

Government Paid Leave Scheme

We like to share some information pertaining to the Government Paid Leave Scheme.

The Government Paid Leaves Schemes have been introduced to provide more comprehensive support for Singaporeans in getting married and starting their families, the Marriage and Parenthood (M&P) package was announced back in January 2013. A key component of the 2013 package is the enhancement and introduction of new work-life measures to help working couples balance work and family commitments as well as enable fathers to play a bigger role in bringing up their children.

We have consolidated a summary to let you understand more on these brilliant schemes.

Overview	Benefits	Who is eligible?
Government-Paid Maternity Leave (GPML) <ul style="list-style-type: none"> Working mothers are entitled to 16 weeks of Government Paid Maternity Leave. The last 8 weeks of the leave can be used flexibly over 12 months from the child's birth, upon mutual agreement with her employer. 	<ul style="list-style-type: none"> The first 2 childbirths, her employer will pay for 8 weeks while the remaining 8 weeks will be paid by the government. The 3rd and subsequent childbirths, the full 16 weeks will be paid by the government. 	<ul style="list-style-type: none"> The child is a Singapore Citizen. The employee is lawfully married to child's father.
Government-Paid Child Care Leave (GPCL) (Youngest child under the age of 7 years) <ul style="list-style-type: none"> The parents are each entitled to 6 days of Government Paid Childcare Leave over a 12-month period. The paid childcare leave is pro-rated according to their length of service with employer during relevant period. 	<ul style="list-style-type: none"> The first 3 days of leave is employer-paid, while the last 3 days of leave will be paid by the government (capped at \$500 a day, including CPF contributions). 	<ul style="list-style-type: none"> The youngest child is below 7 years of age. The child is a Singapore Citizen.
Government-Paid Extended Child Care Leave (ECL) (Youngest child is between the age of 7 and 12 years) <ul style="list-style-type: none"> The parents are each entitled to 2 days of Government Paid Extended Child Care Leave over a 12-month period. The paid childcare leave will not be pro-rated according to their length of service with employer during relevant period. 	<ul style="list-style-type: none"> The 2 days are fully paid for by the government (capped at \$500 a day, including CPF contributions). 	<ul style="list-style-type: none"> The youngest child is between 7 and 12 years of age (inclusive). The child is a Singapore Citizen.

Government-Paid Paternity Leave (GPPL)	<ul style="list-style-type: none"> Working fathers are entitled to 1 week of Government Paid Paternity Leave, which may be consumed in a continuous block of 1 week within 16 weeks from the birth of the child or use it flexibly within 12 months from the birth of the child, upon mutual agreement with his employer. 	<ul style="list-style-type: none"> The paternity leaves will be paid by the government, with wage reimbursements capped at \$2,500 (including CPF contributions). 	<ul style="list-style-type: none"> The child is a Singapore Citizen. The employee is lawfully married to the child's mother.
Government-Paid Shared Parental Leave (SPL)	<ul style="list-style-type: none"> The employee is entitled to share 1 week of his spouse's 16 weeks Government Paid-Maternity Leave. Working father can consume his leave flexibly within 12 months from the birth of the child, upon mutual agreement with his employer. 	<ul style="list-style-type: none"> The shared parental leaves will be paid by the government, with wage reimbursements capped at \$2,500 (including CPF contributions). 	<ul style="list-style-type: none"> The child's mother is eligible for government paid maternity leave. The employee is lawfully married to the child's mother. The child is a Singapore Citizen.
Government-Paid Adoption Leave (GPAL)	<ul style="list-style-type: none"> Adoptive mothers are entitled to 4 weeks of Government Paid Adoption Leave for their adopted children aged 12 months and below. Working adoptive mothers are entitled to 4 weeks of the leave can be used flexibly over 12 months from the child's birth, upon mutual agreement with her employer. 	<ul style="list-style-type: none"> The adoption leaves will be paid by the government, with wage reimbursements capped at \$10,000 for 4 weeks (including CPF contributions). 	<ul style="list-style-type: none"> The adoptive child is below 12 months of age. The employee is lawfully married at the point of her formal intent to adopt. If the adoptive child is not a Singapore Citizen, either the employee or her spouse (who is a joint applicant to the adoption) must a Singapore Citizen.

Note: For all the paid government leaves the employee has to serve the employer for at least 3 calendar months. With the exception of the paid shared parental leave, there is no minimum employment period as the employee will be qualified as long as his spouse is eligible for the government-paid maternity leave.

Employer needs to ascertain employee's eligibility for Government Paid Leave Scheme. We have compiled the following summary of information required by the employer:

Information Required	GMPL - Maternity Leave	GPCL – Child Care Leave	ECL – Extended Child Care Leave	GPPL – Paternity Leave	SPL – Shared Parental Leave	GPAL – Adoption Leave
1) Name of Employee	X	X	X	X	X	X
2) NRIC No. / FIN No. of Employee	X	X	X	X	X	X
3) Citizenship of Employee	X			X		X
4) Name of Spouse	X			X	X	
5) NRIC No. / FIN No. of Spouse	X			X	X	
6) Citizenship of Spouse	X			X		X
7) Marital Status	X			X	X	X
8) Date of Marriage	X		X	X	X	
9) Name of qualifying child	X	X	X	X	X	X
10) Birth Certificate no. / Singapore Citizenship No. of qualifying child	X	X	X	X	X	X
11) Citizenship of child	X	X	X	X	X	X
12) Date of birth of qualifying child	X	X	X	X	X	X
13) Confinement order of qualifying child	X					
14) Name(s) of other child/children that the employee had given birth to	X					
15) Birth Certificate No. of other child/children that the employee had given birth to	X					
16) Date of Singapore citizenship obtained for qualifying child (if applicable)	X	X	X	X	X	X
17) Stillbirth certificate No. for current confinement (if applicable)	X			X	X	
18) Date of Petition to Court for adoption				X		X
19) Date of Approval for Dependant's Pass				X		X
20) Wife's employer details					X	
21) Wife's start date of employment					X	
22) Date(s) which the employee intends to take the leave	X	X	X	X	X	X
23) Declaration to state that wife is eligible for GPML					X	
24) Declaration that wife consented to sharing of the leave					X	
25) Declaration of leave taken under previous employer (if applicable)		X	X			
26) Declaration that employee is eligible for the leave	X	X	X	X	X	X



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