

# FY2026 SKILLS AND SALARY GUIDELINES FOR THE SOCIAL SERVICE SECTOR

(WITH EFFECT FROM APRIL 2026)

	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
<b>MANAGEMENT / EXECUTIVE</b>	Head of Agency (Managing operation budget of > \$10m)	17,920	21,780
	Head of Agency (Managing operation budget of \$3m - \$10m)	13,920	16,450
	Head of Agency (Managing operation budget of < \$3m)	12,680	14,700
	Director (Managing operation budget of > \$10m)	12,760	15,940
	Director (Managing operation budget of \$3m - \$10m)	11,500	14,370
	Director (Managing operation budget of < \$3m)	10,360	12,950
	Centre Manager	9,140	10,800
	Assistant Director / Senior Assistant Director / Deputy Director	8,220	9,660
	Manager / Senior Manager	6,560	7,740
	Assistant Manager	4,520	5,640
	Executive	2,710	4,430
<b>SOCIAL WORK #</b>	Master Social Worker	11,200	13,960
	Lead Social Worker	7,530	9,420
	Senior Social Worker	6,600	8,250
	Social Worker <sup>1</sup>	3,970	5,590
	Senior Social Work Associate <sup>2</sup>	3,570	4,460
	Social Work Associate	3,160	3,980
<b>COUNSELLING</b>	Senior Principal Counsellor	11,200	13,960
	Principal Counsellor	7,530	9,420
	Senior Counsellor	6,600	8,250
	Associate Counsellor & Counsellor	3,970	5,590
<b>PSYCHOLOGY</b>	Senior Principal Psychologist	11,330	14,160
	Principal Psychologist	8,600	10,700
	Senior Psychologist	7,500	9,370
	Psychologist	4,620	5,790
	Associate Psychologist	4,120	5,140
<b>THERAPY</b>	Senior Principal Therapist	11,290	14,120
	Principal Therapist	8,880	10,790
	Senior Therapist	6,100	7,410
	Therapist <sup>3</sup>	3,630	5,350
	Therapist Support Associate	2,810	3,500
	Senior Therapist Assistant	2,590	3,020
	Therapy Assistant	2,250	2,600
<b>NURSING</b>	Matron	5,750	7,180
	Senior Staff Nurse	4,720	5,900
	Staff Nurse	3,400	4,950
	Senior Enrolled Nurse	3,250	4,200
	Enrolled Nurse	2,370	3,370
	Nursing Aide	2,130	2,870
<b>CARE STAFF</b>	Senior Care Staff	3,590	4,470
	Care Staff	2,710	3,440
<b>TRAINING OFFICER</b>	Principal Training Officer	4,780	6,540
	Senior Training Officer	3,770	5,540
	Training Officer	3,450	4,430
	Training Assistant	2,680	3,520

^ Monthly salary comprises 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>