

FY2019 SALARY GUIDELINES FOR THE SOCIAL SERVICE SECTOR



	Job Role	Indicative Monthly Salary Range* (\$)
SOCIAL WORK	Senior Master Social Worker / Master Social Worker/ Senior Director / Director / Research Director / Assistant Research Director	From 8,630
	Lead Social Worker / Deputy Director / Senior Assistant Director / Assistant Director (Management) / Senior Principal Researcher / Principal Researcher	6,900 - 8,620
	Senior Social Worker / Assistant Director (Policies and Legislation) / Senior Manager / Manager (Management) / Senior Research Associate	6,040 - 7,550
	Social Worker / Assistant Manager / Manager (Policies and Legislation) / Research Associate	4,400 - 5,500
	Social Worker (Entry) ¹ / Policy Officer	3,500 - 4,370
	Social Work Associate ²	2,380 - 3,810
	Social Work Assistant	1,380 - 2,430
PSYCHOLOGY	Chief Psychologist / Senior Principal Psychologist / Chief Research Psychologist / Senior Principal Research Psychologist / Director / Senior Principal Psychologist Educator	From 8,060
	Principal Psychologist / Principal Research Psychologist / Deputy Director / Senior Assistant Director / Principal Psychologist Educator	6,390 - 7,980
	Senior Psychologist / Senior Research Psychologist / Assistant Director / Senior Manager	5,230 - 6,530
	Psychologist / Research Psychologist / Manager / Assistant Manager	4,230 - 5,290
	Associate Psychologist	3,330 - 4,160
EARLY INTERVENTION (EI) TEACHING	Senior Lead Early Intervention Teacher / Director	6,440 - 8,040
	Lead Early Intervention Teacher / Centre Manager	5,340 - 6,580
	Senior Early Intervention Teacher	4,410 - 6,580
	Early Intervention Teacher ³	2,890 - 4,660
	Beginning Early Intervention Teacher	1,820 - 3,910
	Teacher Aide	1,740 - 2,600
YOUTH WORK	Director	6,210 - 7,760
	Lead Youth Worker / Senior Assistant Director / Assistant Director	5,050 - 6,300
	Senior Youth Worker / Senior Manager / Manager	4,130 - 5,160
	Youth Worker / Assistant Manager	3,370 - 4,200
	Youth Work Associate	2,380 - 3,810
	Social Service Assistant	1,380 - 2,430
CARE AND PROGRAMME	Programme Manager / Volunteer Manager	2,480 - 6,300
	Programme Coordinator / Executive / Volunteer Executive	1,850 - 4,200
	Senior Care Staff	2,380 - 3,810
	Care Staff / Social Service Assistant	1,380 - 2,430
SPECIAL EDUCATION (SPED)	Principal / Vice-Principal	6,420 - 8,020
	Head of Programme ⁴	5,320 - 6,570
	Senior SPED Teacher ⁴	4,400 - 6,570
	SPED Teacher ⁴	2,620 - 4,660
	Senior SPED Teacher Assistant	1,820 - 2,990
	SPED Teacher Assistant	1,720 - 2,580
THERAPY	Principal Therapist	6,390 - 7,980
	Senior Therapist	5,230 - 6,530
	Therapist (Degree)	3,660 - 5,290
	Therapist (Diploma)	3,040 - 4,160
NURSE	Matron / Senior Registered Nurse	3,970 - 4,950
	Registered Nurse (Degree)	3,090 - 3,860
	Registered Nurse (Diploma)	2,340 - 3,490
	Senior Enrolled Nurse	2,000 - 2,590
	Enrolled Nurse	1,520 - 2,590
MANAGEMENT	Head of Agency (Managing operation budget of > \$10m ≤ \$25m)	12,740 - 15,920
	Head of Agency (Managing operation budget of > \$5m ≤ \$10m)	9,780 - 12,230
	Head of Agency (Managing operation budget of > \$1m ≤ \$5m)	7,910 - 9,890
	Head of Agency (Managing operation budget of ≤ \$1m)	6,210 - 7,760
	Manager	5,050 - 6,300
	Senior Executive/Assistant Manager	4,130 - 5,160
	Executive	3,370 - 4,200
	Junior Executive	2,220 - 3,820
OTHERS	Workshop Instructor – Head of Programme ⁴	2,890 - 4,250
	Workshop Instructor (Diploma/DISE)	2,480 - 3,650
	Workshop Instructor (Experienced)	1,850 - 2,430
	Workshop Instructor (Entry)	1,580 - 2,070
	Clerical Officer (Senior)	1,880 - 2,430
	Clerical Officer (Junior)	1,660 - 2,070
	General Worker (Semi-skilled)	1,660 - 2,070
	General Worker (Unskilled)	1,470 - 1,730

*The above data reflects the indicative monthly gross salary. Actual salaries may differ due to market conditions and each agency's wage policies.

¹Minimum 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>.

²Includes relevant disciplines such as Social Work, Psychology and other relevant fields in Social Science.

³Requires 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.

⁴SPED Teachers in these roles should possess minimally a Diploma in Special Education.