

# FY2021 SALARY GUIDELINES FOR THE SOCIAL SERVICE SECTOR



	Job Role	Salary Range (\$)*	
		Starting Salary	Reference Point
<b>CARE AND PROGRAMME</b>	Programme Manager / Volunteer Manager	2,510	6,370
	Programme Coordinator / Executive / Volunteer Executive	1,870	4,250
	Senior Care Staff	2,400	3,850
	Care Staff / Social Service Assistant	1,520	2,460
<b>EARLY INTERVENTION (EI) TEACHING</b>	Senior Lead Early Intervention Teacher / Director	6,500	8,120
	Lead Early Intervention Teacher / Centre Manager	5,380	6,650
	Senior Early Intervention Teacher	4,450	6,650
	Early Intervention Teacher <sup>1</sup>	2,930	4,710
	Beginning Early Intervention Teacher	1,840	3,960
	Teacher Aide	1,760	2,620
<b>MANAGEMENT / EXECUTIVE</b>	Head of Agency (Managing operation budget of > \$10m ≤ \$25m)	12,870	16,080
	Head of Agency (Managing operation budget of > \$5m ≤ \$10m)	9,880	12,350
	Head of Agency (Managing operation budget of > \$1m ≤ \$5m)	7,990	9,980
	Head of Agency (Managing operation budget of ≤ \$1m)	6,270	7,840
	Manager	5,090	6,370
	Senior Executive/Assistant Manager	4,170	5,210
	Executive	3,400	4,250
	Junior Executive	2,240	3,860
<b>NURSING</b>	Matron / Senior Registered Nurse	4,000	5,000
	Registered Nurse (Degree)	3,120	3,900
	Registered Nurse (Diploma)	2,370	3,530
	Senior Enrolled Nurse	2,010	2,620
	Enrolled Nurse	1,760	2,620
<b>PSYCHOLOGY</b>	Chief Psychologist / Senior Principal Psychologist / Chief Research Psychologist / Senior Principal Research Psychologist / Director / Senior Principal Psychologist Educator	8,130	10,170
	Principal Psychologist / Principal Research Psychologist / Deputy Director / Senior Assistant Director / Principal Psychologist Educator	6,450	8,070
	Senior Psychologist / Senior Research Psychologist / Assistant Director / Senior Manager	5,280	6,600
	Psychologist / Research Psychologist / Manager / Assistant Manager	4,280	5,350
	Associate Psychologist	3,360	4,200
	Senior Master Social Worker / Master Social Worker / Senior Director / Director / Research Director / Assistant Research Director	8,720	10,890
<b>SOCIAL WORK</b>	Lead Social Worker / Deputy Director / Senior Assistant Director / Assistant Director (Management) / Senior Principal Researcher / Principal Researcher	6,970	8,710
	Senior Social Worker / Assistant Director (Policies and Legislation) / Senior Manager / Manager (Management) / Senior Research Associate	6,100	7,620
	Social Worker / Assistant Manager / Manager (Policies and Legislation) / Research Associate	4,450	5,560
	Social Worker (Entry) <sup>2</sup> / Policy Officer	3,530	4,420
	Social Work Associate <sup>3</sup>	2,400	3,850
	Principal Therapist	6,450	8,070
<b>THERAPY</b>	Senior Therapist	5,280	6,600
	Therapist (Degree)	3,690	5,350
	Therapist (Diploma)	3,070	4,200
	Director	6,270	7,840
<b>YOUTH WORK</b>	Lead Youth Worker / Senior Assistant Director / Assistant Director	5,090	6,370
	Senior Youth Worker / Senior Manager / Manager	4,170	5,210
	Youth Worker / Assistant Manager	3,400	4,250
	Youth Work Associate	2,390	3,860
	Workshop Instructor – Head of Programme <sup>4</sup>	2,920	4,300
<b>OTHERS</b>	Workshop Instructor (Diploma/DISE)	2,510	3,680
	Workshop Instructor (Experienced)	1,870	2,460
	Workshop Instructor (Entry)	1,590	2,090
	Clerical Officer (Senior)	1,890	2,460
	Clerical Officer (Junior)	1,670	2,090
	General Worker (Semi-skilled)	1,670	2,090
	General Worker (Unskilled)	1,480	1,740

\*Monthly gross salary basis; Reference Point denotes those who are competent on the job, and not the maximum point. The recommended Starting Salary denotes those who do not have transferable experience. Individual salaries may include above considerations, market conditions and each agency's wage policies.

<sup>1</sup>Requires recognised EI teaching which is minimally an Advanced Diploma in Early Childhood Intervention-Special Needs (ADESN). A Certificate in Autism (CIA) and Higher Certificate in Autism (HCIA) can be accepted as minimum training only for teachers in programmes that specialise in Autism.

<sup>2</sup>Minimum entry qualification for Social Workers is a Bachelor degree, or, a Graduate Diploma in Social Work. Other recognised qualifications include Master and PhD degrees majoring in Social Work. For latest information on recognised qualifications, please refer to the SASW website: <https://accreditation.sasw.org.sg/recognition>.

<sup>3</sup>Includes relevant disciplines such as Social Work, Psychology and other relevant fields in Social Science.

<sup>4</sup>These roles should possess minimally a Diploma in Special Education.