

FACTSHEET ON SENIOR EMPLOYMENT ANNOUNCEMENTS AT COS 2025

The Ministry of Manpower (MOM) will be updating our senior employment policies to:

- Extend the productive longevity of our senior workforce;
 - Empower senior workers to remain competitive and seize good opportunities; and
 - Enable employers to foster age-friendly jobs and workplaces.
2. Details on our efforts to drive senior employment are outlined below.

TRIPARTITE WORKGROUP ON SENIOR EMPLOYMENT

3. MOM and its tripartite partners, the National Trades Union Congress (NTUC) and the Singapore National Employers Federation (SNEF), will set up a Tripartite Workgroup on Senior Employment (TWG-SE) in 2025. The TWG-SE will develop policy recommendations in two key areas: empowering our senior workers to be productive and employable, and promoting age-friendly jobs and workplaces. More information on the composition of the TWG-SE can be found in [Annex A](#).

ALLIANCE FOR ACTION ON EMPOWERING MULTI-STAGE CAREERS FOR MATURE WORKERS

4. MOM, NTUC and SNEF will also convene an Alliance for Action on Empowering Multi-Stage Careers for Mature Workers (AfA-EMW) under the ambit of the TWG-SE, to bring together diverse stakeholders to co-create innovative ideas in support of our senior employment agenda.

5. The AfA-EMW will engage a wide range of stakeholders to build collective understanding on key shifts required to better drive our senior employment strategy. Alongside these engagements, we will also partner employers to co-create and prototype real-world solutions to make jobs and workplaces more age-friendly, with funding and consultancy support.

6. Employers who are interested to participate in the prototyping phase of the AfA-EMW can find more information and sign up at <https://go.gov.sg/afa-emw-open-call-registration>. More information will be released at a later date on how members of the public and other stakeholders can participate in the engagement phase of the AfA-EMW.

TARGETED CAREER GUIDANCE WORKSHOPS FOR SENIORS

7. To better prepare seniors for the next stage of their careers, Workforce Singapore will be working with partners to provide targeted career guidance workshops. These will be specifically designed for seniors aged 50 and above who wish to continue leveraging their skills and expertise for work opportunities. The workshops aim to support seniors in:

- Identifying and crafting career goals that suit their personal preferences and priorities;
- Developing career plans that are aligned to those goals; and
- Taking the necessary steps towards achieving these goals.

8. These steps can include identifying and connecting with communities and networks for peer support and work opportunities.

EXTENSION OF SENIOR EMPLOYMENT CREDIT

9. The Senior Employment Credit (SEC) was launched in 2021 and provides up to 7% in wage offsets to employers who hire Singaporean workers aged 60 and above, earning less than \$4,000. As announced at Budget and MOM's COS 2025, MOM will extend SEC to end-2026, with no change in funding levels. The highest tier of wage support will be adjusted to apply to those aged 69 and above, up from 68 and above today. More information on the funding levels can be found in [Annex B](#).

CPF CONTRIBUTION RATES FOR SENIOR WORKERS AND CPF TRANSITION OFFSET

10. In line with the 2018 Tripartite Workgroup on Older Workers recommendations, the Government announced in 2019 that CPF contribution rates will be raised gradually over the next decade or so for Singaporean and Permanent Resident workers aged above 55 to 70 (see [Table 1](#)). When the increases have been fully implemented, those aged above 55 to 60 will have the same CPF contribution rates as younger workers.

Table 1: Current and Target CPF Contribution Rates (Employer + Employee) by Age

| Age Band | Band | | |
|----------------|-----------|---|----------|
| | 2016–2021 | Current CPF Contribution Rates (As of 1 January 2025) | By ~2030 |
| 55 and below | 37.0% | No change | |
| Above 55 to 60 | 26.0% | 32.5% | 37.0% |
| Above 60 to 65 | 16.5% | 23.5% | 26.0% |
| Above 65 to 70 | 12.5% | 16.5% | 16.5% |
| Above 70 | 12.5% | No change | |

Notes:

1. The timeline is subject to change, depending on prevailing economic conditions.
2. The CPF contribution rates are stated as a percentage of wages above \$750 per month.

11. The Government has implemented the increase in senior workers' CPF contribution rates for workers aged above 55 to 70 each year since 1 January 2022. We reached the target contribution rates for senior workers aged above 65 to 70 in 2024.

12. **The next increase in senior workers' CPF contribution rates for workers aged above 55 to 65 will take place on 1 January 2026**, as shown in Table 2. The increase in contribution rates will be fully allocated to the CPF Retirement Account ("RA")¹ to help senior workers save more for retirement.

13. To mitigate the rise in business costs due to this increase, the **Government will provide employers with a one-year CPF Transition Offset** equivalent to half of the 2026 increase in employer CPF contribution rates for every Singaporean and Permanent Resident worker they employ aged above 55 to 65 (see Table 2). This will be provided automatically and employers do not need to apply for the offset.

Table 2: CPF Contribution Rates for Senior Workers from 1 January 2026

| Age Band | CPF Contribution Rates from 1 January 2026 | | | CPF Transition Offset for 2026 |
|----------------|--|---------------------|-------------------|--------------------------------|
| | Total | Employer | Employee | |
| 55 and below | No change | | | |
| Above 55 to 60 | 34% (+1.5%-pt) | 16.0% (+0.5%-pt) | 18.0% (+1%-pt) | 0.25%-pt |
| Above 60 to 65 | 25.0% (+1.5%-pt) | 12.5% (+0.5%-pt) | 12.5% (+1%-pt) | 0.25%-pt |
| Above 65 to 70 | No change (target contribution rates were reached in 2024) | | | |
| Above 70 | No change | | | |

Notes:

1. The CPF contribution rates are stated as a percentage of wages.
2. The percentage point figures in parentheses refer to the increase in CPF contribution rates from 1 January 2026, compared to current rates as of 1 January 2025.

¹ The allocation to RA is up to Full Retirement Sum (FRS). For members who have set aside the FRS, these contributions will be channelled to the Ordinary Account.

Table 3: TWG-SE Composition

Table 3 below summarises the composition of the TWG-SE.

| <u>Co-Chairs</u> | | |
|---|--|---|
| Mr Desmond Tan Deputy Secretary-General National Trades Union Congress (NTUC) | Dr Koh Poh Koon Senior Minister of State Ministry of Manpower (MOM) | Ms Tan Hwee Bin Vice President Singapore National Employers Federation (SNEF) |
| <u>Members</u> | | |
| NTUC representatives | Government representatives | SNEF and employer representatives |
| Mr Patrick Tay Assistant Secretary- General NTUC | Mr Ng Chee Khern Permanent Secretary MOM | Ms Kohe Hasan Deputy Honorary Secretary SNEF and Board Member Singapore Malay Chamber of Commerce and Industry (SMCCI) |
| Mr Tan Richard Central Committee Member NTUC and General Secretary United Workers of Electronics & Electrical Industries (UWEEI) | Mr Jeffrey Siow Second Permanent Secretary MOM and Ministry of Trade and Industry (MTI) | Mr Kerry Mok Council Member SNEF |
| Mr Sanjeev Kumar Tiwari Central Committee Member NTUC and General Secretary Amalgamated Union of Public Employees (AUPE) | Ms Dilys Boey Chief Executive Workforce Singapore (WSG) | Mr Hao Shuo Chief Executive Officer SNEF |
| Mr Desmond Choo Assistant Secretary- General NTUC | Mr Tan Kok Yam Chief Executive SkillsFuture Singapore (SSG) | Mr Edy Tan Council Member Singapore Chinese Chamber of Commerce and Industry (SCCCI) |
| Mr Brian Tan | Ms Jamie Ang | Mr Lee Tuck Wai |

| | | |
|---|---|---|
| Deputy Chief Executive Officer NTUC Employment and Employability Institute (NTUC-e2i) | Deputy Secretary (Transformation) Public Service Division (PSD) | Chair (Human Capital Action Group) Association of Small & Medium Enterprises (ASME) |
|---|---|---|

Table 4: SEC Funding Levels

Table 4 below summarises the SEC funding levels from 2024 to 2026. More details on SEC can be found on [IRAS' website](#).

| 2024-25 | | 2026 | |
|----------------|-------------|--|-------------|
| Age | SEC Support | Age | SEC Support |
| 60-64 | Up to 2% | 60-64 | Up to 2% |
| 65-67 | Up to 4% | 65-68 (<i>expanded to include 68</i>) | Up to 4% |
| 68 and above | Up to 7% | 69 and above (<i>pegged to prevailing re-employment age of 69</i>) | Up to 7% |