



**FOR IMMEDIATE REPORTING**

## **PUBLICATION OF SALARY GUIDELINES FOR THE COMMUNITY CARE SECTOR**

The Ministry of Health (MOH) has published salary guidelines for the community care sector, which provide the recommended starting and mid-point monthly base salary, as well as the median annual total compensation for various job roles in the sector. The guidelines aim to maintain the sector's market competitiveness, and provide greater transparency and clarity to jobseekers and workers about salaries in the sector.

2. The guidelines were developed after extensive consultations with the community care sector, and will apply to the entire community care workforce, which includes nurses, allied health professionals, pharmacists, as well as administrative, ancillary and support care staff. This workforce has grown from 16,500 in 2020, to more than 18,000 in 2023. Please refer to the Annex for the salary guidelines.

3. The salary guidelines aim to help Community Care Organisations (CCOs) attract and retain talent by offering competitive salaries and enhance fairness in pay structures and salaries within their respective organisations and sector. Organisations with compensation lower than the published salaries are strongly encouraged to adjust their pay packages to align more closely with the guidelines. On the other hand, organisations with compensation higher than the published salaries are encouraged to maintain their competitive position, and should not be reducing or "freezing" their salary review cycles or annual increments to staff.

4. The salary guidelines will also help fresh graduates keen to pursue a career in the community care sector understand the salary ranges for different roles. For example, a full-time Enrolled Nurse can expect to receive a starting monthly base salary of \$2,050, which will increase to \$3,120 at the mid-point after they have gained more experience. Monthly base salaries exclude bonuses, allowances, and other benefits that may vary from organisation to organisation.

5. Mid-career entrants and any other job seekers who are interested to join the sector may also refer to these guidelines. For example, a full-time healthcare assistant, nursing aide or therapy aide with relevant experience and skills can expect a monthly base salary of around \$2,810 at the mid-point, with annual total compensation package of around \$42,140. The actual salaries of individual staff may vary based on their relevant experience and work performance.

6. Apart from ensuring that salaries remain competitive, MOH has also rolled out various initiatives to attract and retain quality healthcare manpower in the sector. For example, MOH and the Agency for Integrated Care (AIC) support CCOs by working with recruitment partners such as Workforce Singapore and e2i to raise awareness of

job opportunities in the community care sector and facilitate the employment of individuals. MOH and AIC also support the sector in upskilling the community care workforce through scholarships and training awards such as the Community Care Manpower Development Award.

7. We encourage CCOs to regularly review their salary levels for both local and foreign staff to keep pace with the market, in order to retain and attract staff. MOH will continue to monitor community care staff's salary competitiveness against the market and review the guidelines as necessary.

**MINISTRY OF HEALTH**  
**14 FEBRUARY 2024**

---

For media queries, please contact:

## SALARY GUIDELINES FOR THE COMMUNITY CARE SECTOR

(Published as of 13 February 2024)

Profession	Job Roles <sup>1</sup>	Job Band	Monthly Base Salaries (\$) <sup>2</sup>		ATC Reference (\$) <sup>3</sup>
			Starting	Mid-point	
<b>Support care staff<sup>4</sup></b>	Senior Community Care Associate, Senior Nursing/Therapy Aide, Senior Healthcare Assistant, Senior Care Staff	Band 4	2,590	3,450	51,710
	Community Care Associate, Nursing/Therapy Aide, Healthcare Assistant, Care Staff, Senior Care Associate	Band 3	2,110	2,810	42,140
	Senior Health Attendant, Care Assistant, Care Associate, Senior/Therapy Assistant	Band 2	1,600	2,130	31,810
	Health Attendant	Band 1	1,320	1,760	26,300
<b>Administrative &amp; ancillary staff<sup>5</sup></b>	Senior Community Care Manager, Manager, Lead/Senior Centre Manager	Band 7	4,730	6,300	94,370
	Community Care Manager, Centre Head/Manager, Senior Executive	Band 6	3,280	4,370	65,450
	Executive, Assistant Centre Manager, Medical Social Work Associate	Band 5	2,630	3,750	56,210
	Executive, Social Work Associate	Band 4	2,350	3,450	51,710
	Assistant, Social Service Assistant	Band 3	2,110	2,810	42,140
	Assistant, Associate (With Experience)	Band 2	1,600	2,130	31,810
	Assistant, Associate	Band 1	1,320	1,760	26,300
<b>Nurses</b>	Nurse Manager/Clinician/Educator	N1A	6,460	8,610	129,100
	Senior Staff Nurse	N1B	4,920	6,560	98,330
	Staff Nurse	N1C	2,730	4,420	66,270
	Senior Enrolled Nurse	N2A	2,390	4,030	60,390
	Enrolled Nurse	N2B	2,050	3,120	46,740
<b>AHPs</b>	Principal Therapist, Principal Social Worker	Band 3 <sup>6</sup>	7,140	9,510	142,570
	Senior Therapist, Senior Social Worker	Band 2	4,920	6,550	98,150
	Therapist, Social Worker	Band 1	2,840	4,360	65,270
<b>Pharmacists</b>	Principal Pharmacist	Band 3 <sup>7</sup>	7,410	9,880	148,150
	Senior Pharmacist	Band 2	4,950	6,600	98,990
	Pharmacist	Band 1	3,590	4,780	71,650

Note: Based on Community Care salary survey, the average housing allowance for foreign staff is ~\$283 per month.

<sup>1</sup>Job roles listed are examples of typical titles observed within the job grade and are non-exhaustive. Community Care Organisations (CCOs) are guided with the detailed job description for each job band. You may directly approach CCOs for the detailed job description of the role that you are interested in.

<sup>2</sup>Monthly base salaries (\$) refer to the guidelines for minimum or starting salaries, and mid-point of the monthly base salary ranges for the corresponding job band and role for the Community Care sector. It does **not** refer to the monthly gross wages. CCOs are reminded to meet the prevailing progressive wage models (PWM) or occupational progressive wages (OPW) for relevant staff who are Singapore Citizens or Permanent Residents; for more information, pls refer to <https://www.mom.gov.sg/employment-practices/progressive-wage-model>.

<sup>3</sup>ATC reference (\$) refers to the targeted Community Care sector median for annual total compensation (ATC), where ATC includes all compensation components paid by the organisation within a year (e.g., monthly base salary, annual wage supplement or 13<sup>th</sup> month salary, all bonuses, allowances, if any). Different organisations may have different salary structures between base and variable components.

<sup>4</sup>Support care staff jobs may entail providing operational support for Band 4 roles; carrying out operational and administrative tasks for Band 3 roles; carrying out operational and administrative tasks, typically under close supervision, for Band 2 roles; and carrying out simple tasks under constant supervision for Band 1 roles.

<sup>5</sup>Administrative and ancillary jobs may entail leading small teams and overseeing day-to-day operations of the team and providing relevant guidance to streamline work processes for Band 7 roles; carrying out duties that require technical or practical knowledge and working alongside with peers/colleagues for solutioning for Band 6 roles; carrying out duties that require technical or practical knowledge and improve own work processes for Band 5 roles; providing operational support for Band 4 roles; carrying out operational and administrative tasks for Band 3 roles; carrying out operational and administrative tasks, typically under close supervision, for Band 2 roles; and carrying out simple tasks under constant supervision for Band 1 roles.

<sup>6</sup>Excluding Heads and Senior Principal Therapists and Social Workers equivalent staff.

<sup>7</sup>Excluding Head Pharmacists and Pharmacy Managers equivalent staff.