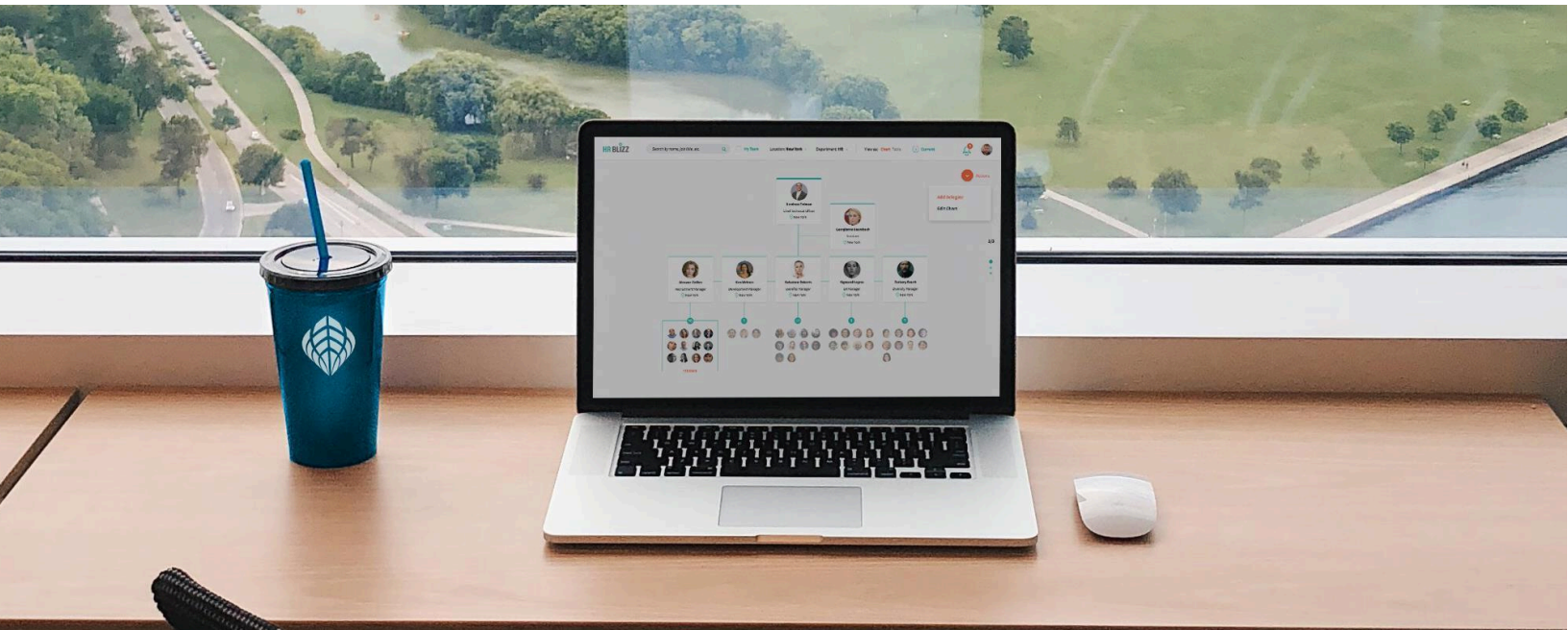




Simplifying Employment  
Tasks Worldwide

# Statutory Change Alert

Singapore – Parental and Shared Parental Leave  
Change – 1 April 2025 and 1 April 2026



**SINGAPORE**



Mar 28, 2025

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# We help you achieve your global ambitions

Thank you for trusting Mercans to outsource your HR and Payroll functions. We propose HR consulting services, actionable solutions, and cost-effective global payroll processing tools to energize your human capital management in real-time and augment your performance. We are dedicated to becoming your business growth facilitator.



## Global Payroll Solutions – Boost your HR brand and employee satisfaction

Rationalize your HR budgets, monitor your data, and optimize your global payroll tasks in real-time. Systematize processes and streamline HRM lifecycles with HR Blizz™, our unified SaaS platform, to ensure your employees are paid accurately and on time.



## PEO/GEO Services – Easily hire, deploy and manage your workforce abroad

A reliable Professional Employer Organization (PEO), Mercans is your trusted employer of record to globally select, engage, and manage highly qualified personnel on your behalf, through integrated Global Employment Outsourcing (GEO).



## Global Talent Acquisition – Quickly fill vacancies with only the best candidates

Mercans supports you in designing/deploying long-term HR strategies and processing full-cycle recruitment. Our ATS Suite Mesaar™ and our hiring experts help to screen, select, attract the right candidates for your organization and populate your pipeline of prequalified talents.



## BPO Services – Reclaim the focus on your core activities to expand your business

Concentrate on the essentials: outsource non-primary activities and your front- and back-office functions to Mercans. Save the time, money, and energy needed to refine the value chain engagement of your customers and suppliers and increase revenue.



## HR Management SaaS – Access customizable cloud-based online platforms

Centralize your HR function on an all-in-one user-friendly and self-service platform. Combined with the expertise of our consultants, the Mesaar SaaS offers a built-in applicant tracking system and easy-integration features to improve internal processes.



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### **Local Statutory Compliance – Forget the hassle of setting up branches abroad**

Mercans seasoned HR advisory team are compliance experts specialized in local cultures, business protocols, and tax and legal specificities. They are committed to ensure quick go-to-market abroad and achieve a compliant global expansion, risk-free from A to Z.



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## Mercans at a Glance

<b>160+</b> Countries	<b>20</b> Years of Success	<b>1K+</b> Payroll and HR Specialists
<b>22k+</b> Clients Worldwide	<b>97%</b> Client Retention Rate	<b>1.5X</b> Annual Revenue Growth
<b>95k+</b> Largest Single Country Payroll	<b>25M+</b> Pay Slips per Annum	<b>0</b> Security Breaches

**Number one** for outsourced payroll services, we are endorsed by international authorities.



**Mercans has the highest industry quality and IT security certificate certificate**





# Singapore - Parental and Shared Parental Leave Change -1 April 2025 and 1 April 2026

The prime minister of Singapore announced several planned legislative changes to family leave entitlements during the 2024 National Day Rally. The changes will introduce increased parental and shared parental leave entitlements under the Children Development Co-Savings Act (CDCA). The changes will be phased in two phases, with Phase 1 commencing on 1 April 2025 and Phase 2 on 1 April 2026.

## 1. Government Paid Parental Leave (GPPL)

Currently, eligible working fathers are entitled to 2 weeks of Government Paid Parental Leave (GPPL) and may take an additional 2 weeks of GPPL, if their employers allow them to do so. Employers who grant the additional paternity leave on a voluntary basis will be reimbursed by the Government.

From 1 April 2025, the additional 2 weeks of voluntary GPPL will be mandatory. Eligible working fathers with Singapore citizen children born on or after 1 April 2025 will be entitled to 4 weeks of GPPL.

## 2. Shared Parental Leave

As per the CDCA, mothers are currently allowed to transfer only 4 of their 16 weeks of government-paid maternity leave (GPML) to the father.

From 1 April 2025, the current shared parental leave scheme will cease and be replaced with a new 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.



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### **Key Features of the New SPL Scheme:**

**Leave Consumption:** SPL must be utilized within the first 12 months of the child's birth. Parents should discuss and agree upon the leave arrangement with their employers. If no agreement is reached, SPL can be taken in a continuous block (following GPML or GPPL) within the first 26 weeks of the child's birth.

**Leave Distribution:** By default, SPL will be equally divided between both parents: 3 weeks each for babies born between 1 Apr 2025 and 31 Mar 2026, and 5 weeks each for babies born from 1 Apr 2026 onwards. Any changes to the leave-sharing arrangement should be made within four weeks after the child's birth. Changes after this period require mutual agreement between parents and employers.

**Government Payment:** All weeks of SPL will be government-paid, capped at S\$2,500 per week (approximately S\$10,000 per month).

For more information on the new shared parental leave and parental leave, refer to the [booklet](#).

Please contact your Mercans' services delivery team for any additional information regarding the implications of the above change.

# They already trust Mercans





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# What Makes Mercans your HR and Payroll Partner of Choice?

## We Simplify Employment Tasks Worldwide

### Everywhere for Everyone

We are a borderless people engagement enabler, driven by technology and innovation. We deliver bespoke human capital management services and global payroll solutions to empower businesses across 110+ countries regardless of their organizations' size and their industry. We pride ourselves on being global people experts with a striking local presence, committed to making your teams happy, and ensuring the consistent and sustainable growth of your organization.

### Local Presence. Regional Strategy. Global Success

Supported by 500+ payroll and HR specialists with in-depth local knowledge, Mercans operate globally. Our pioneering human resources consulting services and trailblazing SaaS platforms are already satisfying 5,000+ international clients, ensuring timely measurable results and bottom-line savings. Thanks to success-oriented teams striving for excellence and taking care of our clients' tasks within budget, we have gained the trust of major multinational companies.

### A Revolutionary Service Delivery System

Say goodbye to third-party service providers, offshore call centers, fragmented data, and endless chains of sub-contracts.

Mercans cloud-based SaaS Products, HR Blizz™ & Mesaar™, combine the performance of proprietary technologies with a human touch. Cost-effective, they are fully-compliant self-service tools, packed with smart built-in features for your peace of mind. All your data are integrated into single interfaces accessible from everywhere and on any device.

### Trailblazing Cloud-Based SaaS Products

HR Blizz & Mesaar, our Software-as-a-Service platforms, both propose a preconfigured API integration capability with all the major global HRMS platforms, including SuccessFactors, Workday, Oracle HCM, and MS Dynamics. All Mercans systems and processes are GDPR compliant, ISO 9001, 20000, 27001 certified, and SOC 1 and SOC 2 audited. A registered Finpro expert, Mercans is also a member of the Global Payroll Association and the Global Payroll Management Institute.





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