Suspension of Activities at Workplace Premises to Reduce COVID-19 Transmission

- 1. On 3 April 2020, MOH issued a press release on "Additional Measures to Minimise Further Spread of COVID-19 Cases" which outlined enhanced safe distancing measures to reduce the risk of further local transmission of COVID-19. The measures include the closure of workplace premises, retail outlets except for those necessary to support the daily living needs of the population, and limiting restaurants and food and beverage outlets to takeaway or delivery only.
- 2. This document elaborates on the suspension of activities at workplace premises. To prevent further spread of the virus, the following measures are for strict compliance with effect from 7 April 2020.
 - a. Essential Services and their related supply chains and service providers are exempted from the suspension. All other business, social, or other activities that cannot be conducted through telecommuting or other means from home shall be suspended from 7 April 2020 to 4 May 2020. The list of activities that will be allowed to continue to operate will be updated at https://covid.gobusiness.gov.sg/essentialservices; see Annex A for list as at 1600hrs 3 April 2020.
 - b. Entities that are able to continue to operate their business (in limited or full capacity) with their employees working from home should continue to do so.
 - c. The provision of food and essential health items to the public is an essential service. Food suppliers (including food and food ingredient production, food manufacturing, food processing, abattoirs/slaughter houses, food caterers, importers & traders and food logistics-cold stores/warehouses), food retail (including supermarkets, convenience stores, grocery & fruit stores, wholesale markets, wet markets), food & beverages (F&B) outlets (including restaurants, hawker centres, coffeeshops and food courts), and pharmacies will remain open. However, F&B outlets can only offer take-away and deliveries only; no dining in is allowed.
 - d. Entities providing Essential Services must comply with the following:
 - i. All activities that can take place through telecommuting must be done from home.
 - ii. Employers must implement safe distancing measures to reduce physical interactions by:
 - Reducing the need for and duration of physical interactions;
 - Staggering working hours;
 - Postponing all group events; and
 - Implementing shift work and/or split team arrangements.

- iii. F&B outlets (including restaurants, hawker centres, coffeeshops and food courts) can continue to operate for take-away and/or delivery only. This is to reduce interactions outside of the household. Outlets which do not currently offer take-away and/or delivery can do so or allow third-party food delivery services to do so for them. While patrons and delivery drivers can continue to enter the premises to access take-away services, there will be no dine-in service, and nobody is should consume any food or drinks on-site whilst waiting for takeaway food. F&B outlets that remain open must adhere to the enhanced Safe Distancing Measures in their premises, and minimise crowds by ensuring patrons are spaced at least 1 metre apart at all times (i.e. within the premise and when queuing).
- 3. Entities which carry out activities listed in <u>Annex A</u> can continue to operate from their workplace premises. They can continue to operate until informed otherwise. They are required to submit details of their plans to operate with enhanced safe distancing measures in place at https://covid.gobusiness.gov.sg by end of 13 Apr.
- 4. Entities which would like to be exempted from the suspension should first read this guidance document and *Frequently Asked Questions* provided at <u>Annex B</u> by MTI, and should they still wish to apply to be exempted, they may make an application at https://covid.gobusiness.gov.sg. Only entities performing, or providing critical support for, essential services will be exempted.
- 5. We expect these measures to be in place until 4 May 2020, but this may be extended if necessary. Social responsibility is critical in slowing the transmission of the virus. We urge everyone to play their part in the fight against COVID-19. Those who are unwell, even with mild flu-like symptoms, should see a doctor and stay at home to prevent any potential transmission of illness to others. By exercising social responsibility, we can protect ourselves and our loved ones.
- 6. The Multi-Ministry Taskforce will regularly review the *Safe Distancing* measures and calibrate them as the global and local situation evolves. Members of the public are advised to refer to the MOH website (https://www.moh.gov.sg/covid-19) for the latest measures. For business owners who wish to find out more on the suspension of activities, please see the *Frequently Asked Questions* in Annex B or contact our call centre at 6898 1800 or SafeDistancing@enterprisesg.gov.sg.

MINISTRY OF TRADE & INDUSTRY 3 APRIL 2020

Annex A

List of Essential Services and related supply chains (Updated as at 1600hrs 3 April 2020. Please refer to https://covid.gobusiness.gov.sg/essentialservices for latest list)

Sector	Essential Services	Sector-specific Elaborations
Health and Social Services	 Acute hospitals (including offsite specialist clinics and offsite Ambulatory Surgical Centres), community hospitals Primary care services (i.e. polyclinics and private sector primary care services), non-elective and urgent/emergency dental services, renal dialysis centres, TCM clinics (for consultation & drug dispensary services only), physiotherapy and chiro practice 	
	Community care services	 This includes nursing homes, psychiatric rehabilitation homes, psychiatric sheltered home, inpatient palliative care Home medical services, home nursing, home palliative care, meals on wheels For seniors with inadequate family support and intensive custodial care needs: Home personal care and designated senior care centres/psychiatric day centres
	Community mental health services, senior befriending, counselling and case management services, and alert alarm system/check-ins by Senior Activity Centres are to be delivered remotely	Services to be delivered remotely where possible. For certain blocks where remote monitoring is not possible, staff to continue manning the Alert Alarm System at the Senior Activity Centres.
	Essential supporting services (including blood services, laboratories and radiological services, research related to COVID-19, pharmacies, disease surveillance and response services, medical and patient transport, provision of medical items, personal care items, and TCM medical halls)	

	 Essential supply chains (including medical wholesale and distribution, mask, personal protective equipment (PPE), medical supplies and equipment manufacturers, medical gas supply) Selected social services to support vulnerable segments of the population 	This includes residential services for those with no alternative accommodation, community-based intervention for those with no alternative caregiving arrangements, community-based social services for priority cases, and public facing services for priority cases e.g. serious/urgent cases, cases requiring
	Selected care services for students such as those in preschools, Student Care Centres and SPED schools (including for children of Essential Services workers)	 intensive supervision. Parents may approach their children's preschools and schools for assistance. Priority given to parents in Essential Services like Healthcare.
Food	 Food supply (including food and food ingredient production, food manufacturing, food processing, abattoirs/ slaughterhouses, importers and traders, food logistics, cold stores, warehouses), supermarkets, convenience stores, grocery retailers, wholesale markets, wet markets F&B outlets (including hawker centres, coffee-shops, food courts, restaurants, fast food; for takeaway and delivery orders only) and their supporting operations (including central kitchens) Food caterers Food delivery services Food packaging and printing service providers Laboratory food safety testing and supporting services 	

	Activities relating to extension of shelf-life (e.g. retort)	
	manufacturing) or manufacturing of ready-to-eat meals	
Energy	Electricity generation, transmission, and distribution services, and their Original Manufacturing Equipment (OEM) contractors/suppliers and equipment/spare parts/repair/maintenance providers Gas companies involved in the supply, transmission, and distribution of natural gas and town gas, and their OEM contractors/suppliers and equipment/spare parts/repair/maintenance providers Services relating to the refining, supply, distribution and storage of essential fuel products, and their contractors Services for the production of town gas and their contractors Bus transport operators for electricity/gas (natural and town gas) facilities Services for the bottling and distribution of cylinder gas Petrol kiosks	
Water, Waste, Environment	 Potable Water, NEWater and Industrial Water supply, collection and treatment of used water, management of storm water Supply of chemicals, equipment, material, spare parts and services to PUB for the above Supply of labour for operation and maintenance of process and systems for PUB Waste Collection & Disposal services (e.g. waste collection, disposal facilities) Funeral-Related Services (e.g. funeral directors/undertakers, crematoria, columbarium, funeral parlours) 	

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	 Environmental Hygiene Monitoring & Public Cleansing Services (e.g. cleaning, disinfection, environmental research on COVID-19) Markets and cooked food centre management (e.g. cleaning and maintenance) Vector Control Services (e.g. Pest control, fumigation, research on vector control) Pollution Control & Monitoring Services (e.g. Toxic & Biohazardous waste management) Meteorological Services Radiation Monitoring & Control Services (e.g. maintenance of healthcare related irradiation equipment X-ray, CT scans) 	
Transportation and Storage	 Air traffic control, airport operations, air transport services, runway enhancement and maintenance Shipping, shipping-related services, safety and navigation services, port and terminal operations, port marine service Provision of public transport services, including key supporting services and suppliers Monitoring and management of traffic and road operations Provision of point-to-point transport services (including Taxis, Private Hire Cars), and key supporting services and suppliers 3rd party logistics providers, freight forwarders, trucking, air express integrators Transportation that is necessary to support other Essential Services All warehouses and storage services 	
Information and	Telecommunications (Fixed, Mobile and Internet Access),	-
Communications	data centres, broadcasting services (radio and television)	

	 Postal services, security printing services, publication of newspapers ICT support tools, software and services for enterprises and individuals (to enable telecommuting, videoconferencing, ecommerce, finance, and enterprise networks/systems, IT services) Cybersecurity in support of other Essential Services and digital economy Platforms and services such as ride hailing, food delivery, groceries, and online payments Social media and messaging platforms 	
Defence and Security	 Defence and Security firms, supporting firms and establishments protecting buildings and homes Development and research projects that support essential services or national security 	
Construction, Facilities Management and Critical Public Infrastructure	 Companies involved in epidemic control (e.g. sanitation, disinfection, cleaning, laundry) Selected development projects assessed to be in critical stages of construction and are unable to stop due to potential safety risks Construction work in progress for (i) critical public infrastructure, (ii) maintenance and services to ensure 	The following construction works should be allowed to continue: Safety critical works. These are works assessed by BCA to be in
	public safety, and (iii) emergency repairs & maintenance	critical stages of construction, and that cannot be stopped suddenly due to potential public safety risks. However, these projects should be wound down to a state where works may be safely stopped.

			Examples: deep basement excavation works, deep tunneling works (which could lead to sinkholes/collapses if stopped).
			 Projects that support essential services or are necessary for public safety. These are projects that support the supply of essential services (water, electricity) to the public, or that are essential to maintain public safety.
			Examples: utility projects that would cause disruptions to the public if stopped (e.g. water, gas, sewerage/drainage, comms, power lines), limited HIP internal works (e.g. completion of toilet), emergency works to ensure structural safety of a building, urgent repairs to public infrastructure to ensure public safety.
work sites	rision of housekeeping/FM services for certain high risk splaces to ensure health and safety (e.g. construction - risk of collapse of temporary structure, maintenance wer cranes, risks of dengue etc.)	•	All firms involved in the provision of facilities management (FM) services for buildings and infrastructure should be allowed to continue working
		•	This should include all FM firms, as well as firms involved in the maintenance of key equipment such as:

		 Air-conditioning and mechanical ventilation systems; Fire protection systems; Security and surveillance systems (such as CCTVs); Electrical and plumbing works; and Building management systems
	 Provision of lift and escalator (L&E) maintenance services, and facilities management (FM) services for buildings and infrastructure (e.g. plumbing, electrical works, conservancy services) 	All firms involved in the provision of maintenance services for lifts and escalators should be allowed to continue working, in order to maintain public safety.
	Landscaping for public safety (e.g. tree pruning a.k.a. arboriculture services; shrub pruning, grass cutting a.k.a. horticulture services)	Essential landscape sector services critical for maintaining public safety will be allowed to continue. This includes maintenance of trees and greenery.
		Examples: tree inspections and pruning, removal of fallen trees/diseased trees, pruning of shrubs that may obstruct traffic, enforcement of safe distancing measures at parks, basic park maintenance to remove hazards/maintain hygiene.
	Animal-related services for public safety (e.g. veterinary services – need to maintain surveillance of health of companion animals; managing wildlife like monkeys, snakes, boars)	Essential health inspections of animals at the borders are necessary for biosurveillance. Animal and wildlife management services will also be allowed to continue to enable our parks to remain open.
Manufacturing & Distribution	Manufacturers of essential products (e.g. chemicals and petrochemicals, healthcare supplies, medical equipment, food and food ingredients, or materials needed for other Essential Services) and their suppliers/contractors	For production of items critical to daily lives of Singaporeans, and high value activities which are part of global value chain.

	 Semiconductor, Pharmaceutical, and Biomedical Science companies and their critical suppliers Marine & Offshore Engineering companies involved in ship/vessel repair, and maintenance and overhaul services; and their contractors Aerospace maintenance, repair, overhaul (MRO) companies and their suppliers Manufacturing of printing, packaging and pallets to support Food Services, Food Manufacturing and any other Essential Products and Services herein-mentioned Distributors of essential products, including food-related items, packaging materials (both food and non-food), household items, personal care products 	
Banking and Finance	 Services relating to maintenance of monetary and financial stability Currency issuance, services relating to cash management and payments for the Government Banking services (e.g. cash withdrawal & deposits, lending and related processing, treasury management, payments and funds transfers) Insurance services (e.g. claims servicing, policy renewal and servicing, policy inception, insurance broking, financial advisory) Currencies, securities and derivatives trading, clearing, settlement, reporting, and depository and trust, and corporate finance advisory services Asset management services (e.g. portfolio management and trading, trade settlement and operations, trustee services, processing of subscriptions and redemptions in fund units, financial advisory) 	

	Payment services (e.g. fund transfers, credit card and debit card payments)	
Others	Selected hotels, serviced apartments, dormitories, hostels	 This includes establishments supporting SHN; GQF; CIF and accommodation needs of students, foreigners, and foreign workers affected by travel restrictions, as well as for existing occupants only. Hotels must close all on-site recreational facilities. Their F&B facilities may remain open only for takeaway or delivery. Hotels must also minimise the numbers of on-site staffing. All hotel staff who can perform their roles remotely (e.g., finance, HR) must telecommute.
	Online retail and related supply chains	
	Hairdressing and barber services	 For provision of basic haircut services only.
	Optician services and sale of optical products	
	Plumbers, electricians, gas pipe repairers & locksmiths	For emergency household services only.
	Vehicle recovery and repair services	For emergency vehicle services only. No vehicle grooming.
	Hardware stores	For sale of building and maintenance- related equipment and tools only.
	Repair of consumer electronics, and household appliances	
	Laundry services for Essential Services	
	Veterinary services	For provision of emergency, non-elective veterinary services, including hospitalization.
	Selected face-to-face Continuing Education & Training (CET)	 For job placement needs or for severely affected economic sectors.

 Pet supplies stores (for provision of animal feed, no grooming or leisure activities allowed) 	 For provision of animal care, feed and supplies only, no cosmetic/ grooming or leisure activities allowed.
 All other critical and ancillary services contracted by the Government for the provision of supporting Government functions or for the above-mentioned Essential Services. 	

Frequently Asked Questions

For essential services companies How will I know whether my company is carrying out an essential activity 1. and should therefore be exempted from suspension? Only essential services and related supply chains are exempted from the suspension. Carefully review the full list of essential services exempted from the suspension in Annex A of this advisory. If your company performs any of the services in Annex A, you may continue to perform those services and operate from your workplace premises with safe distancing practices in place. You will need to submit the relevant details at https://covid.gobusiness.gov.sg by end of 13 Apr for review, and can continue operating until informed otherwise. Should your services be found not to be part of the list of essential services in Annex A, you will be required to stop operations. My company's activities are not listed in Annex A, but we support an 2. essential service that is listed. What should I do? If your company supports an activity listed in Annex A, please submit an application through https://covid.gobusiness.gov.sg, you will need to provide details such as the names of the essential firms and the goods and/or services that you provide to these firms. We will respond to you within 48 hours if you are allowed to continue operating during the suspension period. You may continue with your support of the essential service while waiting for our response if you have safe distancing practices in place. Should your services be found not to be a critical activity in support of an essential services in Annex A, you will be required to stop operations. My company provides essential services and I have been contacted by a 3. government agency, why do I need to submit details of my operations in order to continue operating? This is so that agencies can verify the nature your business activities and assess the number of workers that need to operate on-site. All activities of your company that can take place through telecommuting must be conducted through telecommuting from home. My company is carrying out an essential activity listed in Annex A and I 4. have submitted details of my operations and manpower more than 24 hours ago but I have not gotten a reply. What should I do? You may continue with on-site operations until you receive a reply from us. Do check your junk mail folder and add Covid_GoBusiness@mti.gov.sg to your safe recipients list. My company's activities are not listed in Annex A but they are essential, 5. can I apply for an exemption?

If your company's activities are not listed in <u>Annex A</u>, you must suspend your on-site activities. You may continue telecommuting activities from home. If you believe that your company's activities are essential and you would like to be considered for an exemption, please submit an application through https://covid.gobusiness.gov.sg, with the relevant supporting information including justifications for why your activities are essential. All applications will be considered on a case-by-case basis. You must wait for approval of your exemption application before you re-commence onsite activities.

For non-essential services companies

6. Can I continue to run my business as normal if my company is not providing an essential service?

If the service that your business provides is not on the essential services list, you must suspend all in-person activities and activities at your business location. You can continue to operate if you and your employees are able to perform business functions from home and are strongly encouraged to do so.

7. Is my company required to suspend all business activities if my operations cannot continue via telecommuting?

Essential services and related supply chains are exempted from the suspension of on-site business activities. If your company's business activities are non-essential, but can continue to operate via telecommuting, you may continue to do so. Where possible, businesses are encouraged to adopt video and audio conferencing and other IT tools to support their workers to work from home.

For selected functions that need to continue but cannot be performed via telecommuting due to sensitivity (e.g. payroll processing), please apply for a time-limited exemption through https://covid.gobusiness.gov.sg.

8. Can my company continue to operate if I adhere to safe distancing and other precautionary measures (e.g. mandatory temperature taking, submission of travel declarations)?

All non-essential activities outside the home shall be suspended during this period. Where employees can perform their work by telecommuting from home, the employer must ensure that they do so.

Special attention should be paid to vulnerable employees (e.g. older workers, pregnant workers, and those with underlying medical conditions) to enable them to work from home, including temporarily redeploying these employees to another role within the company that is suitable for working from home.

9. If my business does not conduct essential activities, can I go to my place of business to perform maintenance of the facility, attend to perishable products, receive deliveries or perform other necessary tasks?

If you are the owner of a non-essential business, you may go to your business location to take care of crucial tasks that cannot be done remotely or to retrieve

necessary materials or documents. Your employees are not permitted to go to your place of business. They may work remotely from home.

If you need to activate your employees to work on-site for short periods of time (i.e. less than a day), you need to apply for a time-limited exemption through https://covid.gobusiness.gov.sg.

If you need to maintain a small workforce at your place of business for safety purposes, please apply for a general exemption through https://covid.gobusiness.gov.sg.

10. What happens if my company is unable to pay employees' salaries due to the suspension of activities?

The Jobs Support Scheme (JSS) will help enterprises retain their local employees during this period of uncertainty. All active employers, with the exception of Government organisations (local and foreign) and representative officers, are eligible for the JSS. For more details, please visit the IRAS website at http://www.iras.gov.sg or call the hotline 6356 8233.

11. Is my company still required to pay rental during the period of suspension of activities?

To provide greater support for businesses, stallholders at hawker centres and markets would get enhanced rental waiver of three months, with a minimum waiver of \$200 per month. The eligible commercial tenants in Government-owned or managed facilities would be given two months of rental waivers, up from half a month. Government agencies such as JTC, SLA, HDB, URA, BCA, PA and Nparks would provide half a month rental waiver to eligible tenants of other non-residential premises. Eligible tenants include those who did not pay property tax.

12. Should my company continue with medical insurance coverage for foreign employees, given that they are unable to work during the suspension of activities?

Yes, employers who fail to meet the medical insurance requirement for their foreign workers (WP, S Pass holders and FDW) may be fined up to \$10,000 or jailed up to 12 months, or both. In addition, they may be barred from employing foreign workers. The medical insurance requirement is not applicable to EP holders.

13. Can my employees leave their dormitories during the period of suspension of activities?

Yes, provided they are not sick and not under Leave of Absence (LOA)/Stay Home Notice (SHN) or Quarantine Orders (QO). However, they should only do so for essential activities, such as to get food, health care or commute to their job in an essential service. They should also observe safe distancing measures when they are out.

14. Can foreign employees be redeployed to work on areas that are not within their current approved vocations? If so, what are the procedures that companies need to follow? Employers can write in to MOM with reasons for the redeployment and seek for permission to do so. **Sector-specific queries 15.** Can Social Service Organisations (SSOs) staff continue to deliver essential supplies to needy families during the period of suspension of activities? Can they also enlist volunteers' help? Yes, so long as the necessary precautionary measures are taken (e.g. safe distancing, temperature monitoring, observe good personal hygiene). This is because needy families depend on the essential supplies to survive and such essential supplies should not be interrupted as a result of the suspension of activities. 16. Are liquor stores considered F&B outlets? You are only allowed to operate if you are licensed as a food retailer. Otherwise, if you are licensed as a F&B outlet, only take-aways and/or deliveries are allowed. My food establishment is located within a non-food premise (e.g. canteen 17. located in an industrial estate). Can it be allowed to open during the period of suspension of activities? Yes, however, it should be opened for takeaways and/or deliveries only. No dine-in service is permitted. Patrons are not permitted to consume any food or drinks on-site whilst waiting for takeaway food. Can I continue to fulfil customers' online orders (non-food) and send the 18. items ordered via delivery during this period? Only companies providing essential services listed in Annex A will be able to continue on-site operations during this period. For instance, supermarkets will continue to support delivery of non-food household items such as cleaning supplies. I am not an essential firm and have a shipment of goods coming in, will I 19. be allowed to send the goods to my warehouse and will I be able to activate my employees to receive the shipment at my warehouse? Port operators and logistics service providers will be allowed to continue to operate during this period. If you need to activate your employees to work onsite for short periods of time to receive deliveries and perform other related please apply for а time-limited exemption through tasks, https://covid.gobusiness.gov.sg. For employees If my employer provides essential services and I am reporting to work, 20.

do I need to provide or carry with me any sort of documentation?

	Currently, you are not required to do so. You are encouraged to confirm with your employer that the function you perform is critical and meant to be performed on-site rather than via telecommuting. Employers are encouraged to provide this confirmation to the employee in writing.
21.	Can I go back to my office to pick up personal items?
221	All non-essential activities outside the home must be suspended during this period in order to bring the transmission rate down effectively. Please refrain from all non-essential travel to reduce the possibility of transmissions.
For	general public
22.	If I see a non-essential business continue to operate even though it is not supposed to, what should I do?
	Please report this business, including providing relevant details such as its name, address and relevant evidence (e.g. photographs) to Covid_GoBusiness@mti.gov.sg
23.	What do I do if I am unable to enter the supermarket/F&B outlets due to
	long queues?
	You may consider food takeaways at other F&B outlets or food/grocery delivery services.