

SALARY GUIDELINES FOR THE COMMUNITY CARE SECTOR

(Published as of 13 February 2024)

Profession	Job Roles ¹	Job Band	Monthly Base Salaries (\$) ²		ATC Reference (\$) ³
			Starting	Mid-point	
Support care staff⁴	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
Administrative & ancillary staff⁵	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
Nurses	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
AHPs	Principal Therapist, Principal Social Worker	Band 3 ⁶	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
Pharmacists	Principal Pharmacist	Band 3 ⁷	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.

¹Job 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.

²Monthly 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>.

³ATC 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 13th month salary, all bonuses, allowances, if any). Different organisations may have different salary structures between base and variable components.

⁴Support 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.

⁵Administrative 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.

⁶Excluding Heads and Senior Principal Therapists and Social Workers equivalent staff.

⁷Excluding Head Pharmacists and Pharmacy Managers equivalent staff.