

FY2022 SALARY GUIDELINES FOR THE SOCIAL SERVICE SECTOR

(WITH EFFECT FROM APRIL 2022)



	Job Role	Salary Range (\$)*	
		Starting Salary	Reference Point
CARE AND PROGRAMME	Programme Manager / Volunteer Manager	2,580	6,560
	Programme Coordinator / Executive / Volunteer Executive	1,970	4,380
	Senior Care Staff	2,470	3,970
	Care Staff / Social Service Assistant	1,560	2,530
EARLY INTERVENTION (EI) TEACHING	Senior Lead Early Intervention Teacher / Director	6,690	8,370
	Lead Early Intervention Teacher / Centre Manager	5,550	6,850
	Senior Early Intervention Teacher	4,590	6,850
	Early Intervention Teacher ¹	3,020	4,850
	Beginning Early Intervention Teacher	1,900	4,080
	Teacher Aide	1,810	2,700
MANAGEMENT / EXECUTIVE	Head of Agency (Managing operation budget of > \$10m ≤ \$25m)	13,250	16,570
	Head of Agency (Managing operation budget of > \$5m ≤ \$10m)	10,170	12,720
	Head of Agency (Managing operation budget of > \$1m ≤ \$5m)	8,230	10,280
	Head of Agency (Managing operation budget of ≤ \$1m)	6,460	8,070
	Manager	5,250	6,560
	Senior Executive/Assistant Manager	4,300	5,370
	Executive	3,500	4,380
	Junior Executive	2,310	3,970
NURSING	Matron / Senior Registered Nurse	4,120	5,150
	Registered Nurse (Degree)	3,210	4,010
	Registered Nurse (Diploma)	2,500	3,640
	Senior Enrolled Nurse	2,230	2,690
	Enrolled Nurse	1,900	2,690
PSYCHOLOGY	Chief Psychologist / Senior Principal Psychologist / Chief Research Psychologist / Senior Principal Research Psychologist / Director / Senior Principal Psychologist Educator	8,380	10,470
	Principal Psychologist / Principal Research Psychologist / Deputy Director / Senior Assistant Director / Principal Psychologist Educator	6,650	8,310
	Senior Psychologist / Senior Research Psychologist / Assistant Director / Senior Manager	5,440	6,800
	Psychologist / Research Psychologist / Manager / Assistant Manager	4,400	5,510
	Associate Psychologist	3,460	4,330
	Senior Master Social Worker / Master Social Worker / Senior Director / Director / Research Director / Assistant Research Director	8,980	11,220
SOCIAL WORK	Lead Social Worker / Deputy Director / Senior Assistant Director / Assistant Director (Management) / Senior Principal Researcher / Principal Researcher	7,180	8,970
	Senior Social Worker / Assistant Director (Policies and Legislation) / Senior Manager / Manager (Management) / Senior Research Associate	6,280	7,850
	Social Worker / Assistant Manager / Manager (Policies and Legislation) / Research Associate	4,580	5,720
	Social Worker (Entry) ² / Policy Officer	3,640	4,550
	Social Work Associate ³	2,470	3,970
	Principal Therapist	6,650	8,310
THERAPY	Senior Therapist	5,440	6,800
	Therapist (Degree)	3,800	5,510
	Therapist (Diploma)	3,160	4,330
	Director	6,460	8,070
YOUTH WORK	Lead Youth Worker / Senior Assistant Director / Assistant Director	5,250	6,560
	Senior Youth Worker / Senior Manager / Manager	4,300	5,370
	Youth Worker / Assistant Manager	3,500	4,380
	Youth Work Associate	2,470	3,970
	Workshop Instructor – Head of Programme ⁴	3,010	4,430
OTHERS	Workshop Instructor (Diploma/DISE)	2,580	3,790
	Workshop Instructor (Experienced)	1,970	2,530
	Workshop Instructor (Entry)	1,640	2,160
	Clerical Officer (Senior)	1,970	2,530
	Clerical Officer (Junior)	1,750	2,160
	General Worker (Semi-skilled)	1,750	2,160
	General Worker (Unskilled)	1,530	1,800

*Monthly gross salary basis; Reference Point denotes those who are competent on the job, and not the maximum point. The recommended Starting Salary denotes those who do not have transferable experience. Individual salaries may include above considerations, market conditions and each agency's wage policies.

¹Requires recognised EI teaching which is minimally an Advanced Diploma in Early Childhood Intervention-Special Needs (ADESN). A Certificate in Autism (CIA) and Higher Certificate in Autism (HCIA) can be accepted as minimum training only for teachers in programmes that specialise in Autism.

²Minimum entry qualification for Social Workers is a Bachelor degree, or, a Graduate Diploma in Social Work. Other recognised qualifications include Master and PhD degrees majoring in Social Work. For latest information on recognised qualifications, please refer to the SASW website: <https://accreditation.sasw.org.sg/recognition>.

³Includes relevant disciplines such as Social Work, Psychology and other relevant fields in Social Science.

⁴These roles should possess minimally a Diploma in Special Education.