Highlight for 2025
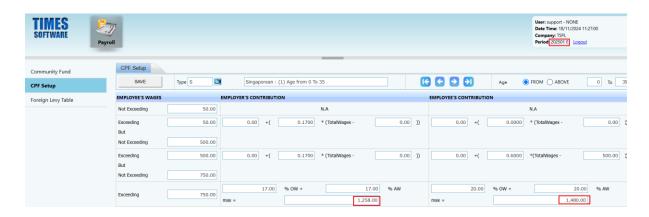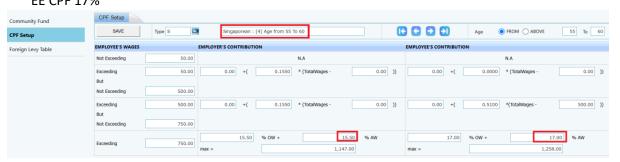
1. CPF changes in 2025 (Check before process 202501 Payroll)
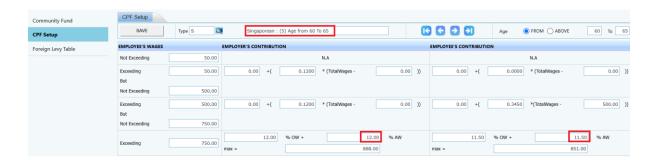   a. CPF Ordinary Wage ceiling increases to $7400

   Max EE CPF $7400 x 20% = $1480

   Max ER CPF $7400 x 17% = $1258

   b. CPF contribution rates changes for employees aged above 55 to 60

   ER CPF 15.5%

   EE CPF 17%

   c. CPF contribution rates changes for employees aged above 60 to 65

   ER CPF 12%

   EE CPF 11.5%

2. Government-Paid Paternity Leave (GPPL) changes
   From **1 April 2025**, eligible working fathers will be entitled to **4 weeks** of GOVERNMENT-PAID
   PATERNITY LEAVE (GPPL).

Sources: https://www.madeforfamilies.gov.sg/docs/default-source/media-downloads/parental-leave-enhancements-infographic-2024.pdf?sfvrsn=fc107328_1

Steps to configure refer to guide page 34.

3. Shared Parental Leave (SPL) changes
   From **1 April 2025**, new Shared Parental Leave (SPL) scheme will replace current scheme.
   The new scheme comprises 10 weeks of paid parental leave, shared between both parents. It
   will be implemented in two phases:
   • From 1 April 2025: **6 weeks** of shared parental leave
   • From 1 April 2026: **10 weeks** of shared parental leave
   The 10 weeks of leave is provided on top of GPML and GPPL entitlements.
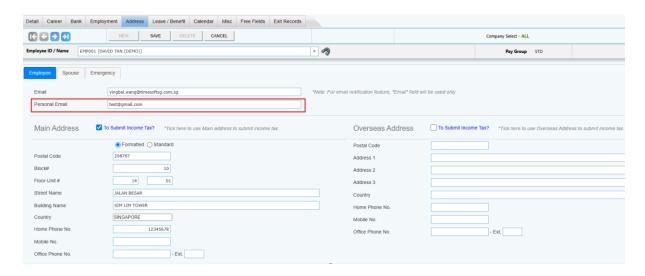
Steps to configure refer to guide page 35.

4. IRAS Apex submission
   APEX is the Government's new Application Programming Interface (API) Exchange
   platform that enables secure and seamless data sharing across government agencies
   and with external parties.

5. Layout changes in the Address Tab

6. Occupational Employment Dataset (**OED**)
Reports>>Other Reports>>Occu Employment Dataset