



FREE RESOURCE

Singapore Leave Entitlements Cheat Sheet 2026

Maternity, paternity, childcare, annual and sick leave — the statutory minimums.

FORMAT	PDF · A4 · printable cheat sheet
COVERS	Statutory leave for Singapore employees
PAIRS WITH	Leave and workforce calculators
SOURCE	Ministry of Manpower (mom.gov.sg)

One page covering the leave a Singapore employee is entitled to — parental, childcare, annual and sick. Use it to check that what your employer offers meets or beats the legal minimum.

Singapore leave at a glance

This cheat sheet covers the statutory leave a Singapore employee can receive. "Government-Paid" schemes are funded by the government; the rest are minimums set by the Employment Act. Your contract may offer more — never less.

Parental leave

Leave	Who	Entitlement
Maternity (GPML)	Working mothers	16 weeks for a Singapore-citizen child (12 weeks in some cases)
Paternity (GPPL)	Working fathers	Up to 4 weeks, Government-Paid
Shared Parental Leave	Either parent	A shared entitlement, taken within 12 months of the birth
Adoption (GPAL)	Adoptive mothers	Up to 12 weeks

Shared Parental Leave is being expanded — confirm the current number of weeks for your child's date of birth on mom.gov.sg.

Childcare and infant care leave

- Childcare leave: 6 days a year if you have a Singapore-citizen child under 7 (2 days a year under the Employment Act if the child is not a citizen).
- Extended childcare leave: 2 days a year for a Singapore-citizen child aged 7 to 12.
- Infant care leave: 6 days a year (unpaid) for each parent of a Singapore-citizen child under 2.

Eligibility generally requires at least 3 months of service with your employer.

Annual leave — Employment Act minimum

Employees covered by the Employment Act with at least 3 months of service earn paid annual leave that rises with length of service:

Year of service	Minimum paid annual leave
1st year	7 days

Year of service	Minimum paid annual leave
2nd year	8 days
3rd year	9 days
Each year after, +1 day	up to a cap
8th year onwards	14 days

Most employers offer more than the legal minimum — check your contract.

Sick leave

Employees covered by the Employment Act with at least 6 months of service get:

- Up to 14 days of paid outpatient sick leave a year, and
- Up to 60 days of paid hospitalisation leave a year (the 60 includes the 14).

Sick leave must be certified by a doctor, and you should inform your employer within 48 hours.

Before you rely on any figure

Confirm you meet the minimum-service requirement for the leave type.

Check whether your child is a Singapore citizen — several entitlements

depend on it.

Read your employment contract — contractual leave can exceed the minimum.

Apply for and document leave properly so it cannot be disputed later.

How to use this cheat sheet

Use it to check that your employer's offer meets or beats the statutory minimum, and to plan a parental-leave year. Confirm the current Shared Parental Leave and Government-Paid amounts on mom.gov.sg before you file.

Sources & disclaimer

All figures in this resource were verified in May 2026 against the official Singapore government source named on the cover. Rates, thresholds and policy figures are revised regularly — often each year — so always

confirm the current figure and your own eligibility with the relevant agency before acting.

This guide is for general education and reference only. It is not professional, medical, legal or financial advice and does not account for your personal circumstances.

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