

## Best Practices for FEDA Compliance

This guide has been prepared to support members in understanding and implementing the revised requirements under the Foreign Employee Dormitories Act (FEDA). It sets out industry best practices and case examples to help dormitory operators navigate compliance more confidently and effectively. By consolidating regulatory expectations with operational insights from the ground, the guide aims to provide a clear, practical reference that enhances compliance standards, safeguards resident welfare, and strengthens the professionalism of the dormitory sector.

Relevant FEDA Section	Suggested Best Practices	
	Employer-run Dorms	Commercial Dorms
<b>3.4 – House Rules / Penalties</b>  Lack of effective deterrents for repeated rule-breaking	<b>Adopt Point System</b> <ul style="list-style-type: none"> <li>• Dormitories may develop in-house progressive disciplinary framework (for example 24 points system)</li> <li>• Disciplinary actions may follow an escalation framework: 6 points (verbal warning) → 12 points (written warning) → 18 points (employer involvement) → 24 points (eviction)</li> <li>• Proper documentation and incident logs can be recorded for transparency</li> <li>• Photographic evidence can be recorded and stored to prevent disputes</li> </ul>	
	<b>Peer Support System</b> <ul style="list-style-type: none"> <li>• Can adopt peer leaders, buddy system or dorm ambassadors to reinforce positive behaviour</li> </ul>	
	<b>Alternate Enforcement</b> <ul style="list-style-type: none"> <li>• For offences that are regulatory in nature (e.g. vaping, smoking in non-designated area, etc), inform the relevant government organisation (e.g. HSA, NEA) for action</li> </ul>	

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<p><b>3.4 – House Rules / Penalties</b></p> <p>Lack of effective deterrents for repeated rule-breaking</p>	<p><b>Alternate Enforcement</b></p> <ul style="list-style-type: none"> <li>Limit errant resident from working OT, which may result in resident having lesser pay</li> <li>Make following the House Rules part of assessment during performance appraisal which may result in deduction of bonus for poor performing residents</li> </ul>	<p><b>Alternate Enforcement</b></p> <ul style="list-style-type: none"> <li>Limit errant resident from using dormitory's facilities for a stated period of time</li> </ul>
<p><b>5.4 – Bicycle Parking, requires orderly parking</b></p> <p>Clutter and abandoned bicycles without penalty enforcement</p>	<p><b>Orderly Parking within Dormitory Premises</b></p> <ul style="list-style-type: none"> <li>Dormitories may adopt a system in which residents register their bicycles with the dormitories</li> <li>Each registered bicycle may be issued a unique identification sticker (e.g. company logo or other identifying sticker)</li> <li>Residents to be informed that bicycles without proper identification sticker or parked outside of designated areas may be removed and disposed of</li> </ul>	
		<ul style="list-style-type: none"> <li>Employers can be roped in to remind their workers to follow the dormitory's rules on bicycle parking</li> </ul>

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<p><b>5.4 – Bicycle Parking, requires orderly parking</b></p> <p>Clutter and abandoned bicycles without penalty enforcement</p>	<p><b>Outside Dormitory Premises</b></p> <ul style="list-style-type: none"> <li>• Operators may work with government agencies for the removal and disposal of chained bicycles every 6 months: <ul style="list-style-type: none"> <li>○ LTA – if bicycles are found along public paths, causing obstructions</li> <li>○ NParks - if bicycles are found along park connectors or green spaces, posing safety or environmental risks</li> </ul> </li> <li>• Multi-lingual notices can be placed on bicycles to be cleared 14 days in advance to minimise misunderstanding</li> </ul>	
<p><b>8.1–8.6 – Cooking &amp; Catering</b></p> <p>Lack of designated space for food drop-off</p>	<p><b>Catered Food Storage</b></p> <ul style="list-style-type: none"> <li>• Only caterers with valid Singapore Food Agency (SFA) licence may deliver food into the dormitory</li> <li>• Approved caterers may rent secure storage compartments from dormitory or use lockers provided that are secured with number locks (Refer to Annex A)</li> <li>• Food delivered should be kept in insulated containers until collection by residents (Refer to Annex B)</li> </ul>	
<p>Provide storage for non-approved caterers</p>	<p><b>Non-Approved Caterers</b></p> <ul style="list-style-type: none"> <li>• Residents repeatedly ordering from such caterers may be identified and be subjected to in-house progressive disciplinary framework</li> </ul>	<p><b>Non-Approved Caterers</b></p> <ul style="list-style-type: none"> <li>• Employers of workers who repeatedly ordered from such caterers can be informed</li> <li>• Dormitories can inform employers that they are only allowed to order food from approved caterers</li> </ul>

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	Employer-run Dorms	Commercial Dorms
<b>9.1 &amp; 9.1.1 – Washing Machines;</b>  <b>9.3 – Drying Facilities</b>  Abuse of machines (small loads, overuse)  "Unsightly" drying areas	<b>Laundry Services</b> <ul style="list-style-type: none"> <li>Dormitories will need to provide AT LEAST ONE mode of laundry services to residents free of charge</li> <li>If washing machines is the ONLY mode of laundry services available, they will need to be provided free of charge. A limited-use system may be implemented (e.g. each resident allocated a fixed number of tokens or QR code scanning per week/month)</li> <li>Misuses can be addressed under Dormitory's in-house progressive disciplinary framework</li> <li>Dormitories may also consider providing a free laundry collection service 2–3 times per week; this will allow coin-operated washing machines to still be in operation</li> </ul>	
	<ul style="list-style-type: none"> <li>Can pool resources with other dormitories in close proximity to provide a joint laundry service</li> </ul>	<ul style="list-style-type: none"> <li>Dormitories Operators can still charge employers for laundry services</li> </ul>
	<b>Drying Facilities</b> <ul style="list-style-type: none"> <li>Should sufficient and convenient sheltered facilities be available for residents to dry their clothes, coin-operated dryer is still allowed</li> </ul>	

These best practices are intended as a living framework, to be reviewed and refined regularly in consultation with dormitory operators, employers, residents, and relevant government agencies.

As the removal of fines for residents poses new challenges for DOs, DASL warmly welcomes our members to share their own suggestions and practices on managing

dormitories effectively. Best practices selected may be consolidated and shared with the wider industry for possible adoption.

For feedback, clarifications, or further assistance, please contact:

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## Annex A – Examples of Food Storage Cabinet



## Annex B – Examples of Insulated Container

