

Building a Singapore Made For Families

An overview of support for Marriage & Parenthood



Contents

<i>Introduction</i>	3
<i>Getting Together</i>	4
<i>Your Home Matters</i>	6
<i>Getting Ready for Baby</i>	10
<i>Raising Your Child</i>	12
<i>Managing Work and Family Life</i>	18
<i>Moving Around with Ease</i>	22



The Marriage & Parenthood Package provides comprehensive support for Singaporeans to fulfil their aspirations to get married and raise families. The Package has been enhanced over the years to address the evolving needs of Singaporeans.

To assure families in Singapore of support from the Government and society at large, the “Made For Families” brand mark was launched in June 2020 to reflect all our stakeholders’ efforts in building a conducive environment that supports and values families. Employers, corporates and community groups who adopt the brand mark have practices, initiatives, programmes, amenities, products or services that are family-friendly. Visit www.madeforfamilies.gov.sg for more information.

Deputy Prime Minister and Minister for Finance Mr Lawrence Wong announced in the 2023 Budget Statement that the Government will enhance financial and parental leave measures for parents, with more support provided in the child’s early years. Read more about the enhanced measures at go.gov.sg/mp2023enhanced-release.

Together, we can play a part in Building a Singapore Made For Families.



Getting Together



Grow Your Social Circles

- The **Social Development Network (SDN)** collaborates with a variety of commercial and community partners to facilitate events and programmes for singles to meet and interact.
- SDN also works with partners to offer lifestyle activities at subsidised costs.
- Visit <https://sdn.sg> for more information.

Marriage Preparation and Enrichment Programmes

- The Ministry of Social and Family Development (MSF), through its network of partners, supports and provides marriage education programmes to couples.
- These programmes provide tips on building a strong and long-lasting marriage.
- Visit go.gov.sg/ffl-mff-marriageprep for a list of marriage preparation and enrichment programmes supported by MSF.



Saying "I Do"

Registering your marriage in Singapore is a simple three-step process:

1. **File a notice of marriage online¹** through the Registry of Marriages' (ROM) website at <https://www.marriage.gov.sg/civil/marriage-process>, or submit your marriage application to the Registry of Muslim Marriages' (ROMM) website via <https://www.marriage.gov.sg/muslim/marriage-process>.
2. **Verify your information and make a declaration.**
3. **Proceed to solemnise on the day of marriage.²** Visit ROM's or ROMM's shared portal at <https://www.marriage.gov.sg> for more information.

1. The earliest date which you may solemnise your marriage for ROM and ROMM is 21 days after submitting your marriage application.

2. For ROM, your marriage application will expire 12 months after submission. For ROMM, your marriage application will expire 150 days from the date of submission. You will need to submit a new application if your marriage application has expired.

Your Home Matters



Faster Access to Housing

- **BTO supply is being ramped up to meet strong demand for public housing.**
 - Up to 23,000 flats are being launched per year in 2022 and 2023.
 - Waiting times will be kept as short as possible without compromising on safety and quality.
- **[From August 2023]** Eligible first-timer families with a child aged 18 and below, and first-timer married couples aged 40 and below, will receive an additional ballot for their flat applications, on top of the two ballot chances given to first-timer families.
- Sale of Balance Flats (SBF) and open booking of flats help young couples book a flat faster. For 3-room and larger flats, at least 95% of the SBF public flat supply is set aside for first-timers.
- At least 95% of BTO flats in the mature estates are set aside for first-timer families. Starting from the August 2022 BTO launch, at least 95% of the four-room and larger BTO flats and 85% of three-room BTO flats in non-mature estates are set aside for first-timer families, up from 85% and 70% respectively.
- Other first-timer families continue to get two ballot chances, and an additional ballot for each subsequent BTO application in non-mature estates after two unsuccessful BTO applications in the non-mature estates. Those expecting or with a child aged 18 or below enjoy priority under the **Parenthood Priority Scheme (PPS)**.

From the August 2023 BTO exercise, PPS will be expanded to include First-Timer (Parents & Married Couples) (FT(PMC)) applicants, and renamed Family and Parenthood Priority Scheme (FPPS). This means that young married couples who do not yet have children can receive priority under FPPS if they qualify as FT(PMC). Up to 40 per cent of BTO flats and up to 60 per cent of SBF flats will be set aside for FPPS.

- **Parenthood Provisional Housing Scheme (PPHS)**

Families awaiting the completion of their new flats, with monthly household income of \$7,000 or below, can rent a flat from HDB at subsidised rates.

- **Fiancé/Fiancée Scheme**

Couples can apply for a new or resale Housing & Development Board (HDB) flat before officially registering their marriage.

- First-timer couples who are full-time students/NSFs can defer the income assessment for housing grant and loan until just before key collection, instead of at the flat application stage.

- **Third Child Priority Scheme**

Large families with at least three children are eligible with up to 5% of BTO flats/SBF units set aside to accommodate larger households.

Helping Families Live Closer Together

- **Proximity Housing Grant (PHG)** of up to \$30,000 for families buying a resale flat to live with or near (within 4km) their parents/children.
- **3Gen flats, Married Child Priority Scheme (MCPS) and Multi-Generation Priority Scheme (MGPS)** for those who are buying new flats and wish to live with or near their parents/married children.

More Affordable Housing

- **[New]** Increase CPF Housing Grant by \$30,000 (i.e. \$80,000 for 4-room or smaller resale flats) and \$10,000 (i.e. \$50,000 for 5-room or larger resale flats) for first-timer families.

- The **monthly household income ceiling** for a family buying a new HDB flat, a resale flat with the Family Grant and/or for taking an HDB housing loan, is \$14,000.
- The monthly household income ceiling for a family buying a new Executive Condominium from a developer is \$16,000.
- **Staggered Downpayment Scheme**
Applicants can pay their HDB down payment in two instalments.
- **Enhanced CPF Housing Grant (EHG)**
Eligible first-timer families can receive up to \$80,000 when buying a new or a resale flat, regardless of flat type or location.

All in all, first-timer families can receive up to \$80,000 in grants when buying a new flat, and up to \$190,000 when buying a resale flat:



To find out more information about HDB's housing schemes, visit www.hdb.gov.sg

New Flats:



	Regardless of flat type and estate	
EHG*		Up to \$80,000 (on top of market discount) income ceiling: \$9,000

Resale Flats:



	4-room or smaller	5-room or larger
CPF Housing Grant	 \$80,000 Income ceiling: \$14,000	 \$50,000 Income ceiling: \$14,000
EHG*	Up to \$80,000. Income ceiling: \$9,000	
PHG	Up to \$30,000. No income ceiling	

*Indicates the full grant amount given to you when you purchase a flat with a remaining lease that covers you to at least age 95. Pro-rated if otherwise.

- The **Step-Up Housing Grant** of \$15,000, is available to existing owners of subsidised 2-room flats in the non-mature estates buying a 3-room new or resale flat in the non-mature estates, and second-timer public rental tenants who are buying a 2-room or 3-room, new or resale flat in the non-mature estates.

- **Fresh Start Housing Scheme** to help second-timer families with young children living in public rental flats attain home ownership again.



Getting Ready For Baby

MediSave Maternity Package

Couples can use their MediSave for pre-delivery and delivery medical expenses. The withdrawal limits, depending on the delivery procedure and length of stay in the hospital, are as follows:

- Up to \$900 for pre-delivery medical expenses.
- Between \$750 and \$2,600 for delivery expenses depending on type of procedure.
- Up to \$550 per day for the first two days of admission and \$400 per day from the third day onwards.

MediShield Life Coverage for Delivery-Related Complications

Mothers who encounter serious pregnancy and delivery-related complications such as eclampsia, cervical incompetency and post-partum haemorrhage can tap on MediShield Life to pay for their inpatient treatments.

Support for Assisted Conception Procedures

- Eligible couples can tap on **MediSave for Assisted Conception Procedures (ACPs)** which include Intra-Uterine Insemination

(IUI) and Assisted Reproduction Technology (ART) such as In-Vitro Fertilisation at both public and private Assisted Reproduction (AR) centres, at up to \$6,000 for the first cycle, \$5,000 for the second cycle, and \$4,000 for the third and subsequent cycles, subject to a lifetime limit of \$15,000 per patient.

- **Government co-funding for ACP** of up to 75% for eligible couples below 40 years old undergoing treatments at public AR centres. This includes:
 - o A maximum of 3 fresh and 3 frozen cycles for ART treatment; and
 - o Three cycles of IUI.

	Singapore Citizen (SC) Couple	SC-Permanent Resident Couple	SC-Foreigner Couple
Fresh ART cycles (up to 3 cycles)	75%; up to \$7,700	55%; up to \$5,700	35%; up to \$3,600
Frozen ART cycles (up to 3 cycles)	75%; up to \$2,200	55%; up to \$1,600	35%; up to \$1,000
IUI (up to 3 cycles)	75%; up to \$1,000	55%; up to \$700	35%; up to \$500

*Government co-funding can be applied to two out of the existing six co-funded ART cycles for women aged 40 and above, as long as they have attempted assisted reproduction or IUI procedures before age 40.

- No age limit for ART treatments and the maximum number of ART cycles a woman can undergo in her lifetime.
- To provide financial support for those who would like to conceive but are at risk of transmitting serious inheritable diseases to their offspring, eligible couples who undergo Pre-implantation Genetic Testing for Monogenic/Single Gene Defects (PGT-M) and Chromosomal Structural Rearrangements (PGT-SR) can receive up to 75% in Government co-funding. They can also tap on their own or their spouse's MediSave to defray costs.



Learn more about fertility health and the types of fertility treatments at go.gov.sg/fertility-health-myths

Raising Your Child



Financial Support

[Enhanced for eligible Singaporean children born on or after 14 February 2023]
Baby Bonus Scheme

- Comprises the **Baby Bonus Cash Gift** and the **Child Development Account (CDA)**.
- Baby Bonus Cash Gift to be given out on a regular basis, once every six months till the child turns six-and-a-half years.

CDA is a special savings account where savings deposited by parents are matched dollar-for-dollar by the Government, up to a cap.

CDA First Step Grant: A \$5,000 Government contribution to the CDA given without parents having to save in the CDA first.

Baby Bonus Cash Gift* (Enhanced)

Birth Order	Baby Bonus Cash Gift (for each child)
1st & 2nd Child	\$11,000 (+\$3,000)
3rd & subsequent Child	\$13,000 (+\$3,000)

*The figures in bold reflect post-enhancement amounts, with changes from current quantum indicated in parentheses.

CDA (Enhanced)

Birth Order	CDA		Total Government Contributions (a+b)
	CDA First Step Grant ³ (a)	Maximum Government co-matching ⁴ (b)	
1st Child	\$5,000 (+\$2,000)	\$4,000 (+\$1,000)	\$9,000 (+\$3,000)
2nd Child		\$7,000 (+\$1,000)	\$12,000 (+\$3,000)
3rd Child		\$9,000	\$14,000 (+\$2,000)
4th Child			
5th and Subsequent Child		\$15,000	\$20,000 (+\$2,000)

*The figures in bold reflect post-enhancement amounts, with changes from current quantum indicated in parentheses.

3. The First Step Grant is automatically deposited after the CDA is opened.

4. The Government will match dollar-for-dollar when parents save in the CDA, up to the respective amounts stated in the table.



Note: Please refer to <https://go.gov.sg/bbs2023-enhanced> for the eligibility and implementation timeline of the enhanced Baby Bonus Scheme

Levy Concession for a Migrant Domestic Worker

Concessionary levy of \$60 per month for families with a Singapore Citizen child below 16 years old.

Tax Reliefs and Rebates

• Parenthood Tax Rebate (PTR)

Parents can claim the following amount under PTR:

Child Order	1st Child	2nd Child	3rd & Subsequent Child
Rebate Amount (per child)	\$5,000	\$10,000	\$20,000

• Qualifying Child Relief (QCR) and Handicapped Child Relief (HCR)

- Tax relief of \$4,000 per child under QCR.
- Tax relief of \$7,500 per child under HCR.

• Working Mother's Child Relief (WMCR)*

- A working mother can claim the following amount under WMCR:

Child Order	1st Child	2nd Child	3rd & Subsequent Child
Percentage of Mother's Earned Income (per child)	15%	20%	25%

*The WMCR will be changed from a percentage of the eligible mother's earned income to a fixed dollar tax relief for qualifying children born or adopted on or after 1 January 2024, with effect from the Year of Assessment 2025. More information on the adjustments to the WMCR can be found at go.gov.sg/mp2023enhanced-infographic.

- The total WMCR amount that an eligible mother can claim for all her qualifying children is capped at 100% of her earned income for the Year of Assessment.
- The total amount of QCR/HCR and WMCR claimable for each child is capped at \$50,000.
- **Grandparent Caregiver Relief (GCR)**
 - \$3,000 tax relief for a working mother whose parent, parent-in-law, grandparent, or grandparent-in-law is looking after her child aged 12 years and below in the previous year.
 - There is no age criteria for the child if the child is handicapped and unmarried in the previous year.
- **Foreign Domestic Worker Levy Relief ****
 - Eligible women can claim tax relief of twice the amount of migrant domestic worker levy paid in the previous year on one migrant domestic worker.
- **Waiver for Passport Application Fee for Newborn**
 - Application fees will be waived for parents who are applying for the first passport for their Singapore Citizen children.



To enjoy the waiver, parents must submit the passport application online (www.ica.gov.sg) anytime on or before the child's first birthday.

Preschool

Government-Supported Preschools

- Parents can enrol their children in MOE Kindergartens (MKs) which are directly run by the Government, or Government-supported preschools under the Anchor Operator and Partner Operator schemes. Anchor Operator and Partner Operator preschools are subject to fee caps and quality requirements.

Types of preschools

- **Infant care services** for infants aged between two and 18 months.
- **Childcare centres** for children aged between 18 months and below seven years old.
- **Kindergartens** for children between 18 months and below seven years old (half-day programme).

MOE Kindergartens – Early Years Centre Partnership

MKs provide quality and affordable preschool education to Singapore Citizens and Permanent Residents aged 5 and 6. MKs offer four-hour K1 and K2 programmes and all MKs are sited in primary schools. Kindergarten Care (Kcare) is available at all MKs for parents who require full-day services for their child.

MOE partners two Anchor Operators – PCF Sparkletots (PCF) and NTUC First Campus My First Skool (MFS) to provide a continuum of quality and affordable preschool education for children aged two months to six years. Under the MK – Early Years Centre (MK-EYC) model, PCF and MFS operate EYCs that provide preschool services for children aged two months to four years. Eligible children in the EYCs are guaranteed a place at a partner MK and can choose to enrol at the MK to continue their K1 and K2 programme, ensuring a seamless transition to K1 in the year they turn five.

Expanding Childcare/Infant Care Capacity

- 80% of preschoolers can have a place in a government-supported preschool by around 2025 (an increase from over 60% today).
- Over 200,000 full-day preschool places are available today. ECDA will work with Anchor Operators to develop 22,000 more places over the next two years.

Quality Early Childhood Development

- The National Institute of Early Childhood Development (NIEC) was set up as the national training institute for EC educators, to consolidate and uplift the quality of training for early childhood professionals.
- The Early Childhood Development Centres Act ensures higher and more consistent standards across kindergartens and childcare centres.

Subsidies for Preschool

- **Basic Subsidy** of \$600 for full-day infant care and \$300 for full-day childcare for working mothers.
 - Families with non-working mothers are eligible for a Basic Subsidy of up to \$150 per month.
- Families with working mothers, and with gross monthly household incomes of \$12,000 and below, are eligible for **Additional Subsidies** of up to \$467 and \$710 per month for full-day childcare and infant care programmes respectively.
- Families with gross monthly household incomes of \$12,000 and below, which have children enrolled in kindergarten programmes in

**This scheme will be lapsed from Year of Assessment 2025. The total amount of all tax reliefs an individual can claim is capped at \$80,000 for each Year of Assessment.

an Anchor Operator preschool or MOE Kindergarten, are eligible for the **Kindergarten Fee Assistance Scheme**.

- In the medium term, we aim to lower fee caps for full-day childcare at government-supported preschools, so that working families with a child in full-day childcare pay around the equivalent of fees for primary school plus after-school student care, before means-tested subsidies.

MONTHLY SUBSIDY FOR FULL-DAY INFANT CARE PROGRAMMES

(for working mothers with Singapore Citizen infants aged 2 to 18 months)

Monthly Household Income	Per Capita Income (PCI)	Basic Subsidy (a)	Max. Additional Subsidy (b)	Max. Total Subsidy (a+b)
\$3,000 and below	\$750 and below	\$600	\$710	\$1,310
\$3,001 to \$4,500	\$751 to \$1,125		\$640	\$1,240
\$4,501 to \$6,000	\$1,126 to \$1,500		\$500	\$1,100
\$6,001 to \$7,500	\$1,501 to \$1,875		\$380	\$980
\$7,501 to \$9,000	\$1,876 to \$2,250		\$240	\$840
\$9,001 to \$10,500	\$2,251 to \$2,625		\$100	\$700
\$10,501 to \$12,000	\$2,626 to \$3,000		\$40	\$640
Above \$12,000	Above \$3,000		N/A	\$600

Parents can access the Early Childhood Development Agency's Preschool Search Portal via <https://cms.ecda.gov.sg/preschool> to (i) search for centres, (ii) register interest with a centre, and (iii) find out if a particular centre has vacancies.

MONTHLY SUBSIDY FOR FULL-DAY CHILDCARE PROGRAMMES

(for working mothers with Singapore Citizen children aged above 18 months to below 7 years old)

Monthly Household Income	Per Capita Income (PCI)	Basic Subsidy (a)	Max. Additional Subsidy (b)	Max. Total Subsidy (a+b)
\$3,000 and below	\$750 and below	\$300	\$467	\$767
\$3,001 to \$4,500	\$751 to \$1,125		\$440	\$740
\$4,501 to \$6,000	\$1,126 to \$1,500		\$340	\$640
\$6,001 to \$7,500	\$1,501 to \$1,875		\$260	\$560
\$7,501 to \$9,000	\$1,876 to \$2,250		\$190	\$490
\$9,001 to \$10,500	\$2,251 to \$2,625		\$130	\$430
\$10,501 to \$12,000	\$2,626 to \$3,000		\$80	\$380
Above \$12,000	Above \$3,000		N/A	\$300

Larger families (five members or more) with three or more dependants can choose to calculate their Additional Subsidy on a per capita income (PCI) basis, as follows: PCI = total gross monthly household income of family members/number of family members living in the same household.

Strengthening Support for Education

- Significant subsidies throughout all levels of education.
- Enhanced MOE Financial Assistance Scheme and School Meals Programme to provide more support for lower-income families.
- After-school care available in all primary schools.
- Lower-income families can receive up to 98% subsidies for student care fees under the Student Care Fee Assistance scheme.
- Bursaries for students in publicly-funded Post-Secondary Education Institutions.
- Higher bursaries for students from lower- and middle-income families studying in Polytechnics, Autonomous Universities, ITEs, NAFA, and LASALLE.



Healthcare

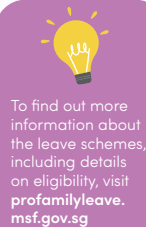
- \$4,000 **MediSave Grant for Newborns** deposited into the child's MediSave account. Supports the child's healthcare expenses, such as MediShield Life premiums, recommended childhood vaccinations, hospitalisation and approved outpatient treatments.
- **MediShield Life** is a national basic health insurance scheme for all Singapore Citizens and Permanent Residents which helps to pay for large hospital bills and selected costly outpatient treatments.
 - All Singapore Citizens babies, including those with congenital and neonatal conditions, are automatically covered from birth.
- **Singaporean children enjoy free nationally recommended vaccinations and childhood developmental screenings**
 - Fully-subsidised childhood vaccinations recommended under the National Childhood Immunisation Schedule (NCIS) at polyclinics and all Community Health Assist Scheme (CHAS) General Practitioner (GP) clinics.
 - **Free childhood developmental screenings** at polyclinics and all CHAS GP clinics.
- **Mother-child dyad services at polyclinics**
 - Mothers can access healthcare services together with their children at 9 polyclinics as at 1 March 2023 (e.g. Mothers who bring their newborns for vaccination can be screened for postnatal depression during regular vaccination appointment for their children at polyclinic).



Managing Work and Family Life

Parental Leave and Benefits

- 16 weeks of **Government-Paid Maternity Leave**
 - Working mothers who are not eligible due to their work arrangements may apply for **Government-Paid Maternity Benefit**.
- 2 weeks of **Government-Paid Paternity Leave [Enhanced]**
 - Government-Paid Paternity Leave (GPPL) will be doubled from 2 to 4 weeks* for eligible working fathers of children born from 1 January 2024 onwards. Visit go.gov.sg/mp2023enhanced-infographic to find out more.
 - Working fathers who are not eligible due to their work arrangements may apply for **Government-Paid Paternity Benefit (GPPB)**. For eligible working fathers of children born from 1 January 2024 onwards, GPPB will be doubled from 14 days of income to 28 days of income.
- **Government-Paid Shared Parental Leave:**
 - Eligible working fathers can share up to 4 weeks of their spouse's Maternity Leave or Adoption Leave.
- **Government-Paid Childcare Leave and Extended Childcare Leave:**
 - 6 days per year per working parent whose youngest child is aged below 7 years old.



To find out more information about the leave schemes, including details on eligibility, visit profamilyleave.msf.gov.sg

* The additional 2 weeks are given on a voluntary basis. Employers who are ready to grant the additional 2 weeks of GPPL will be reimbursed by the Government.

- 2 days per year per working parent whose youngest child is aged 7 – 12 years old.

• **Unpaid Infant Care Leave [Enhanced]:**

- 6 days of Unpaid Infant Care Leave (UICL) per working parent per year in the child's first 2 years, for parents with children below 2 years old.
- From 1 January 2024 onwards, UICL will be increased by an additional 6 days per parent per year for eligible parents. Each parent can take a total of 12 days of UICL per year in the child's first 2 years. Visit go.gov.sg/mp2023enhanced-infographic to find out more.

- 12 weeks of **paid Adoption Leave**** for working adoptive mothers of infants below 1 year old
 - Working adoptive mothers who are not eligible due to their work arrangements may apply for **Government-Paid Adoption Benefit**.
- **Maternity Protection for Pregnant Employees:** Pregnant employees who are retrenched or dismissed without sufficient reasons at any stage of their pregnancy are eligible for this protection.
 - Employees cannot be dismissed while on Maternity Leave.

Family-Friendly Workplaces

The Government has introduced various initiatives to foster family-friendly workplaces:



Tripartite Standard on Flexible Work Arrangements (FWAs)

Employers who adopt this Tripartite Standard⁵ agree to:

- offer FWAs
- communicate the types of FWAs available, the application process, expectations on use and outcomes of FWA requests in a timely manner
- evaluate FWA applications fairly
- appraise employees on FWAs based on work outcomes

FWAs are a variation of the usual work arrangement, such as:

- Flexi-time (Work timing/duration)
- Flexi-place (Work location)
- Flexi-load (Work scope)

5. The Tripartite Standards are an initiative to increase the adoption of fair and progressive workplace practices in Singapore by recognising progressive employers who adopt the recommended practices under the Standards.

** Working, adoptive fathers may be eligible for GPPL or GPPB.

A new set of Tripartite Guidelines on flexible work arrangements will also be introduced by 2024, that will require employers to fairly and properly consider employees' requests for flexible work arrangements.

Tripartite Standard on Unpaid Leave for Unexpected Care Needs

Employers who adopt this Tripartite Standard agree to provide the following leave measures:

- Up to 4 weeks of unpaid leave per year for employees if their child is aged under 2 years and was born (a) pre-term, (b) as part of multiple births, or (c) with congenital or any other medical conditions.
- Up to 2 weeks of unpaid leave per year for employees caring for immediate family members during or after hospitalisation.

Tripartite Standard on Work-Life Harmony

Employers who adopt this Tripartite Standard agree to provide work-life support.

- Adopt the Tripartite Standard on Flexible Work Arrangements (FWAs).
- Provide at least two employee support schemes (e.g. on-site childcare facilities, eldercare subsidies, health and wellness programmes) for all its employees and encourage the utilisation of such schemes.
- Discuss arrangements for employees with caregiving responsibilities, such as the option to reduce work hours (with a commensurate reduction in pay), or alternative support arrangements (e.g. flexi-time or flexi-place).
- Provide at least two⁶ enhanced leave benefits (e.g. compassionate leave, extended childcare leave) and encourage the utilisation of maternity, paternity childcare leave and annual leave.

Building and Construction Authority's (BCA) Accessibility Fund

Co-funds up to 60% of construction costs for Universal Design (UD) features, including family-friendly features such as nursing rooms, when private buildings with basic accessibility features — built before 2013 — undergo accessibility upgrading to put in UD features. This is capped at \$100,000 per development.

6. The list of (a) possible employee support schemes is at "<https://www.tal.sg/tafep/Employment-Practices/Work-Life-Harmony/Employee-Support-Schemes>"; and (b) possible enhanced leave benefits is at "<https://www.tal.sg/tafep/Employment-Practices/Work-Life-Harmony/Leave-Schemes>".

Work-Life Ambassador Scheme

- The scheme brings together business leaders, HR practitioners, and working individuals to share their work-life experiences and knowledge with employers and employees to promote and better implement work-life harmony.

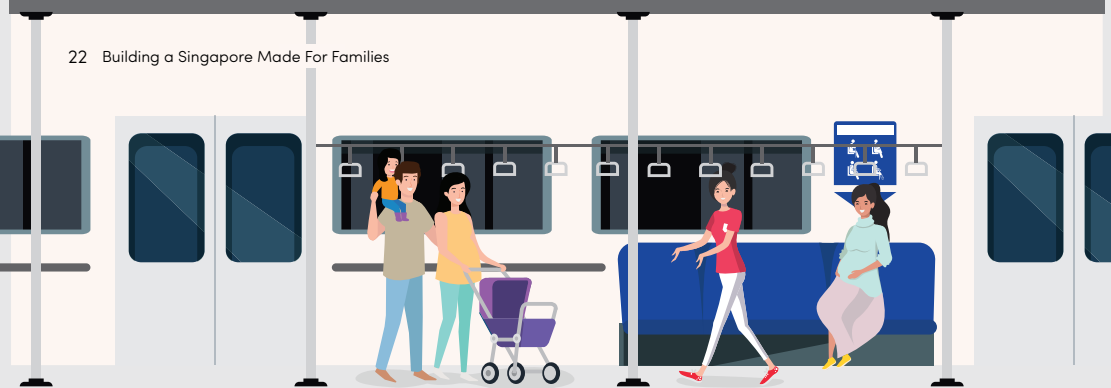
Resources on Work Life Harmony

- The Tripartite Alliance for Fair & Progressive Employment Practices (TAFEP) offers resources on their online portal to help support employers in implementing flexible work arrangements and other progressive work-life strategies and practices. Visit tal.sg/tafep/resources to find out more.
- TAFEP also conducts **Tripartite Standards Clinics** on flexible work arrangements and work-life harmony for additional guidance on adopting these Tripartite Standards.

Family Bonding

- Family Fun. Family Time – A series of thematic and interactive programmes by People's Association Family Life Champions (FLCs) to encourage families to foster stronger ties and to equip parents with essential parenting knowledge and skills.
- ActiveSG Active Parents by Sport Singapore offers a full suite of resources like sporty activities and game ideas, educational series and parenting tips for families. These promote family bonding and empower parents to play an active role in their children's lives.
- Families for Life offers a wide range of events and activities across Singapore such as the annual I Still Do campaign, National Family Week, and Celebrating Our Grands to promote family bonding and to strengthen family relationships.
- Parenting Programmes: Free parenting programmes offered through more than 300 primary and secondary schools, preschools, and community partners to develop stronger parent-child relationships.





Moving Around with Ease

More Inclusive, Family-Friendly Public Transport System

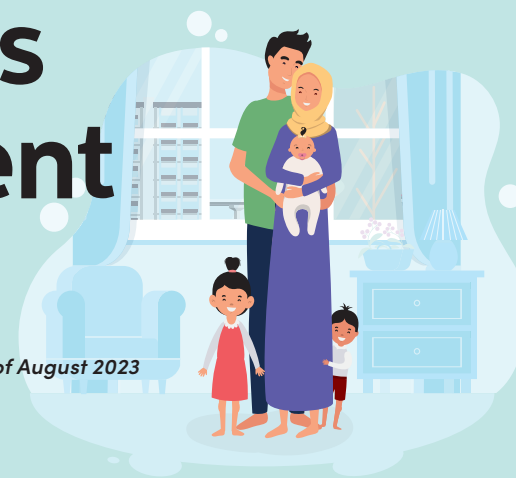


- All public buses have been installed with a stroller restraint device to allow open strollers on board.
- **Baby Care Rooms⁷ at:**
 - All new bus interchanges and integrated transport hubs such as Woodlands Integrated Transport Hub.
 - New MRT interchange stations on Thomson–East Coast Line.
 - All stations on Jurong Region Line and Cross Island Line.
- **Family-friendly amenities with diaper-changing stations at:**
 - All new bus interchanges and integrated transport hubs.
 - Rail lines such as the Thomson–East Coast Line, Circle Line 6, and the upcoming Jurong Region Line and Cross Island Line stations.
- Point-to-point transport providers like Grab, TADA, Gojek and Strides offer child seat options to young children who are below 1.35m in height.
- Child concession cards, which can be applied for at any TransitLink Office, offer free travel on public transport for children below 7 years of age.

7. Baby Care Rooms are where nursing mothers can express milk or breastfeed their babies in a private and comfortable environment. These rooms also allow other family members/caregivers of the babies to bottle-feed them and/or change their diapers.

Examples of Benefits for Different Families

All examples and information are accurate as of August 2023





- **Mr and Mrs Tan are a married couple in their late-20s. They had their first child in 2019 and are expecting their second child in February 2024.**
- **They are both working and Mrs Tan is self-employed. They have a monthly household income of \$7,000.**
- **They recently booked a Build-To-Order (BTO) flat, and are waiting for it to be completed.**

BENEFITS⁸

Housing

- They received an Enhanced CPF Housing Grant of \$25,000.
- They have been renting an HDB flat through the Parenthood Provisional Housing Scheme at subsidised rates while waiting for their BTO flat to be completed.

Healthcare during pregnancy/delivery

- For the delivery of her child, Mrs Tan would be able to withdraw up to \$900 from the couple's MediSave to pay for pre-delivery medical expenses, \$750 to \$2,600 for the delivery procedure, \$550 per day for the first two days of admission and \$400 per day from the third day onwards.
- Mrs Tan will be covered under MediShield Life if she has any serious pregnancy and delivery-related complications and requires inpatient treatment.

Parental Leave

- **To care for and bond with their newborn next year:**
 - ▶ Mrs Tan can take 16 weeks of Government-Paid Maternity Leave.⁹
 - ▶ Mr Tan can take 4 weeks of Government-Paid Paternity Leave,* and up to 4 weeks of Shared Parental Leave (shared from Mrs Tan's Maternity Leave).
 - ▶ Each parent can further take 6 days of paid Childcare Leave, and 12 days of Unpaid Infant Care Leave.**

⁸. Benefits are based on the latest measures as of August 2023.



⁹. If Mrs Tan or Mr Tan do not qualify for Maternity Leave or Paternity Leave because of their employment arrangements (e.g. their employment contract expired before the child's date of birth), they may be eligible for 8 weeks of Government-Paid Maternity Benefit or 4 weeks of Government-Paid Paternity Benefit respectively. This is provided each parent has worked a total of 90 days in the 12 months before their child's birth.

* GPPL will be doubled from 2 to 4 weeks for eligible working fathers of children born from 1 January 2024 onwards. The additional 2 weeks are given on a voluntary basis. Employers who are ready to grant the additional 2 weeks of GPPL will be reimbursed by the Government.

** From 1 January 2024 onwards, UICL will be increased by an additional 6 days per parent per year for eligible parents. Each parent can take a total of 12 days of UICL per year in the child's first 2 years. Visit go.gov.sg/mp2023enhanced-infographic to find out more.

Raising and caring for your child(ren)

- The family will have received up to **a total of \$45,000 in Baby Bonus Cash Gift, Government contributions to the CDA and the MediSave Grant for Newborns** for both children comprising:

Benefits	 First child (born in 2019)	 Second child (born in February 2024)
Baby Bonus Cash Gift	\$8,000	\$11,000
Government contribution to CDA	\$6,000	\$12,000
MediSave Grant	\$4,000	\$4,000
	Up to \$45,000 in Baby Bonus Cash Gift, Government contribution to CDA and MediSave Grant.	

- Mr and Mrs Tan will receive the following **tax reliefs and rebate**:
 - ▶ \$15,000 tax rebate (\$5,000 for first child and \$10,000 for second child) under the Parenthood Tax Rebate, shared between Mr and Mrs Tan.
 - ▶ \$8,000 tax relief under the Qualifying Child Relief (\$4,000 per child), shared between Mr and Mrs Tan.
 - ▶ Tax relief of 15% of Mrs Tan's earned income for her first child under the Working Mother's Child Relief*, and \$10,000 for her second child.
 - ▶ \$3,000 tax relief under the Grandparent Caregiver Relief for Mrs Tan, if one of Mr/Mrs Tan's parents/grandparents look after their child.
- If the couple decides to enrol their child in full-day infant care, they will receive \$974 in infant care subsidies per month (comprising a \$600 Basic Subsidy and a \$374 Additional Subsidy) and pay \$360 out-of-pocket per month¹⁰. They can use the CDA to pay for the out-of-pocket costs for infant care. If they subsequently decide to enrol their first child in full-day childcare, they will receive \$549 in childcare subsidies per

month (comprising \$300 Basic Subsidy and \$249 Additional Subsidy) and pay \$185 out-of-pocket per month.

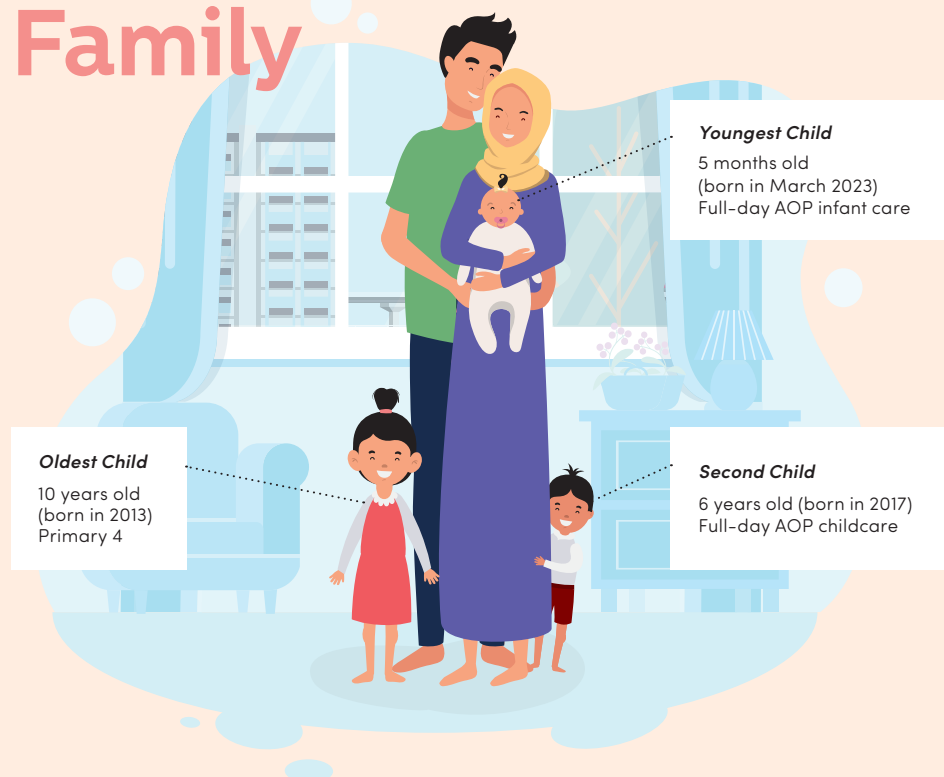
- If the family hires a Migrant Domestic Worker, they can qualify for levy concession if they meet the qualifying criteria. The concessionary rate is \$60 per month (enjoying savings of \$240 per month). Mrs Tan can also enjoy up to \$1,440 tax relief under the Foreign Domestic Worker Levy Relief** scheme.
- The family will enjoy a waiver of the \$70 application fee when applying for their child's first passport.

10. The out-of-pocket amounts are calculated based on the assumption that the child is enrolled in an Anchor Operator (AOP) centre, which has a fee cap of \$1,334 (after GST) and \$734 (after GST) for infant care and child care respectively, and are subject to minimum co-payment amounts. The subsidies are applicable at all licensed preschools, including AOP, POP and not-for-profit and commercial preschools.

*The WMCR will be changed from a percentage of the eligible mother's earned income to a fixed dollar tax relief for qualifying children born or adopted on or after 1 January 2024, with effect from the Year of Assessment 2025. Visit go.gov.sg/mp2023enhanced-infographic to find out more.

**This scheme will be lapsed from Year of Assessment 2025.

Ibrahim Family



- Mr and Mrs Ibrahim have three children aged 5 months, 6, and 10, in full-day Anchor Operator (AOP) infant care, full-day AOP childcare, and primary school respectively.
- Both Mr and Mrs Ibrahim are working and have a monthly household income of \$10,000.
- They currently live in a 4-room BTO flat, which they moved into seven years ago.

BENEFITS¹¹

Raising and caring for children

- The family would have received a total of up to \$61,000 in Baby Bonus Cash Gift, Government contributions to the CDA, and the MediSave Grant for Newborns, comprising:

Benefits	Oldest child (born in 2013)	Second child (born in 2017)	Youngest child (born in March 2023)
Baby Bonus Cash Gift	\$6,000	\$8,000	\$13,000 (+\$3,000)
Government contributions to CDA	Up to \$6,000	Up to \$6,000	Up to \$14,000 (+\$2,000)
MediSave Grant	-	\$4,000	\$4,000
	Up to \$61,000 in Baby Bonus Cash Gift, Government contributions to the CDA, and MediSave Grant for Newborns.		

Note: Benefits received by children in the examples are based on the year they were born.

- As the family has 5 members, they can calculate their eligibility for infant/childcare subsidies using their per capita income (which is $\$10,000/5 \text{ members} = \$2,000$)¹².
 - ▶ For their child in full-day infant care, the family will receive \$834 in **infant care subsidies** per month, and pay \$500 out-of-pocket per month.
 - ▶ For their child in full-day childcare, the family will receive \$479 in **childcare subsidies** per month, and pay \$255 out-of-pocket per month.
 - ▶ The family can use the CDA to pay for the out-of-pocket costs for infant/childcare.

11. Benefits are based on the latest measures as of August 2023. These benefits are in addition to other structural schemes, including education subsidies and annual Edusave contributions.

12. The out-of-pocket amounts are calculated based on the assumption that the children are enrolled in Anchor Operator (AOP) preschools, which have a fee cap of \$1,334 (after GST) and \$734 (after GST) for infant care and child care respectively, and are subject to minimum co-payment amounts. The subsidies are applicable at all licensed preschools, including AOP, POP and not-for-profit and commercial preschools.

Raising and caring for children (Cont'd)

- Mr and Mrs Ibrahim will receive the following **tax reliefs and rebates**:
 - ▶ \$35,000 tax rebate (\$5,000, \$10,000, and \$20,000 for her first, second and third child respectively, given at each child's birth) under the Parenthood Tax Rebate, shared between Mr and Mrs Ibrahim.
 - ▶ \$12,000 tax relief under the Qualifying Child Relief each year (\$4,000 per child), shared between Mr and Mrs Ibrahim.
 - ▶ Tax relief of 60% of Mrs Ibrahim's earned income (15%, 20% and 25% for her first, second and third child respectively) under the Working Mother's Child Relief¹³ for Mrs Ibrahim.
 - ▶ \$3,000 tax relief under the Grandparent Caregiver Relief for Mrs Ibrahim, if one of Mr/Mrs Ibrahim's parents/grandparents look after their children.

Workplace and community support

- This year, Mr and Mrs Ibrahim can each take six days of paid Childcare Leave, and six days of Unpaid Infant Care Leave*.
- Mr Ibrahim's company has also adopted the Tripartite Standard for Flexible Work Arrangements (FWAs), and with the staggered time arrangements, he can vary his daily start and end times to manage his work and family commitments.

13. For Singaporean children born or adopted on or after 1 January 2024, the Working Mother's Child Relief will be changed from a percentage of earned income to a fixed dollar relief. Eligible working mothers will be entitled to the following tax relief for a child based on child order: \$8,000 for her first child, \$10,000 for her second child, and \$12,000 each for her third and subsequent child. This will take effect from 2025.

* From 1 January 2024 onwards, UICL will be increased by an additional 6 days per parent per year for eligible parents. Each parent can take a total of 12 days of UICL per year in the child's first 2 years. Visit go.gov.sg/mp2023enhanced-infographic to find out more.



- ***Mr and Mrs Devi got married in their late-30s and have been trying for their first child.***
- ***Both Mr and Mrs Devi are working and have a monthly household income of \$9,000.***
- ***They recently bought a 4-room HDB resale flat to live near to their parents.***
- ***The couple consulted a doctor on their fertility health, and will be undergoing Assisted Conception Procedures (ACP) in a bid to conceive a child.***

BENEFITS¹⁴

Healthcare

- The couple can receive up to 75% in co-funding for Assisted Conception Procedures (ACP)¹⁵ at KK Women's and Children's Hospital, National University Hospital or Singapore General Hospital if they meet the eligibility criteria of the ACP co-funding schemes:
 - ▶ As a Singaporean couple, Mr and Mrs Devi can receive government co-funding for up to \$1,000 per Intrauterine Insemination (IUI) cycle, for three cycles.
 - ▶ Mr and Mrs Devi can also receive government co-funding for up to \$7,700 per fresh Assisted Reproduction Technology (ART) cycle and \$2,200 per frozen ART cycle, for up to three fresh cycles and three frozen cycles.
 - ▶ If Mrs Devi has attempted an ACP before age 40, she can receive co-funding for two of the six co-funded ART cycles at age 40 or later.
- The couple can also draw up to \$6,000 from their MediSave accounts to pay for the first cycle of ACP, \$5,000 for the second cycle, and \$4,000 for the third and subsequent cycles, subject to a lifetime limit of \$15,000 per patient.

Housing

- ***Mr and Mrs Devi received a total of \$105,000 in grants when purchasing their resale flat, comprising:***
 - ▶ \$80,000 CPF Housing Grant
 - ▶ \$5,000 Enhanced CPF Housing Grant; and
 - ▶ \$20,000 Proximity Housing Grant, as they had purchased a flat within 4km of their parents' residence.

14. Benefits are based on the latest measures as of August 2023.

15. ACP includes Intra-Uterine Insemination (IUI) and Assisted Reproduction Technology (ART) such as In-Vitro Fertilisation (IVF).



madeforfamilies.gov.sg



MADEFORFAMILIES SG

