

# FY2025 SKILLS AND SALARY GUIDELINES FOR THE SOCIAL SERVICE SECTOR

(WITH EFFECT FROM APRIL 2025)

Job Roles (Are aligned to corresponding skills and competencies as identified in Skills Frameworks for Social Service and Healthcare)		Salary Range (\$) ^	
		Starting Salary	Reference Point
MANAGEMENT / EXECUTIVE	Head of Agency (Managing operation budget of > \$10m)	17,390	21,140
	Head of Agency (Managing operation budget of \$3m - \$10m)	13,510	15,970
	Head of Agency (Managing operation budget of < \$3m)	12,310	14,280
	Director (Managing operation budget of > \$10m)	12,300	15,380
	Director (Managing operation budget of \$3m - \$10m)	11,090	13,860
	Director (Managing operation budget of < \$3m)	9,980	12,480
	Centre Manager	8,760	10,350
	Assistant Director / Senior Assistant Director / Deputy Director	7,980	9,380
	Manager / Senior Manager	6,370	7,510
	Assistant Manager	4,520	5,640
	Executive	2,630	4,310
	Clerical Officer / Associate	2,690	3,600
SOCIAL WORK #	Master Social Worker	10,880	13,560
	Lead Social Worker	7,530	9,420
	Senior Social Worker	6,600	8,250
	Social Worker <sup>1</sup>	3,850	5,430
	Senior Social Work Associate <sup>2</sup>	3,460	4,330
	Social Work Associate	3,070	3,860
COUNSELLING	Senior Principal Counsellor	10,880	13,560
	Principal Counsellor	7,530	9,420
	Senior Counsellor	6,600	8,250
	Associate Counsellor & Counsellor	3,850	5,430
PSYCHOLOGY	Senior Principal Psychologist	11,000	13,750
	Principal Psychologist	8,350	10,390
	Senior Psychologist	7,280	9,100
	Psychologist	4,620	5,790
	Associate Psychologist	4,000	4,990
THERAPY	Senior Principal Therapist	10,960	13,710
	Principal Therapist	8,620	10,470
	Senior Therapist	5,920	7,190
	Therapist <sup>3</sup>	3,530	5,190
	Therapist Support Associate	2,730	3,400
	Senior Therapist Assistant	2,350	2,740
	Therapy Assistant	2,190	2,520
NURSING	Matron	5,540	6,920
	Senior Staff Nurse	4,580	5,730
	Staff Nurse	3,300	4,810
	Senior Enrolled Nurse	3,250	3,920
	Enrolled Nurse	2,300	3,270
	Nursing Aide	2,040	2,750
CARE STAFF	Senior Care Staff	3,120	3,890
	Care Staff	2,400	3,040
TRAINING OFFICER	Principal Training Officer	4,270	5,840
	Senior Training Officer	3,400	4,990
	Training Officer	3,030	3,890
	Training Assistant	2,390	3,150

^ Monthly gross salary comprise of the base salary and fixed allowances. Reference Point denotes those who are competent for 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.

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

<sup>2</sup> Relevant disciplines include Social Work, Psychology, and other relevant fields in Social Science.

<sup>3</sup> 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>

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

For Early Intervention educators' salary information, please refer to ECDA's website: <https://www.ecda.gov.sg/shapeourtomorrow>