

RECRUITFIRST'S PRICING MODEL FOR EARLY CHILDHOOD RELIEF STAFF

Prices listed below are subject to the prevailing Goods and Services Tax (GST)

1. HOURLY RATES

General hourly rates (for short-term engagements of ≤3 months)

Qualification of relief staff	Hourly bill rate
<ul style="list-style-type: none">• Untrained (Diploma in other discipline and below)	\$15/hr
<ul style="list-style-type: none">• Fundamentals Certificate in Early Childhood Care and Education (FECCE)• Certificate in Relief Teaching (Early Childhood Education) (CRT)• WSQ Relief Staff Program (RSP)	\$17/hr
<ul style="list-style-type: none">• Higher Certificate in Infant Care (EY1 certified)• Certificate in Infant/Toddler Care & Development (CITC)• Early Childhood Teacher Bridging Program• Early Childhood Care and Education Intermediate Course• Undergoing Degree or Diploma in EC• Degree and above in other discipline	\$19/hr
<ul style="list-style-type: none">• Advanced Certificate in Early Years (EY2 certified)	\$20/hr
<ul style="list-style-type: none">• Advanced Certificate in Early Childhood Care & Education (L1 certified)• Certificate in Early Childhood Care & Education (CECCE) (L1 certified)• Certificate in Preschool Teaching (CPT) (L1 certified)• Higher Nitec in Early Childhood (L1 certified)	\$21/hr
<ul style="list-style-type: none">• Diploma in Early Childhood Care & Education – Teaching (L2 certified)	\$24/hr

Preferential hourly rates (for short-term engagements of ≤3 months)

In the event where a preschool operator utilises 16,000 hours (or 2,000 workdays) of RecruitFirst's relief staff services within a month, the following preferential rates will apply:

Qualification of relief staff	Hourly bill rate
<ul style="list-style-type: none">• Untrained (Diploma in other discipline and below)	\$14/hr
<ul style="list-style-type: none">• Fundamentals Certificate in Early Childhood Care and Education (FECCE)• Certificate in Relief Teaching (Early Childhood Education) (CRT)• WSQ Relief Staff Program (RSP)	\$16/hr
<ul style="list-style-type: none">• Higher Certificate in Infant Care (EY1 certified)• Certificate in Infant/Toddler Care & Development (CITC)• Early Childhood Teacher Bridging Program• Early Childhood Care and Education Intermediate Course• Undergoing Degree or Diploma in EC• Degree and above in other discipline	\$18/hr
<ul style="list-style-type: none">• Advanced Certificate in Early Years (EY2 certified)	\$19/hr
<ul style="list-style-type: none">• Advanced Certificate in Early Childhood Care & Education (L1 certified)• Certificate in Early Childhood Care & Education (CECCE) (L1 certified)• Certificate in Preschool Teaching (CPT) (L1 certified)• Higher Nitec in Early Childhood (L1 certified)	\$20/hr
<ul style="list-style-type: none">• Diploma in Early Childhood Care & Education – Teaching (L2 certified)	\$23/hr

Long-term hourly rates (for engagements exceeding 3 months)

In the event where a preschool operator engages a relief staff on an hourly basis for a period **exceeding** 3 months, the following rates will apply to align with MOM's regulations on employment benefits (e.g. CPF contributions, Work Injury Compensation Act, Skills Development Levy):

Qualification of relief staff	Hourly bill rate
<ul style="list-style-type: none">• Untrained (Diploma in other discipline and below)	\$16/hr
<ul style="list-style-type: none">• Fundamentals Certificate in Early Childhood Care and Education (FECCE)• Certificate in Relief Teaching (Early Childhood Education) (CRT)• WSQ Relief Staff Program (RSP)	\$18/hr
<ul style="list-style-type: none">• Higher Certificate in Infant Care (EY1 certified)• Certificate in Infant/Toddler Care & Development (CITC)• Early Childhood Teacher Bridging Program• Early Childhood Care and Education Intermediate Course• Undergoing Degree or Diploma in EC• Degree and above in other discipline	\$21/hr
<ul style="list-style-type: none">• Advanced Certificate in Early Years (EY2 certified)	\$21.50/hr
<ul style="list-style-type: none">• Advanced Certificate in Early Childhood Care & Education (L1 certified)• Certificate in Early Childhood Care & Education (CECCE) (L1 certified)• Certificate in Preschool Teaching (CPT) (L1 certified)• Higher Nitec in Early Childhood (L1 certified)	\$22/hr
<ul style="list-style-type: none">• Diploma in Early Childhood Care & Education – Teaching (L2 certified)	\$28/hr

2. MONTHLY RATES

Should relief staff be engaged on a monthly basis, preschools will incur a monthly Recruitment and Administration Fee on top of the total monthly cost of the relief staff, which includes the relief staff's monthly salary, employer's CPF contribution, workmen's compensation and insurance charges, Skills Development Levy, and any other applicable charges such as the prevailing GST. The Recruitment and Administration Fees will be 20% of the total monthly cost for each relief staff.

An illustration of the monthly charges for a relief staff with a monthly net salary of \$2,500 is as follows:

Component	Amount chargeable to preschool operator
a. Candidate's Net Salary	\$2,500.00
b. Employer's CPF Contribution	\$425.00
c. Workmen's Compensation and Insurance Charges	\$100.00
d. Skills Development Levy	\$6.25
e. Recruitment and Administration Fees [20% * (a + b + c + d)]	\$606.25
Total Chargeable Amount	\$3,637.50

Note: The above table is for **illustrative purposes only**. Additional charges may be included where relevant.