

FY2024 SKILLS AND SALARY GUIDELINES FOR THE SOCIAL SERVICE SECTOR

(WITH EFFECT FROM APRIL 2024)



	Job Roles* (Are aligned to corresponding skills and competencies as identified in Skills Frameworks for Social Service, Early Childhood, and Healthcare)	Salary Range (\$) ^	
		Starting Salary	Reference Point
MANAGEMENT / EXECUTIVE	Head of Agency (Managing operation budget of > \$10m)	15,600	18,960
	Head of Agency (Managing operation budget of > \$3m ≤ \$10m)	11,640	13,750
	Head of Agency (Managing operation budget of ≤ \$3m)	10,600	12,290
	Director (Managing operation budget of > \$10m)	11,070	13,840
	Director (Managing operation budget of > \$3m ≤ \$10m)	9,980	12,470
	Director (Managing operation budget of ≤ \$3m)	8,990	11,240
	Centre Manager	7,890	9,320
	Assistant Director / Senior Assistant Director / Deputy Director	7,670	9,020
	Manager / Senior Manager	6,120	7,220
	Assistant Manager	4,520	5,640
	Executive	2,610	4,280
	Clerical Officer / Associate	2,310	3,100
SOCIAL WORK #	Master Social Worker	10,460	13,040
	Lead Social Worker	7,530	9,420
	Senior Social Worker	6,600	8,250
	Social Worker ¹	3,820	5,390
	Senior Social Work Associate ²	3,330	4,160
Social Work Associate ²	2,950	3,720	
COUNSELLING	Senior Principal Counsellor	10,460	13,040
	Principal Counsellor	7,530	9,420
	Senior Counsellor	6,600	8,250
	Associate Counsellor & Counsellor	3,820	5,390
PSYCHOLOGY	Senior Principal Psychologist	10,600	13,240
	Principal Psychologist	8,030	9,990
	Senior Psychologist	6,880	8,600
	Psychologist	4,620	5,790
	Associate Psychologist	3,850	4,800
THERAPY	Senior Principal Therapist	10,520	13,160
	Principal Therapist	7,830	9,510
	Senior Therapist	5,880	7,140
	Therapist ³	3,510	5,170
	Therapist Support Associate	2,460	3,060
	Senior Therapist Assistant	2,120	2,470
	Therapy Assistant	2,010	2,320
EARLY INTERVENTION (EI) TEACHING	Senior Lead EI Educator	8,170	10,350
	EI Centre Manager	6,900	8,780
	Lead EI Educator	6,370	7,940
	Senior EI Educator	5,150	6,990
	EI Educator ⁴	3,670	5,390
	Beginning EI Educator	2,470	4,240
	Educator Aide	1,940	2,810
NURSING	Matron	4,990	6,230
	Senior Staff Nurse	4,130	5,160
	Staff Nurse	3,030	4,400
	Senior Enrolled Nurse	2,870	3,460
	Enrolled Nurse	2,220	3,140
	Nursing Aide	1,840	2,470
CARE STAFF	Senior Care Staff	2,680	3,350
	Care Staff	2,060	2,620
TRAINING OFFICER	Principal Training Officer	3,780	5,160
	Senior Training Officer	3,010	4,410
	Training Officer	2,610	3,350
	Training Assistant	2,110	2,780

* The FY24 guidelines are not directly comparable with FY22 and prior guidelines due to changes in mapping of job roles. Please refer to the following links for the Skills Frameworks:

- Skills Framework for Social Service: <https://www.skillsfuture.gov.sg/skills-framework/social-service>
- Skills Framework for Early Childhood: <https://www.skillsfuture.gov.sg/skills-framework/earlychildhood>
- Skills Framework for Healthcare: <https://www.skillsfuture.gov.sg/skills-framework/hc>

Guide to Occupation and Skills for Skills Framework for Social Service: https://www.skillsfuture.gov.sg/docs/default-source/skills-framework/skills-framework-for-social-service_booklet_fa_20181228_ssg_v01final.pdf

^ Monthly gross salary is comprised of the base salary and fixed allowances. Reference Point denotes those who are competent on the job, and it is not the maximum point. The recommended Starting Salaries denotes positions that do not require significant transferable experience. In addition, individual salaries may reflect market conditions and each agency's wage policies.

In determining the salaries for Youth Work job roles, reference can be taken from the Social Work job roles' salary guidelines.

¹ Minimum entry qualification for Social Workers is a Bachelor degree or a Graduate Diploma in Social Work. For latest information on recognised qualifications, please refer to the SASW website: <https://accreditation.sasw.org.sg/recognition>.

² Relevant disciplines include Social Work, Psychology, and other relevant fields in Social Science.

³ Occupational Therapists, Physiotherapists, Speech-Language Therapists are required to be registered with the Allied Health Professions Council (AHPC). Please refer to the AHPC website for more details: <https://www.healthprofessionals.gov.sg/ahpc>

⁴ Educators with EI professional qualifications (Specialist Diploma in Early Childhood Intervention (Special Needs) (SDESN)) and range of academic profiles, including Degree, Diploma, and experienced A-level holders.

For SPED salary information, please refer to MOE's website: <https://www.moe.gov.sg/careers/become-teachers/sped-teacher>.