

Holidays, Singapore

1. Weekly Holidays: Saturday and Sunday

2. Traditional Holidays: An employee is entitled to listed public holidays below;

New Year's Day
Chinese New Year
Good Friday
Labor Day
Vesak Day
Hari Raya Puasa
National Day
Hari Raya Haji
Deepavali
Christmas Day

3. Annual Vacation

Your annual leave entitlement depends on how long you have worked for your employer. An employee is entitled to 7 days annual leave if you have worked for 12 continuous months with the same employer. An employee will get 1 extra day for every addition year of work up to a maximum of 14 days.

Years of Service	Days of Leave
1st	7
2nd	8
3rd	9
4th	10
5th	11
6th	12
7th	13
8th and thereafter	14

An approval from the superior must be obtained at least one day in advance. The company reserves the right to call employee back to work in emergency case.

Where an employee's year of service begins from the day he/she started work with the employer. The employer may grant the employee unpaid leave, if the employee is not eligible for annual leave or has used up his annual leave.

Leave, Singapore

1. Sick Leave:

An employee is entitled to 14 days of non-hospitalization sick leave after 6 months of work and 60 days of hospitalization leave.

if the employee is hospitalized for less than 46 days in any 1 year, their entitlement to paid sick leave is not more than a total of 14 days and the number of days they are hospitalized.

The employee is permitted to take sick leave with pay of no more than 60 days per year, if the employee gets illness and accident arising from work.

No. of Month of Service completed of a new Employee	Paid Outpatient non-hospitalization Leave (days)	Paid Hospitalization Leave (*days)
3 months	5	15
4 months	5 + 3 = 8	15 + 15 = 30
5 months	8 + 3 = 11	30 + 15 = 45
6 months	11 + 3 = 14	45 + 15 = 60
thereafter	14	60

*An employee is deemed to be hospitalized if he/she is certified by a doctor to be in need of hospitalization. He does not necessarily have to be awarded in a hospital.

2. Maternity Leave:

Maternity Leave under labor act – An employee will be entitled to 12 weeks of maternity leave. She will be paid by her employer for the first eight weeks of maternity leave if she has fewer than two living children (excluding the newborn), and she has served her employer for at least 3 months before the birth of the child. The last four weeks of maternity leave can be taken flexibly over a 12-month period from the child's birth)

Maternity leave under Child Development Co Savings Act (CDCA)-An eligible employee is entitled to leave from work for four weeks immediately before and 12 weeks immediately after delivery, totaling 16 weeks.

3. Paternity Leave:

Eligible working fathers, including those who are self-employed, are entitled to 1 week of paid paternity leave funded by the Government. They may be eligible for 1 additional week of paid paternity leave if their employers voluntarily agree to provide it, funded by the Government.

4. Childcare Leave

An employee is entitled to six days of childcare leave per year if he/she is covered under the Child Development Co-Savings Act. The Child Development Co-Savings Act covers all parents of Singapore citizens, including managerial, executive or confidential staff if all four of the following conditions are met:

- i. The child (including legally adopted children or stepchildren) is below seven years of age on or after 31 October 2008;
- ii. The child is a Singapore Citizen;
- iii. The child's parents are lawfully married (including divorced or widowed parents);
and
- iv. The employee has worked for the employer for at least three months.

5. Infant Care Leave

An employee is entitled to six days of unpaid infant care leave per year if he/she is covered under the Child Development Co-Savings Act. The Child Development Co-Savings Act covers all parents of Singapore citizens, including managerial, executive or confidential staff if all four of the following conditions are met:

- i. The child (including legally adopted children or stepchildren) is below two years of age;
- ii. The child is a Singapore citizen;
- iii. The child's parents are lawfully married (including divorced or widowed parents);
and
- iv. The employee has worked for the employer for at least three calendar months.

6. Military Service Leave:

All male Singaporean citizens and second- generation permanent residents who have reached the age of 18 are required to render National Service. The employer is under obligation to allow the male employees to render National Service. No employer can terminate an employee solely or mainly by reason of serving in the national service.

Welfare and Fringe Benefits, Singapore

1. Marriage

Marriage, paternity, and compassionate leave entitlement-There is no statutory entitlement for marriage, paternity and compassionate leave under the Employment Act. The entitlement to such leave depends on what is in the employment contract or agreed mutually between employer and employee.

2. Social Security – CPF Rates

Employee's age (years)	Contribution Rates from 1 Jan 2015 (for monthly wages ≥ \$750)		
	By Employer (% of wage)	By Employee (% of wage)	Total (% of wage)
50 and below	17	20	37
Above 50 to 55	16	19	35
Above 55 to 60	12	13	25
Above 60 to 65	8.5	7.5	16
Above 65	7.5	5	12.5

3. Retirement Benefit:

Employee can withdraw their CPF savings when you turn 55, after setting aside their CPF Minimum Sum. Their CPF Minimum Sum can be used to buy life annuity from a participating insurance company, placed with a participating bank or left in your Retirement Account with the CPF Board

4. Medical Care Benefit:

MediShield is an individual catastrophic medical insurance designed to help Singaporeans pay part of the large hospitalisation bills for treatment of serious illnesses or prolonged hospitalisations at Class B2/C wards in restructured hospitals.

Besides citizens, the scheme is also extended to Singapore Permanent Residents (SPRs) who are eligible for subsidised medical care in restructured hospitals in Singapore.

5. Increase in Medisave Contribution Rates

To help Singaporeans to save more for healthcare needs, the Government will increase the employer contribution rates to the Medisave Account (MA) by 1 percentage point. The increase will apply to wages earned from 1 January 2015.

Medisave contribution rates will also be raised by 1 percentage point for self-employed persons with annual net trade income of \$18,000 and above, to align with the increase for employees. The 1 percentage point increase will apply to income earned from 1 January 2015.

6. Increase in CPF Contribution Rates for Older Workers

The CPF contribution rates for workers aged above 50 years to 65 years will be increased according to the schedule shown in Table 1 below. This will be on top of the 1 percentage point [increase in MA contribution rates](#).

Increase in CPF contribution rates for older workers from 1 January 2016

Employee's age (years)	Increase in contribution rates (% of wages)	
	Contribution by employer	Contribution by employee
Above 50 to 55	+1	+0.5
Above 55 to 60	+1	-
Above 60 to 65	+0.5	-

The increase in **employer** contribution rates will be allocated to the Special Account. The increase in **employee** contribution rates will be allocated to the Ordinary Account.

The increase will apply to wages earned from 1 January 2015.