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Managing employment disputes at the Tripartite Alliance for Dispute Management (TADM)

The Tripartite Alliance for Dispute Management ([TADM](#)) provides employees and employers with services to resolve salary-related claims and employment disputes.

Employers and employees with salary and dismissal related claims should find out their [options](#) and [register their claims](#) at TADM. For claims resolved through mediation, parties will enter into a [settlement agreement](#) under the Employment Claims Act.

TADM provides advisory and [mediation services](#) before claims can be heard at the [Employment Claims Tribunals](#) (ECT).

Claims that cannot be resolved through mediation will be issued with a [claim referral certificate](#) and referred to the ECT.

Types of claims

These are the types of claims that can be heard at ECT. They need to be first filed at TADM.

For employees	<ul style="list-style-type: none"> Statutory salary-related claims from all employees covered by the EA, RRA and CDCA. Contractual salary-related claims by all employees, except domestic workers, public servants and seafarers. Wrongful dismissal claims from all employees covered by the EA and CDCA.
For employers	<ul style="list-style-type: none"> Claims for salary in lieu of notice for all employers.

Maximum claim amount

You can claim:

- Up to \$20,000.
OR
- Up to \$30,000 if you go through [Tripartite Mediation Framework](#) or mediation assisted by unions recognised by the Industrial Relations Act.

Note

If your claim exceeds the maximum amount, you must forego the excess amount to be able to enter into a settlement agreement under the Employment Claims Act, or to enable your case be heard by the ECT.

When to file your claim

For statutory and contractual salary-related claims:

Still employed by the company	Within 1 year after the dispute arose.
No longer employed by the company	Within 6 months from your last day of work.

For wrongful dismissal claims:

For pregnant employees	If you feel that you've been wrongfully dismissed without being paid your maternity benefits, you must file your claim within 2 months from the day of your confinement.
For other types of wrongful dismissal claims	Within 1 month from your last day of work.

Tripartite Mediation Framework

The Tripartite Mediation Framework ([TMF](#)), in accordance with the Industrial Relations Act, allows more employees to benefit from tripartite mediation as an option to resolve employment disputes.

From **1 April 2019**, employees will also be able to tap on the TMF to resolve [wrongful dismissal disputes](#).

Eligibility for tripartite mediation

- All [PMEs](#) who are union members in non-unionised companies.
- Rank-and-file union members in non-unionised companies.

Coverage of issues

- Employment statutory benefits, e.g. salary arrears, overtime pay, public holiday and rest day pay, maternity and other leave.
- Re-employment issues.
- Breach of individual employment contracts.
- Payment of retrenchment benefits.
- Wrongful dismissal issues.

Financial relief for unpaid salary claims

TADM also operates a short-term relief fund to help local low-income claimants, if their employer cannot pay their salary arrears due to business failure. [TADM](#) will assess if claimants qualify for the financial relief.

Mediation for disputes not covered under employment laws

Employees can contact [TADM](#) for assistance if they have a dispute that is not covered under employment laws.

Mediation for self-employed persons

Self-employed persons ([SEPs](#)) who encounter payment disputes with service-buyers can:

- Approach [Small Claims Tribunals](#) ([SCT](#)).
- Approach their sector agencies, such as:

Sector agency	Contact for more info
LTA	✉ feedback@lta.gov.sg

- Approach [TADM](#).

Tip

Download and use the [KETs template for SEPs](#).

More information

- [Second Reading Speech for the Employment Claims Bill 2016 by Mr Lim Swee Say, Minister for Manpower, 15 August 2016](#)
- [MOM's response to the Employment Claims Tribunals public consultation, 15 August 2016](#)
- [Infographics on Employment Claims Tribunals](#)
- [Factsheet on voluntary mediation services for self-employed persons](#)