

# More parental leave for parents with newborns

30 weeks of paid leave in total for working parents to spend time with their newborns. Implemented in two phases from 1 April 2025.



## 4 WEEKS OF MANDATORY GOVERNMENT-PAID PATERNITY LEAVE (GPPL)

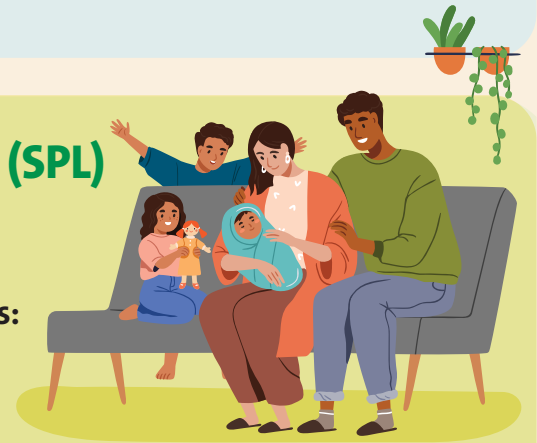
From 1 April 2025, the additional 2 weeks of GPPL provided on a voluntary basis will be mandated. Eligible working fathers will be entitled to 4 weeks of GPPL.



## 10 WEEKS OF NEW SHARED PARENTAL LEAVE (SPL)

The current SPL scheme<sup>1</sup> will be replaced by a new SPL scheme, which grants 10 weeks of leave shared between both parents<sup>2</sup>. Implemented in two phases to manage the impact on employers:

- From 1 April 2025: **6 weeks of SPL**
- From 1 April 2026: **10 weeks of SPL**



### How will parents share the new SPL?

- Each parent is allocated half of the SPL by default to encourage shared parental responsibility.
- Parents can reallocate their share of the new SPL to each other to suit caregiving needs.
- Changes should be submitted via LifeSG website / app within four weeks from the child's date of birth. Any change thereafter will require the employer's agreement.

### What should employees take note of?

- Parents should notify their employers as early as possible when they are expecting a child, and discuss leave plans with employers<sup>3</sup>.
- SPL should be consumed within the first 12 months of the child's birth.
- Employees must give minimum notice of at least 4 weeks before consuming Government-Paid Maternity Leave (GPML), GPPL and the new SPL.

#### Details of leave plans to discuss include:

- ▶ Number of weeks of SPL to be taken
- ▶ Whether leave will be taken in one continuous block or in separate smaller blocks
- ▶ Start and end dates of leave period/s



### What should employers take note of?

- Employers are encouraged to support their employees' leave-taking.
- Employers can verify their employees' SPL sharing arrangement and submit leave reimbursement claims via the Government-Paid Leave Schemes portal ([profamilyleave.msf.gov.sg](http://profamilyleave.msf.gov.sg)).

<sup>1</sup> Current SPL: Eligible working mothers can share up to 4 weeks of their Government-Paid Maternity Leave (GPML) with their husbands.

<sup>2</sup> New Shared Parental Leave Benefit (SPB) to support working parents with irregular employment arrangements (e.g., short-term contract workers, gig workers).

<sup>3</sup> Employers and employees should mutually agree on when SPL should be taken. If there is no mutual agreement, parents can take SPL in a continuous block (after GPML or GPPL) within the first 26 weeks of the child's birth, after giving at least 4 weeks' notice.