

GENERAL GUIDELINES ON MAKE-UP PAY CLAIM BY NSMAN / SAFVC Volunteer (SV)

1. An NSman /SV will receive service pay/SV allowance for each day of training he/she attends. There is no need to submit a claim for service pay/SV allowance. If he/she suffers a loss in civilian income as a result of attending the training, he/she can claim Make-Up Pay from MINDEF/SPF/SCDF by submitting this Make-Up Pay claim form. Make-Up Pay is the difference between the civilian income loss suffered and service pay/SV allowance for the training. **Make-up pay is claimable only if there is an overlap between the civilian working hours and the training hours. MINDEF/SPF/SCDF does not compensate for any loss of income suffered outside the duration of training. Self-initiated medical screening / IPPT Preparatory Training is not claimable.**
2. Claims should be submitted 2 weeks before training commences to enable us to pay make-up pay promptly. **Claimants must take note that make-up pay claim must be submitted within 3 months from the payment of service pay/SV allowance. Supporting documents can be submitted later if they are not available at the point of submitting the claim (For details on supporting documents, please visit our website at www.NS.sg). Claims which are submitted later than 3 months from payment of service pay/SV allowance will not be accepted.**
3. Make-up pay claims can also be submitted online. To use this e-service, employers must first register for it at www.NS.sg.
4. NSmen's/SVs' attention is drawn to:
 - a. **Regulation 9 of the Enlistment (Loss of Salaries & Wages-Reimbursement) Regulations, 1978:**
Authorised personnel from MINDEF/SPF/SCDF may conduct visits to companies to verify the make-up pay claims. Employers/NSmen/SVs are requested to give access to the required documents related to the claim.
 - b. **Regulation 10(2) of the Enlistment (Loss of Salaries & Wages-Reimbursement) Regulations, 1978:**
If there is any dispute on the decision given on the make-up pay claim, the NSman/SV must notify MINDEF/SPF/SCDF in writing, stating the grounds of the dispute and supported by the necessary documentary evidence, not later than 3 weeks from the date on which the decision on the claim is given.
 - c. **Regulation 11 of the Enlistment (Loss of Salaries & Wages-Reimbursement) Regulations, 1978:**
Any person who gives false or misleading information in respect of make-up pay claims 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 12 months or to both.
5. NSman/SV are to note that if there is any overpayment of make-up pay due to whatever reason, MINDEF/SPF/SCDF reserves the right to offset the excess quantum from their future payments, which could be in the form of service pay/SV allowance, make-up pay, awards and allowances.

GUIDELINES FOR EMPLOYED NSMAN/SV

6.

Payable Components
<ul style="list-style-type: none"> ▪ Basic Salary ▪ Allowances which are: <ul style="list-style-type: none"> - received on a regular basis for at least 4 months out the last 6 months preceding the training - taxable and subject to CPF contribution - included in the NSman/SV employment or service contract <p style="font-size: small; margin-top: 5px;">Note: for special circumstances which deviate from these conditions – Please indicate reasons in the remarks column. Failing which the allowance may be disapproved.</p>
7. Employers should use the same formula used by the company for pro-rated pay computation to compute the civilian income loss.
Example: Training from 7 to 18 Dec 2015 (12 days)

Company is on a 5-day work week and NSman's/SV's income consists of fixed basic salary \$3,000.00 per month and an average overtime allowance of \$500.00 per month.
NSman's/SV's Loss of Income Due to NS/SV Training:
= $\frac{\text{Salary Component} \times \text{Number of working days during the ICT period}}{\text{Number of working days in the month}}$
= $\frac{\$ 3,000.00 \times 10 \text{ (less Sat \& Sun during the ICT period)}}{23 \text{ (less Sat \& Sun in Dec 2015)}} + \frac{\$ 500.00 \times 10 \text{ (less Sat \& Sun during the ICT period)}}{23 \text{ (less Sat \& Sun in Dec 2015)}}$
= \$ 1,304.35 + \$ 217.40
= \$ 1,521.75 (Public holidays should be considered as paid working days and should be included in the computation of loss of income.)
8. Under the Enlistment Act, when the employee is away from work performing NS/SV training, his employer is required to continue paying CPF contributions based on his/her usual civilian remuneration. The employer has to pay the CPF contributions on the wages given by the employer and the payments given by MINDEF/SPF/SCDF as though the employee has not been away from work. The CPF contributions payable by the employer and the amount which the employer can recover from the employee's wages are based on the CPF Board's guidelines.

GUIDELINES FOR SELF-EMPLOYED NSMAN/SV

9. There are 3 options for self-employed NSman/SV to claim make-up pay. An option once made is irrevocable.
10. **Income Tax Option**
 - The monthly income would be based on the Trade Income shown in the Income Tax Notice of Assessment (NA) for the year of NS/SV training.
 - Since the trade income for the year of training would not be available at the time of submission of the claim, a provisional payment would be made based on the latest available trade/self-employment income. An adjustment would be made when the trade income for the year of training is available.
 - The adjustment may result in either an arrears or an overpayment which will be recovered from you. If there is any outstanding claim, the overpayment will be offset before paying the second claim.
 - The trade income for the provisional payment and subsequent adjustment will be obtained directly from IRAS for claimants using this option.
 - NSmen/SVs opting for their make-up pay to be computed based on the Income Tax Option should take note that the option does not automatically apply to their subsequent NS/SV trainings. **A new claim has to be submitted for every training.**
11. **Average Income Option**
 - The monthly income would be based on the average net self-employment income paid in the 6 months immediately before the NS/SV training.
12. **Replacement Option**
 - For NSmen/SVs who are doctors or drivers, they can claim the replacement fees incurred as a result of engaging a locum doctor or relief driver to cover their duties during their absence. Please note that replacement fees is claimable only if clinic / business is in operation during NS/SV training and the claim is submitted **at least 2 weeks** before the commencement of NS/SV training.

Claimable Income/Components	Non Claimable Income/Components
<ul style="list-style-type: none"> ▪ Net Profit / Trade Income / Proprietor's / Partner's Salary ▪ Commission (for Insurance Industry) <ul style="list-style-type: none"> - 1st Year, Single Premium and Production Commission (based on personal sales effort) - An additional 42% of 1st year commission in place of Renewal Commissions for Life Insurance Agents - Accident and general insurance commission ▪ Fixed Expenses (e.g. rental, staff salary & CPF) can be claimed if : <ul style="list-style-type: none"> - Average Income Option is selected & Company has to be closed during the NS/SV training and - The claim is submitted at least 2 weeks before the commencement of NS/SV training. ▪ Replacement fee (for hiring locum doctors or relief drivers) can be claimed if : <ul style="list-style-type: none"> - Clinic/business has to be in operation during NS/SV training and - Replacement rates must be consistent with those rates used for private engagement. For locum doctors, guidelines from Singapore Medical Association will also be taken into consideration. 	<ul style="list-style-type: none"> ▪ Interest Income earned on Fixed Deposits ▪ Rental Income ▪ Profit on Sales of Fixed Assets ▪ Ex-gratia Income ▪ Hire-purchase instalment payments ▪ Commission which you continue to receive during NS/SV training (eg. Overriding Commission, Trailer fees, etc) ▪ Capital Gain