

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 \times 20\% = \1480

Max ER CPF $\$7400 \times 17\% = \1258

Community Fund

CPF Setup

Foreign Levy Table

SAVE Type S Singaporean : (1) Age from 0 To 35

Age FROM ABOVE 0 To 35

EMPLOYEE'S WAGES	EMPLOYER'S CONTRIBUTION	EMPLOYEE'S CONTRIBUTION
Not Exceeding 50.00	N/A	N/A
Exceeding 50.00	0.00 + (0.1700 * (TotalWages - 50.00))	0.00 + (0.0000 * (TotalWages - 50.00))
But Not Exceeding 500.00		
Exceeding 500.00	0.00 + (0.1700 * (TotalWages - 500.00))	0.00 + (0.6000 * (TotalWages - 500.00))
But Not Exceeding 750.00		
Exceeding 750.00	17.00 % OW + 17.00 % AW	20.00 % OW + 20.00 % AW
max =	1,258.00	1,480.00

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

ER CPF 15.5%

EE CPF 17%

Community Fund

CPF Setup

Foreign Levy Table

SAVE Type S Singaporean : (4) Age from 55 To 60

Age FROM ABOVE 55 To 60

EMPLOYEE'S WAGES	EMPLOYER'S CONTRIBUTION	EMPLOYEE'S CONTRIBUTION
Not Exceeding 50.00	N/A	N/A
Exceeding 50.00	0.00 + (0.1550 * (TotalWages - 50.00))	0.00 + (0.0000 * (TotalWages - 50.00))
But Not Exceeding 500.00		
Exceeding 500.00	0.00 + (0.1550 * (TotalWages - 500.00))	0.00 + (0.5100 * (TotalWages - 500.00))
But Not Exceeding 750.00		
Exceeding 750.00	15.50 % OW + 15.50 % AW	17.00 % OW + 17.00 % AW
max =	1,147.00	1,258.00

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

ER CPF 12%

EE CPF 11.5%

Community Fund

CPF Setup

Foreign Levy Table

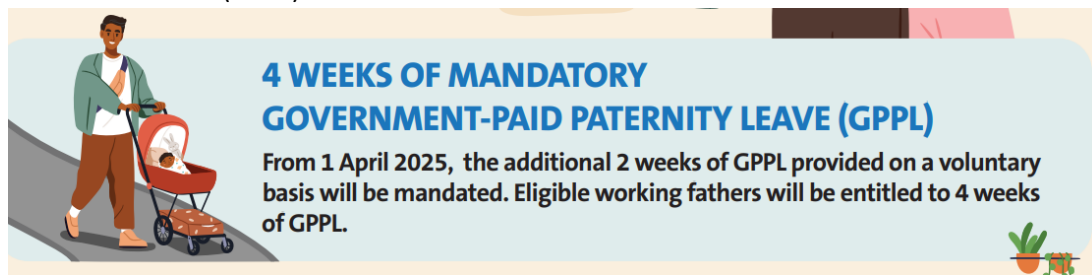
SAVE Type S Singaporean : (5) Age from 60 To 65

Age FROM ABOVE 60 To 65

EMPLOYEE'S WAGES	EMPLOYER'S CONTRIBUTION	EMPLOYEE'S CONTRIBUTION
Not Exceeding 50.00	N/A	N/A
Exceeding 50.00	0.00 + (0.1200 * (TotalWages - 50.00))	0.00 + (0.0000 * (TotalWages - 50.00))
But Not Exceeding 500.00		
Exceeding 500.00	0.00 + (0.1200 * (TotalWages - 500.00))	0.00 + (0.3450 * (TotalWages - 500.00))
But Not Exceeding 750.00		
Exceeding 750.00	12.00 % OW + 12.00 % AW	11.50 % OW + 11.50 % AW
max =	888.00	851.00

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.

Leave Administrator > Prorate Details									
Leave Scheme: - DEFAULT -		Year: 2025		Leave Code: PATERNITY LEAVE [PATE]					
	Prorate On	No. of Months of service completed	Leave Entitlement	Apply To	Nationality	Formula	Condition1	Condition2	Condition3
	Hired	3	4 * Paygroup	Child	SINGAPOREAN [SING]	Youngest child age	0	1	2025-04-01
	Termination	0	4 * Paygroup	Child	SINGAPOREAN [SING]	Youngest child age	0	1	2025-04-01

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.

Leave

Administrator

Leave Code Setup

Leave Scheme:

- DEFAULT -

Leave Code / Description:

/

- DEFAULT SCHEME -

Category:

- ALL -


Add New

Copy

(Copy the below selected code TO above setting)

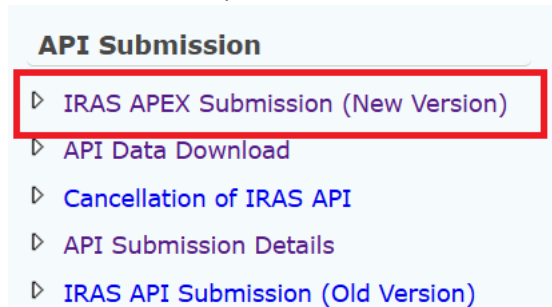
Save

Export

<input type="checkbox"/>	Leave Code	Leave Description	Leave Alias	Applicable	Reference Required	Reason Required	Attachment Required	Digi MC	Message Prompt	Upon Confirmed
<input type="checkbox"/>	 SPL	SHARED PARENTAL LEAVI	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>

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

Detail Career Bank Employment **Address** Leave / Benefit Calendar Misc Free Fields Exit Records

NEW SAVE DELETE CANCEL

Company Select - ALL

Employee ID / Name EMP001 [DAVID TAN (DEMO)] Pay Group STD

Employee Spouse Emergency

Email yingbel.wang@timesoftsg.com.sg *Note: For email notification feature, "Email" field will be used only

Personal Email test@gmail.com

Main Address ☒ To Submit Income Tax? *Tick here to use Main address to submit income tax.

Overseas Address ☐ To Submit Income Tax? *Tick here to use Overseas Address to submit income tax.

☒ Formatted ☐ Standard

Postal Code 208787

Block# 10

Floor-Unit # 14 01

Street Name JALAN BESAR

Building Name SIM LIM TOWER

Country SINGAPORE

Home Phone No. 12345678

Mobile No.

Office Phone No. - Ext.

Postal Code

Address 1

Address 2

Address 3

Country

Home Phone No.

Mobile No.

Office Phone No. - Ext.

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

TIMES SOFTWARE

Payroll

Mail Merge

Matrix Report

Labour Market Survey

Salary Variance

Payroll Summary Report

Occu Employment Dataset

Occupational Employment Dataset MOM API Submission

SAVE CANCEL EXPORT CSV EXPORT EXCEL

Company 199804415D [TSPL]

Period 202411

Type HIGHEST EDUCATION ATTAINED

CODE	DESCRIPTION
A	A LEVEL
ACC	DEGREE IN ACCOUNTANCY
ADP-PCI	ADVANCE DIPLOMA IN PROCESS CONTROL AND INSTRUMENTATION
ADVDPLO	ADVANCE DIPLOMA
B.E & E	Bachelor in Electrical & Electronics Engineering
BA.DEG	BACHELOR DEGREE