



GOVERNMENT-PAID CHILDCARE LEAVE (GPCL) SCHEME
 DECLARATION BY EMPLOYEE
 Child Development Co-Savings Act (Cap. 38A)
 Child Development Co-Savings (Leave and Benefits) Regulations 2017

Before filling up the form (which may take you 3 minutes to complete), please note:
 (i) Read the explanatory notes before completing this declaration.
 (ii) Save for Part F below, all references to “you” or “I” in this form shall be taken to be a reference to you, the employee who is applying for Childcare leave/ Extended Childcare leave.

Scheme applied for (please tick one)

Childcare Leave (CCL)¹

Extended Childcare Leave (ECL)¹

Part A: Details of Employee

A Name

B NRIC No. / FIN No. / Passport No.

C Designation of employee

D Date when employee joined company

Note:
 If you are submitting this form to your employer for the first time for the **current relevant period (referred to in Part C)**, you will need to complete all the sections in the form. Otherwise, please proceed to Part D.

Part B: Declaration of **eligibility of Youngest Child**

My youngest child is a Singapore citizen

Yes

No

Please attach a copy of the child's Singapore citizenship certificate if the child is not born as a Singapore citizen.

Date of birth

Part C: Details of Childcare Leave

The relevant period² agreed by both employer and you to take childcare leave/ extended childcare leave is as follows:

Start

D	D	M	M	Y	Y	Y	Y

End

D	D	M	M	Y	Y	Y	Y

Note: The relevant period agreed upon will be used for the entire duration of childcare leave/extended childcare leave until the employee becomes ineligible (i.e. does not meet the eligibility criteria) or changes employer. If the employee changes employer and is still eligible for childcare leave/ extended childcare leave, he/she may opt for a different relevant period with the new employer.

¹ Parents can start taking childcare leave (CCL) either (a) in the relevant period in which the child is born or (b) in the following relevant period. For (a), parents may take up to 6 days of CCL per relevant period when the child is 0 – 6 years old and 2 days of extended childcare leave (ECL) per relevant period when the child is 7 – 12 years old. For (b), parents may take up to 6 days of CCL per relevant period when the child is 1 – 7 years old and 2 days of ECL per relevant period when the child is 8 – 13 years old. When parents are eligible to take up to 6 days of CCL in a particular relevant period, in which they have a newborn, they will be under (b) with respect to the newborn.

²The “relevant period” refers to any period of 12 months as is agreed to by the employee and his employer; or where there is no such agreement, a calendar year.

Part C: Details of Childcare Leave (con't)

Please indicate the date(s) which you will be taking the childcare leave/ extended childcare leave.

S/N	Leave Date(s) (DD/MM/YYYY)	Leave Duration (Full-Day / Half-Day)	Monthly Salary (excluding allowances) (S\$)	Monthly Claimable Allowances (S\$)	Monthly Employer CPF Contribution (S\$)
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					
11					
12					

Part D: Declaration of Leave Consumption

- A. I have not applied for childcare leave/ extended childcare leave with my previous employer during the current calendar year.
- B. I have previously applied for childcare leave/ extended childcare leave with my previous employer(s) during the current calendar year.
If you have selected box B, i.e. taken childcare leave/extended childcare leave at any time during the current relevant period, please provide the details below.

S/N	Name of previous employer(s)	Start date of employment with the previous employer	Last day of employment with the previous employer	Date(s) of childcare leave/ extended childcare leave taken under the previous employer (where applicable)

Number of days of childcare leave/extended childcare leave taken with previous employer(s) for the current calendar year: _____

Part E: Employee's Declaration

- I have read and understood the explanatory notes.
- I hereby declare that all information given in this declaration is true, correct and complete.
- I understand that –
- if I knowingly make any false or misleading statement, or produce or furnish, or cause or knowingly allow to be produced or furnished, any document which I know to be false or misleading in a material particular, I shall be guilty of an offence under section 16 of the Child Development Co-Savings Act (Cap. 38A) (CDC Act) and shall be liable on conviction to a fine not exceeding \$20,000 or to imprisonment for a term not exceeding 12 months or to both; and
 - my employer or the Government may recover from me any moneys paid out to me in reliance of a false or misleading statement or document or by reason of a mistake of fact, pursuant to section 11 of the CDC Act.

Employee's Name

NRIC No.

Signature

Date

Part F: Employer's Acknowledgement

- I understand that the 6 days of childcare leave is being granted to my employee with a Singapore citizen child below the age of 7 years (regardless of the number of children below the age of 7 years) / I understand that the 2 days of extended child care leave is being granted to my employee whose youngest qualifying child is a Singapore citizen and who is aged 7 years and above but below 13 years of age (regardless of the number of children my employee has).
- I have agreed to allow my employee (referred to in Part A) to take the childcare leave/extended childcare leave on the dates stated in Part C.

Name & Designation

NRIC No.

Signature

Date

*Delete where applicable.

Note to employer:

Please do not submit this declaration form. However please keep this form for a period of 5 years from the date the form is submitted to you by your employee, for verification of details if necessary.

Note to employee:

In completing this declaration, you have given consent to display the total number of days you have taken at “View GPCL taken” in the Government-Paid Leave Portal. Should you have queries, please email us at contactus@profamilyleave.gov.sg.

EXPLANATORY NOTES ON DECLARATION BY EMPLOYEE

Declaration of eligibility

1. This form should be submitted by an employee who is the parent of the child in respect of whom childcare leave is being applied for ("the child") to his/her employer before the start of the childcare leave.
2. Subject to the Child Development Co-Savings Act (Cap 38A) ("CDC Act") and the Child Development Co-Savings (Leave and Benefits) Regulations 2017 ("CDC Regulations"), an eligible employee is entitled to :
 - a) 6 days of the childcare leave per relevant period, of which the first 3 days will be employer-paid and the last 3 days will be Government-paid so long as the employee has a Singapore citizen child³; and
 - b) 2 days of extended childcare leave per relevant period if the employee has a Singapore citizen child³.
3. The employee is entitled to receive payment from the employer at his/her gross rate of pay up to a maximum of \$500 for each day of childcare leave. The payment will include any CPF contributions which an employer is liable to make under the Central Provident Fund Act (Cap. 36).
4. In making this declaration, the employee assures the employer that he/she meets the eligibility criteria for the childcare leave benefits. An employee is eligible for paid childcare leave during a relevant period if:
 - a) he/she has served the employer for a continuous period of not less than 3 months; and
 - b) he/she has any child of the eligible age⁴, and
 - c) his/her child is a Singapore citizen, or who becomes, a Singapore citizen before the 7th or 12th birthday, at any time during any relevant period.
5. If the employee did not serve the employer for the full 12 months during the relevant period, he/she shall be entitled to childcare leave for that relevant period based on the table below –

Length of service with employer during relevant period	Number of days of childcare leave
Not less than 3 months but less than 5 months	2
Not less than 5 months but less than 7 months	3
Not less than 7 months but less than 9 months	4
Not less than 9 months but less than 11 months	5
Not less than 11 months	6

6. The child, in relation to an employee, includes any adopted child, or step-child of the employee or any child who is placed under the care of the employee as the child's appointed foster parent.
7. With effect from 1 May 2013, unmarried/ single parents are also eligible for childcare leave/ extended childcare leave, subject to all other eligibility criteria for childcare leave in Paragraph 4 of these Explanatory Notes being met.
8. An employee shall not be entitled to:
 - a) More than 42 days of childcare leave in respect of any qualifying child;
 - b) More than 12 days of extended childcare leave in respect of any qualifying child; and
 - c) More than a combined total of 6 days of childcare leave and extended childcare leave during any relevant period.
9. If the employment of the employee who is entitled to childcare leave is terminated (whether by resignation or dismissal, upon the completion of his contract of service, or for any other reason) before he has taken the entitlement of childcare leave or extended childcare leave, as the case may be, for a relevant period, the employee:

³ Parents can start taking childcare leave (CCL) either (a) in the relevant period in which the child is born or (b) in the following relevant period. For (a), parents may take up to 6 days of CCL per relevant period when the child is 0 – 6 years old and 2 days of extended childcare leave (ECL) per relevant period when the child is 7 – 12 years old. For (b), parents may take up to 6 days of CCL per relevant period when the child is 1 – 7 years old and 2 days of ECL per relevant period when the child is 8 – 13 years old. When parents are eligible to take up to 6 days of CCL in a particular relevant period, in which they have a newborn, they will be under (b) with respect to the newborn.

- a) Shall cease to be entitled to that leave upon the termination of his employment; and
- b) Shall not be entitled to any payment in lieu thereof.

Notes to Employers

10. Employers should ensure that they have received the duly signed and completed declaration form (GPCL1) or in such form as in the employer may provide in accordance to the requirements specified in the website www.profamilyleave.gov.sg/info, from their employee before making payment. If the employer is satisfied that the employee is entitled to payment in accordance with paragraph 4 of these Explanatory Notes, he may proceed to make payment to him/her.
11. Please do not submit this declaration form to the authorised agent of the Ministry of Social and Family Development. However please keep this form, for a period of 5 years from the date the form is submitted to you for verification of details. .
12. For more information or clarification, please contact us at 1800-253-4757 or e-mail to contactus@profamilyleave.gov.sg. You can also visit our website at www.profamilyleave.gov.sg.