

SALARY GUIDELINES FOR THE COMMUNITY CARE SECTOR

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Profession	Examples of Typical Job Roles ¹	Job Band	Monthly Base Salaries (\$) ²		ATC Reference (\$) ³
			Starting	Mid-point	
Support care staff ⁴	Senior Community Care Associate, Senior Nursing/Therapy Aide, Senior Healthcare Assistant, Senior Care Staff	Band 4	3,020	4,020	60,280
	Community Care Associate, Nursing/Therapy Aide, Healthcare Assistant, Care Staff, Senior Care Associate	Band 3	2,480	3,300	49,360
	Senior Health Attendant, Care Assistant, Care Associate, Senior/Therapy Assistant	Band 2	2,000	2,500	37,480
	Health Attendant	Band 1	1,800	2,040	30,550
Administrative & ancillary staff ⁵	Senior Community Care Manager, Manager, Lead/Senior Centre Manager	Band 7	5,340	7,120	106,730
	Community Care Manager, Centre Head/Manager, Senior Executive	Band 6	3,650	5,030	75,440
	Executive, Assistant Centre Manager, Medical Social Work Associate	Band 5	3,060	4,370	65,530
	Executive, Social Work Associate	Band 4	2,580	4,020	60,280
	Assistant, Social Service Assistant	Band 3	2,480	3,300	49,360
	Assistant, Associate (With Experience)	Band 2	2,000	2,500	37,480
	Assistant, Associate	Band 1	1,800	2,040	30,550
Nurses	Nurse Manager/Clinician/Educator	N1A	7,020	9,350	140,220
	Senior Staff Nurse	N1B	5,370	7,150	107,160
	Staff Nurse	N1C	2,730	4,980	74,610
	Senior Enrolled Nurse	N2A	2,900	4,450	66,670
	Enrolled Nurse	N2B	2,050	3,570	53,420
AHPs	Principal Therapist, Principal Social Worker	AH3 ⁶	7,220	9,620	144,250
	Senior Therapist, Senior Social Worker	AH2	5,420	7,220	108,270
	Therapist, Social Worker	AH1	3,000	4,910	73,630
Pharmacists	Principal Pharmacist	P3 ⁷	7,560	10,080	151,140
	Senior Pharmacist	P2	5,480	7,300	109,390
	Pharmacist	P1	3,850	5,400	80,910

Note: Based on Community Care salary survey, the average housing allowance for foreign staff is ~\$500 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 salaries. 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.