

STRENGTHENING RETIREMENT ADEQUACY AND SENIOR EMPLOYABILITY

By helping Singaporeans save up for retirement and supporting seniors
to continue to work if they wish to.

Increase in CPF Contribution Rates from 1 Jan 2024

- CPF contribution rates for senior workers aged 55 to 70 will gradually increase over this decade

A 55-year old member in 2022 earning median wages can receive up to an additional \$20,000 in his Special Account balances when he reaches 65. This translates to an additional \$100 in his CPF LIFE monthly payouts.



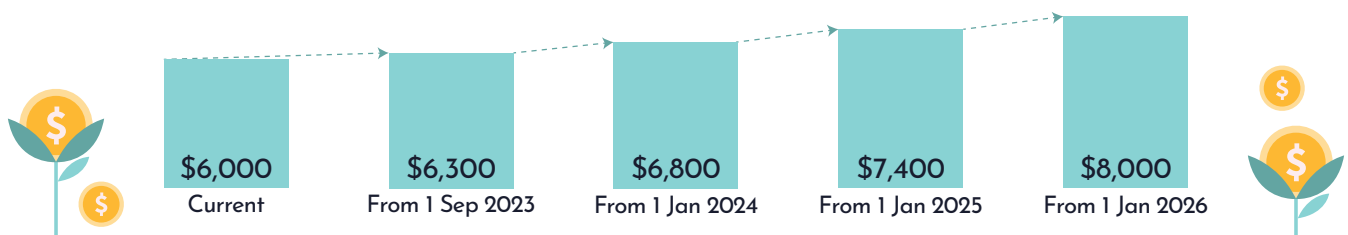
- **CPF Transition Offset** will support employers by covering half of the 2024 increase in employer contributions

Employees' Age	Current (% of wage)	CPF Contribution Rates from 1 Jan 2024		
		Total (% of wage)	Employer (% of wage)	Employee (% of wage)
55 to 60	29.5	31 (+1.5)	15 (+0.5)	16 (+1)
60 to 65	20.5	22 (+1.5)	11.5 (+0.5)	10.5 (+1)
65 to 70	15.5	16.5 (+1)	9 (+0.5)	7.5 (+0.5)

Increase in CPF Monthly Salary Ceiling

The CPF monthly salary ceiling sets the maximum amount of CPF contributions payable for Ordinary Wages earned in a month.

To help Singaporeans accumulate more CPF savings for their retirement, healthcare, and housing needs, the monthly salary ceiling will be raised from \$6,000 to \$8,000 by 2026:



When fully implemented, a 45-year old member earning \$8,000 a month can receive up to an additional \$130,000 in his combined CPF balances when he reaches 65. This translates to an additional \$680 in his CPF LIFE monthly payouts.

The CPF annual salary ceiling sets the maximum amount of CPF contributions payable for all wages in a year, inclusive of Ordinary Wages and Additional Wages. The annual salary ceiling will be maintained at \$102,000.

Extension of Senior Employment Credit from 2023 to 2025



The extended Senior Employment Credit (SEC) provides wage offsets for employers who employ Singaporeans aged 60 and above earning up to \$4,000 a month:

Age	Wage Support	
	2023	2024 and 2025
60 - 64	Up to 3%	Up to 2%
65 - 67	Up to 5%	Up to 4%
68 and over	Up to 8%	Up to 7%

Extension of Part-time Re-employment Grant from 2023 to 2025

The Part-Time Re-Employment Grant (PTRG) supports employers that offer part-time re-employment, other flexible work arrangements (FWAs) and structured career planning (SCP) to senior workers. This will provide more flexible work options to attract and retain senior workers as well as support their career longevity.

PTRG will be administered by Singapore National Employers Federation (SNEF). Applications will open in April 2023.

Eligibility criteria for PTRG (2023 to 2025)

- Provide part-time re-employment opportunities to eligible senior workers who request for it
- Adopt Tripartite Standard on Age-Friendly Workplace Practices [go.gov.sg/ts-age-friendly]
- **NEW** Adopt Tripartite Standard on Flexible Work Arrangements [go.gov.sg/ts-fwa]
- **NEW** Offer FWAs and implement SCP as part of formal HR policy
- **NEW** Send one senior management and one HR practitioner to attend a fully funded SCP training course by SNEF

Employers that meet the criteria will be eligible for **funding of up to \$125,000 per company: \$2,500** for each eligible resident senior worker (60 years and above), capped at 50 workers per company.



To illustrate, a company that employs 10 senior workers earning \$3,000 a month, will be eligible to receive up to \$104,200¹ under the SEC and PTRG extension.



¹Maximum amount to receive for the entire eligibility period of the extension from 2023 to 2025, assuming that the company employs 10 workers aged 68 and over, each earning \$3,000 a month, and has not received PTRG previously.