum amount (if any) prescribed for the purposes of the new section 34O(2) that applies to the platform operator.

Paragraph 11 makes consequential amendments to section 27(1) arising from the introduction of platform operator's insurers.

Paragraph 12 amends section 30. The new section 30(2A) provides that a person other than a person mentioned in the new section 30(2B) who offers or enters into a contract to provide insurance in respect of the liability of any platform operator to pay compensation under the WICA is guilty of an offence. The persons mentioned in section 30(2B) are a designated PO's insurer that is not suspended under section 31(8)(b) or 34(1)(a) and an insurance intermediary in respect of the insurance which is provided or to be provided by such a designated PO's insurer.

A repeat offender of an offence under section 30(1) or the new section 30(2A) faces enhanced punishment upon conviction. The new section 30(2C) provides that a repeat offender in relation to any such offence means a person who has previously been convicted or found guilty on at least one other occasion of an offence under section 30(1) or (2A).

Paragraph 12 also amends section 30(3) such that a person who offers or enters into a contract to provide any insurance in respect of the liability of any employer to pay compensation under the WICA which is not an approved employee insurance policy, or the liability of any platform operator to pay compensation under the WICA which is not an approved platform worker insurance policy, is guilty of an offence. The new section 30(3A) sets out when a person is a repeat offender in respect of an offence under section 30(3) and thus faces enhanced punishment upon conviction.

Paragraph 13 amends section 31 to provide that the Commissioner may designate any licensed insurer within the meaning of the Insurance Act 1966 to be a designated employer's insurer to provide insurance in respect of the liability of any employer to pay compensation under the WICA, or a designated PO's insurer to provide insurance in respect of the liability of any platform operator to pay compensation under the WICA. The Minister may prescribe different requirements for licensed insurers to be designated to be a designated employer's insurer or designated PO's insurer. A designated insurer whose designation, before the date of commencement of paragraph 13, has not expired or been earlier cancelled under section 31(8)(a) or 34 is deemed to be a designated employer's insurer for the remainder of the period specified by the Commissioner in the person's designation under section 31(6).

Paragraph 14 makes consequential amendments to section 32(2)(a) arising from the Bill.

Paragraph 15 amends section 33. The new section 33(1A) specifies the information that the Commissioner may disclose or publish to any designated insurer, which differs depending on whether the information is to be disclosed or published to a designated employer's insurer or a designated PO's insurer.

Paragraph 16 makes consequential amendments to section 34(1)(a) and (c) arising from the Bill.

Paragraph 17 inserts the new Part 3A (new sections 34A to 34P).

Section 34A inserts definitions of “work stage 1” and “work stage 2” for the purposes of the new Part 3A.

Section 34B provides that Part 2 of the WICA applies in relation to a platform operator and platform worker as it does in relation to an employer and employee with the modifications set out in that section.

Section 34C provides that Part 3 of the WICA applies in relation to a platform operator and platform worker as it does in relation to an employer and employee with the modifications set out in that section.

Section 34D(1) provides that a platform operator is liable to pay compensation under the WICA where personal injury is caused to a platform worker by an accident arising out of and in the course of the platform worker’s provision of a platform service for the platform operator. Section 34D(2) sets out the circumstances in which the platform operator is not liable to pay compensation.

Section 34E applies where personal injury is caused to a platform worker by an accident arising out of and in the course of the platform worker providing any one or more platform services for 2 or more platform operators. In those circumstances, section 34E(2) specifies how the platform operator or platform operators liable to pay compensation under the WICA are to be determined. Where 2 or more platform operators are liable to pay compensation under section 34E(2), section 34E(3) provides for how the proportion of liability of each of those platform operators is determined.

Section 34F sets out the circumstances in which an accident is deemed to arise out of and in the course of a platform worker’s provision of a platform service for a platform operator.

Section 34G provides that where a platform worker’s incapacity or death results from a disease contracted in the specified circumstances in the course of providing a platform service for a platform operator, compensation is payable as if the disease were a work injury by the platform operator. This section mirrors section 10, in relation to the liability of an employer to pay compensation where an employee’s incapacity or death results from a disease contracted in circumstances similar to those specified in section 34G.

Section 34H specifies how the date of the platform worker’s accident is to be reckoned in relation to the compensation payable under section 34G(1)(a), (b) or (c).

Section 34I provides that except as provided in sections 11A, 34D, 34F, 34G and 34H, no compensation is payable to a platform worker in respect of any disease unless the disease is directly attributable to a specific work injury.

Section 34J provides that despite a claimant providing a platform service for a platform operator under a platform work agreement that was illegal at the time when the accident causing the injury happened, the Commissioner or the court may deal with the case, or direct the platform operator's insurer to deal with the case, as if the claimant had at that time been providing the platform service for the platform operator under a valid platform work agreement.

Section 34K provides that the compensation for a platform worker under Part 3A is to be computed in accordance with the new Fifth Schedule.

Section 34L provides for the effect of an accepted medical report by a health professional for the purposes of determining the permanent incapacity or current incapacity of a platform worker resulting from the platform worker's work injury. This section mirrors section 15 on the permanent incapacity or current incapacity of an employee resulting from the employee's work injury.

Section 34M provides for the liability of a platform operator to pay compensation, in accordance with paragraph 5 of the new Fifth Schedule, for medical treatment received by a platform worker for a work injury. The section also provides for the recovery of such compensation. This section mirrors section 16 on the liability of an employer to pay compensation for medical treatment received by an employee for a work injury.

Section 34N provides for the liability of a platform operator to pay compensation where a work injury results in the temporary incapacity of a platform worker. This section corresponds to section 17 in relation to the liability of an employer to pay compensation where a work injury results in the temporary incapacity of an employee.

Under section 34O(1), every platform operator must insure and maintain insurance under one or more approved platform worker insurance policies with one or more designated PO's insurers against all liabilities the platform operator may incur under the WICA in respect of every platform worker who provides a platform service for the platform operator. This is subject to any minimum amount prescribed under section 34O(2) for which the platform operator must be insured in respect of any of the platform operator's liabilities under the WICA.

Section 34P(1) provides that a platform operator that contravenes section 34O(1) is guilty of an offence. A repeat offender of an offence under section 34P(1) faces enhanced punishment. Section 34P(2) provides that a repeat offender, in relation to any such offence, means a person who has been convicted or found guilty on at least one other occasion of an offence under section 25(1) or 34P(1), or section 35(1)(b) of the Work Injury Compensation Act (Cap. 354, 2009 Ed.) repealed by the WICA (repealed Act).

Section 34P(4) provides that a platform operator that, for the purpose of defraying or partly defraying the cost of insurance required under section 34O(1), makes any deduction from the earnings of a platform worker who provides a platform service for the platform operator is guilty of an offence. A repeat offender of an offence under section 34P(4) faces enhanced punishment. Section 34P(5) provides that a repeat offender, in relation to any such offence, means a person who has been convicted or found guilty on at least one other occasion of an offence under section 25(4) or 34P(4), or section 35(1)(a) of the repealed Act.

Paragraph 18 amends section 35. Under the amended section 35(1), a claim for compensation under the WICA is deemed to be made by a platform worker when the platform operator first has notice of an accident giving rise to the platform worker's work injury. The new section 35(2A) specifies when a platform operator has notice of such an accident. The platform operator must, within the prescribed time after the platform operator first has notice of the accident, give notice of the accident to the Commissioner and the platform operator's insurer. Under the new section 35(4A), the platform worker must, as soon as possible after sustaining a work injury in an accident, notify the platform operator or any other person mentioned in section 35(2A)(a).

Paragraph 19 inserts the new sections 35A and 35B.

Section 35A applies where an accident gives rise to an individual's work injury, and a claim for compensation is deemed to be made by the individual under section 35. The Commissioner may —

- (a) if satisfied that the individual, at the time of the accident, was at work as an employee only, direct that the individual's claim be dealt with under section 36 as a claim for compensation by an employee;
- (b) if satisfied that the individual, at the time of the accident, was a platform worker at work providing a platform service for any platform operator only, direct that the individual's claim be processed, or give notice that the Commissioner will process the claim, as a claim for compensation by a platform worker; or
- (c) if satisfied that the individual, at the time of the accident, was concurrently at work as an employee and as a platform worker, may direct that the individual's claim be processed, or give notice that the Commissioner will process the claim, as a claim for compensation by an employee or a platform worker, depending on whether the individual's average monthly earnings or AME is higher as an employee or as a platform worker.

Section 35B provides that Part 4 of the WICA applies in relation to platform operators and platform workers as it does in relation to employers and employees with the modifications set out in the section.

Paragraph 20 amends section 39 in relation to a platform worker who has made a deemed claim for a work injury under section 35 and who wishes to claim compensation for permanent incapacity or current incapacity arising from that work injury.

Paragraph 21 makes consequential amendments to the section heading of section 44 arising from the Bill.

Paragraph 22 makes consequential amendments to section 45 arising from the introduction of designated employer's insurers.

Paragraph 23 inserts the new Division 2A of Part 4 (new sections 47A to 47I).

Section 47A(1) provides that, for the purposes of processing a platform worker's claim for compensation that arises from an accident arising out of and in the course of a platform worker providing any platform service, the platform operator of the platform worker is —

- (a) where, at the time of the accident, the platform worker was at work providing one or more platform services for one platform operator, that platform operator; or
- (b) where, at the time of the accident, the platform worker was at work providing one or more platform services for 2 or more platform operators, and 2 or more of those platform operators are liable to pay compensation under the WICA to the platform worker, the Commissioner may designate any of those platform operators under section 47A(2) as the platform operator (relevant platform operator).

Section 47B sets out the obligation of a platform operator's insurer to process the liability of a platform operator to pay compensation in accordance with the WICA. A notice of computation issued under section 47B(3) that is served on the claimant and platform operator is deemed to have been agreed upon by those persons, and has the effect of an order of compensation, at the applicable time specified in section 47B(5).

Section 47C applies where the platform operator's insurer of the relevant platform operator processing a claim under section 47B (relevant PO's insurer) is satisfied that any other platform operator is liable to pay compensation to the claimant pursuant to section 34E. The relevant PO's insurer must process the liability of the other platform operator, issue a notice of computation in accordance with section 47B(3) and serve that notice on the other platform operator (*Z*) and *Z*'s platform operator's insurer (*Y*). The relevant PO's insurer must also inform *Y* and *Z* of the amount representing the compensation payable by *Z*.

Where the notice of computation has the effect of an order of compensation under section 47B(5), the relevant PO's insurer must, in accordance with section 18, as modified by section 34B, pay or deposit the amount of

compensation stated in the notice. Under section 47C(4), the relevant PO's insurer's obligation to pay or deposit that amount of compensation applies whether or not that amount exceeds the amount insured under any insurance policy of the relevant platform operator. *Y* must reimburse the relevant PO's insurer for the amount representing the proportion of the compensation payable by *Z*. If *Z* does not maintain insurance under any approved platform worker insurance policy with any designated PO's insurer, *Z* must reimburse the relevant PO's insurer for that amount.

Section 47D provides a mechanism for any of the persons specified in section 47D(1) to object to the Commissioner if that person is aggrieved by a notice of computation issued under section 47B(3).

Section 47E provides a mechanism for any platform operator mentioned in section 47C(1) (other than the relevant platform operator) (*Z*), or any platform operator's insurer of *Z* (*Y*), to object to the Commissioner if either person is aggrieved by the notice of computation issued by the relevant PO's insurer under section 47C(1)(a) in respect of *Z*'s liability to pay compensation in respect of the platform worker's injury or the amount representing the proportion of the compensation payable by *Z* which *Y* or *Z* must reimburse the relevant PO's insurer under section 47C(6) or (7), as the case may be.

Under section 47F, where the platform operator is liable to pay an amount of compensation stated in a notice of computation that, under section 47B(5), has the effect of an order of compensation, the platform operator's insurer must pay or deposit that amount in accordance with section 18, as modified by section 34B, up to the amount insured under that platform operator's insurance policy with the platform operator's insurer.

Section 47G provides for the recovery, by the relevant PO's insurer, of the amount mentioned in section 47C(6) or (7) (as the case may be) and interest on that amount.

Section 47H sets out the Commissioner's powers where a platform operator's insurer gives notice to the Commissioner under section 47B(2) denying, in whole or in part, that a platform operator's liability under the WICA in relation to an accident is insured by the platform operator's insurer.

Section 47I applies in relation to a claim in respect of a work injury caused to a platform worker by an accident arising out of and in the course of the platform worker's provision of a platform service for a platform operator. A platform operator's insurer may request —

- (a) any platform operator to provide information on whether the platform worker has, at any time during the lookback period, provided any platform service for that platform operator, and if yes any information or document relating to the specified matters (as defined in section 47I(4)); or

- (b) the platform worker to provide information on whether he or she has, at any time during the lookback period, provided any platform service for any platform operator other than a platform operator for whom he or she was providing a platform service at the time of the accident, and if yes any information or document relating to the specified matters.

The platform operator or platform worker must provide the information or documents in question within the prescribed time and in the form and manner required by the Commissioner. If the platform operator or platform worker does not do so, the Commissioner may give the platform operator or platform worker a direction under section 50(1)(b) to produce the information or documents. A person who, without lawful excuse, fails to comply with the Commissioner's direction is guilty of an offence under section 50(4).

Paragraph 24 makes consequential amendments to section 50 arising from the Bill.

Paragraph 25 makes consequential amendments to section 68(1) arising from the Bill. The paragraph also introduces section 68(1)(ba), which provides that the Commissioner and any investigation officer has the power, for the purposes of executing the WICA, to inspect and make copies of or take extracts from any book, document, record or electronic material, or require the occupier or any person having the management or control of any place mentioned in section 68(1)(a) or (b), to provide such copies or extracts.

Paragraph 26 replaces section 70. The Commissioner may make *ex gratia* payments from the Workers Fund of an amount not exceeding the compensation that a platform worker is entitled to under the WICA to any person to whom money deposited with the Commissioner may be paid in accordance with section 21, as modified by the new section 34B.

Paragraph 27 makes consequential amendments to the regulation-making power in section 82(2)(j) arising from the Bill.

Paragraph 28 makes consequential amendments to the Schedule title of the First Schedule arising from the Bill.

Paragraph 29 makes consequential amendments to the Schedule reference of the Second Schedule arising from the Bill.

Paragraph 30 makes consequential amendments to the Schedule reference of the Fourth Schedule arising from the Bill.

Paragraph 31 inserts the new Fifth and Sixth Schedules to the WICA.

The Fifth Schedule deals with the computation of the amount of compensation payable to a platform worker who sustains a work injury in an accident arising out of and in the course of providing a platform service for a platform operator.

The Sixth Schedule sets out the applicable written laws for the purposes of the new section 34D(2).

Tenth Schedule

The Tenth Schedule consists of paragraphs 1 to 7 and amends the Workplace Safety and Health Act 2006 (WSHA).

Paragraph 1 amends section 4(1) to introduce definitions of “platform operator”, “platform service”, “platform work agreement” and “platform worker”, introduce amended definitions of “contractor”, “principal”, “self-employed person” and “subcontractor” and amend the definitions of “at work” and “occupational disease”.

Paragraph 2 makes consequential amendments to section 10(a) arising from the introduction of platform operators and platform workers.

Paragraph 3 inserts the new section 12A, which provides for the duty of every platform operator to take, so far as is reasonably practicable, such measures as are necessary to ensure the safety and health of the platform operator’s platform workers at work.

Paragraph 4 makes consequential amendments to section 15(1)(b) arising from the introduction of platform operators.

Paragraph 5 amends section 18. The new section 18(2A) prohibits a platform operator from —

- (a) deducting, or allowing to be deducted, from any platform worker’s earnings relating to the platform worker’s provision of a platform service for the platform operator; or
- (b) receiving, or allowing any agent of the platform operator to receive, any payment from any platform worker who is providing or has provided a platform service for the platform operator,

in respect of anything to be done or provided by the platform operator in accordance with the WSHA in order to ensure the safety, health or welfare of any of the platform operator’s platform workers at work. A platform operator that contravenes this prohibition is guilty of an offence under section 18(5).

Paragraph 5 also introduces the new section 18(2B), under which a platform operator must not retaliate against a platform worker by —

- (a) terminating or threatening to terminate a platform work agreement with any platform worker; or

- (b) refusing or threatening to refuse to assign to or facilitate for any platform worker, or preventing or threatening to prevent any platform worker from receiving or obtaining, any tasks to be performed in the provision of any platform service for the platform operator,

because the platform worker —

- (c) has assisted (whether by giving information or otherwise) an inspector or authorised person or any other public authority in the conduct of any inspection or investigation under the WSHA for a breach or an alleged breach of the WSHA, or proposes to do so;
- (d) has in good faith sought the assistance of, or made a report to, an inspector or authorised person in relation to a safety and health matter, or proposes to do so; or
- (e) has complied with an order made under section 21 of the WSHA or otherwise complied with the WSHA, or proposes to do so.

A platform operator that contravenes section 18(2B) is guilty of an offence under section 18(5).

Paragraph 6 amends section 27(1) to empower the Minister, by regulations, to require a platform operator to notify or submit a report to the Commissioner in the event of an accident, a dangerous occurrence or an occupational disease in a prescribed workplace.

Paragraph 7 makes consequential amendments to the regulation-making power in section 65 arising from the Bill.

EXPENDITURE OF PUBLIC MONEY

This Bill will involve the Government in extra financial expenditure, the exact amount of which cannot at present be ascertained.
