

# Advisory to employers that certain foreign employees in the construction sector (and their dependants) are put on Stay-Home Notice from 20 April 2020 to 4 May 2020

Issued on 18 April 2020

1. As the number of COVID-19 infected cases involving foreign employees in the construction sector is increasing, **Foreign Employees (as defined below) and their Dependants (where applicable), are put on Stay-Home Notice (SHN) effective from 20 April 2020, 0000 hrs to 4 May 2020, 2359 hrs (“SHN Period”)**.
2. “Foreign Employees” are foreign employees in the Construction Sector holding Work Permits and S Passes, residing in a Specified Place of Accommodation as defined in the Notifications to Employers (see [Appendices A and B](#)). It excludes any dormitory gazetted as an “isolation area”, or any foreign employee dormitory as defined in the Foreign Employee Dormitories Act (FEDA) 2015<sup>1</sup> as special arrangements have been made for foreign employees living in these places of accommodation. “Dependants” are family members of the Foreign Employees issued with Dependant’s Passes. This is a precautionary measure taken to minimise the risk of further community transmission of COVID-19.
3. Pursuant to section 7(4A) of the Employment of Foreign Manpower Act, the Controller of Work Passes hereby imposes additional work pass conditions on the Foreign Employees, and their employers. Pursuant to regulation 8(3) of the Immigration Regulations, the Controller of Immigration hereby imposes additional special conditions on the Dependants. For details, please refer to the “Notifications to Construction Sector Employers on the SHN” in [Appendices A and B](#).
4. Employers are required to take the following steps by **19 April 2020, 2359 hrs**:
  - a. Issue the additional work pass conditions to your Foreign Employees (and require and take reasonable steps to ensure that your Foreign Employees issue the additional special conditions to their Dependants, if any).
  - b. Remind your Foreign Employees and their Dependants (if any) to fully comply with the additional conditions, failing which their Work Permits, S passes or Dependant’s Pass may be revoked.
  - c. Ensure that each of your Foreign Employee and their Dependants (if any) has a local mobile number registered with the Ministry of Manpower (MOM) and inform your Foreign Employees and their Dependants (if any) to download the WhatsApp and [TraceTogether](#) apps.

- d. Inform your Foreign Employees and their Dependants (if any) that enforcement officers may contact them via WhatsApp audio and/or video call during the SHN Period.
  - e. Require and take reasonable steps to ensure your Foreign Employees and their Dependants (if any) monitor themselves for any signs of fever, cough, breathlessness or a runny nose including providing thermometers for the workers to record their temperature.
  - f. Arrange to deliver food to your Foreign Employees during the SHN Period, as they are not allowed to leave their premises to buy food.
5. From 20 April 2020 onwards, employers are required to [submit a daily declaration](#) on compliance to the measures listed above in Paragraph 4.

#### **Exemption appeal for Foreign Employees carrying out essential services**

6. For companies approved to carry out essential activities, employers may [submit an appeal to BCA](#) to allow your Foreign Employee(s) to leave their places of residence to perform work in respect of the permitted essential activities during the SHN Period. Appeals are subject to BCA's approval on a case-by-case basis, and the number of Foreign Employees approved may also be limited.

#### **Actions to be taken for non-compliance**

7. As an Employer of Foreign Employees (and sponsor of DP holders), you have a joint duty with the pass holders to ensure that they complete the mandatory SHN Period and behave responsibly during the SHN Period. Enforcement officers will be contacting your Foreign Employees and their Dependants based on the mobile numbers registered with MOM. Employers should ensure that the Foreign Employees and their Dependants' addresses and mobile numbers registered with MOM are updated at the [Online Foreign Worker Address Service](#) (Work Permit holders) or [Employment Pass \(EP\) Online](#) (S Pass holders and their Dependants).
8. Failure to comply with the additional conditions may lead to prosecution in the Courts, and/or the revocation of work passes, and/or withdrawal of work pass privileges.
9. For enquiries, please [contact BCA](#).

**Building and Construction Authority  
Ministry of Manpower**

#### **FOOTNOTE**

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1. [List of foreign worker dormitories](#) licensed in accordance with the FEDA.

#### **Appendices**

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[Appendix A – Notification to employers that certain foreign employees in the construction sector are put on SHN](#)

[Appendix B – Notification to employers that certain foreign employees in the construction sector \(and their dependants\) are put on SHN](#)

## Related

- [MOM's FAQs on SHN period for construction foreign employees in all housing types except FEDA and isolated dorms](#)
  - [BCA's FAQs on SHN for Work Permit and S Pass holders in construction sector](#)
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- [Press release – Precautionary Stay-Home Notices for Work Permit and S Pass holders in construction sector](#)