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No. S 226

CHILD DEVELOPMENT CO-SAVINGS ACT 2001

CHILD DEVELOPMENT CO-SAVINGS (PART-TIME EMPLOYEES) (AMENDMENT) REGULATIONS 2025

In exercise of the powers conferred by section 20 of the Child Development Co-Savings Act 2001, the Minister for Social and Family Development makes the following Regulations:

Citation and commencement

1. These Regulations are the Child Development Co-Savings (Part-Time Employees) (Amendment) Regulations 2025 and come into operation on 1 April 2025.

Amendment of regulation 3

2. In the Child Development Co-Savings (Part-Time Employees) Regulations 2008 (G.N. No. S 548/2008) (called in these Regulations the principal Regulations), in regulation 3, after “12D(1),” insert “12DA(1), 12DC(1),”.

Amendment of regulation 4

3. In the principal Regulations, in regulation 4(4), replace “section 9A(5A)” with “sections 9(6) and 9A(5A)”.

Amendment of regulation 7

4. In the principal Regulations, in regulation 7(4), after “section 12A(3)”, insert “and (5)”.

New regulation 7A

5. In the principal Regulations, after regulation 7, insert —

“Shared parental leave for parents of April 2025 Scheme child

7A.—(1) Every part-time employee who is a parent of an April 2025 Scheme child is entitled to shared parental leave for any period or periods specified in section 12DA(2)(a) of the Act, if the part-time employee satisfies the requirements of section 12DA(1) of the Act.

(2) Subject to section 12DB(1) of the Act, during the period of shared parental leave, a part-time employee must be paid —

(a) for each day that the part-time employee would ordinarily have been required to work under the part-time employee’s contract of service with the part-time employee’s employer, at the part-time employee’s gross rate of pay; and

(b) for each paid holiday, the sum mentioned in regulation 6(1) of the Employment (Part-Time Employees) Regulations, if the part-time employee is entitled to paid holidays and has not relinquished that entitlement.

(3) In the case of a part-time employee, any reference in the Act to a payment under section 12DA(2)(b) of the Act to an employee at the employee’s gross rate of pay refers to a payment to the part-time employee at the rate to which the part-time employee is entitled under paragraph (2).

(4) Subject to section 12DC(4) and (5) of the Act, every parent who is or was a part-time employee, and who satisfies the requirements of section 12DC(1) of the Act, is entitled to receive payment from the Government in accordance with section 12DC(2) of the Act.

(5) Sections 12DC(5) and 12M of the Act do not disqualify an eligible parent who is a part-time employee from claiming payment from the Government under section 12DC(2) of the Act in respect of any period when the part-time employee is on leave of absence without pay granted by the part-time employee’s employer at the part-time employee’s request, if

the requirement under section 12DC(6) of the Act concerning the leave is satisfied in relation to the part-time employee.

(6) Sections 12DA(4) and (5) and 12DC(5) of the Act do not disqualify an eligible parent mentioned in section 12DC(7) of the Act who is a part-time employee, and who satisfies the requirements under section 12DC(7) of the Act, from claiming payment from the Government under section 12DC(2) of the Act.”.

Amendment of regulation 8

6. In the principal Regulations, in regulation 8, in the regulation heading, after “leave”, insert “**through election by mother of non-April 2025 Scheme child**”.

Amendment of regulation 9

7. In the principal Regulations, in regulation 9(4), after “section 12HA(3)”, insert “and (4)”.

Replacement of regulation 10

8. In the principal Regulations, replace regulation 10 with —

“Saving provision

10. Despite anything in these Regulations, where —

- (a) a part-time employee is employed under a contract of service or collective agreement entered into before any provision of these Regulations relating to an entitlement of a part-time employee (called a specified provision) came into operation; and

(b) any terms of service provided for in the contract of service or collective agreement are more favourable to the part-time employee than the specified provision,

those terms of service insofar as they are more favourable to the part-time employee than any specified provision continue to apply until varied by the parties to the contract of service or collective agreement, as the case may be.”

[G.N. Nos. S 229/2011; S 282/2013; S 713/2016; S 142/2017; S 359/2017; S 828/2021; S 930/2023]

Made on 24 March 2025.

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