

ANNEX A: ANCHOR OPERATORS

S/N	Name of Anchor Operator	Led by
1	PCF Sparkletots Preschool	PAP Community Foundation
2	My First Skool	NTUC First Campus
3	MY World Preschool	Metropolitan YMCA
4	Skool4Kidz	Kinderland Educare Services
5	E-Bridge Pre-school	EtonHouse International

ANNEX B: PARTNER OPERATORS

The list of POP centres under the 2021-2025 term can be found [here](#).

**ANNEX C: ILLUSTRATION OF SAVINGS FROM LOWERED FEE CAPS
FOR FAMILIES**

Fee caps for Singapore Citizen (SC) children will be lowered from 1 January 2023:

- a. Full-day childcare fee caps for AOP and POP centres will be lowered by \$40.
- b. Full-day infant care fee caps for AOP and POP centres will be lowered by \$40.
- c. Kindergarten fee cap for AOP centres will be lowered by \$10.

The fee cap reductions will allow families to enjoy savings of up to \$432 per year for full-day childcare services at an AOP centre. Lower-income families will continue to pay as low as \$3 per month for full-day childcare and \$1 per month for half-day kindergarten services at an AOP centre.

The following tables show what dual-income families might pay for preschool programmes with the lowered fee caps, after means-tested subsidies and subject to minimum co-payment.

Table C-1: Full-day childcare at an AOP centre with a revised fee cap of \$680

Dual-income family with gross monthly household income of	Current		From 1 Jan 2023		Savings per month
	Monthly fees before subsidy	Monthly fees after subsidy	Monthly fees before subsidy	Monthly fees after subsidy	
\$3,000 and below	\$770 (after GST)	\$3	\$734 (after GST)	\$3	\$0
\$3,001 to \$4,500		\$30		\$25	\$5
\$4,501 to \$6,000		\$130		\$115	\$15
\$6,001 to \$7,500		\$210		\$185	\$25
\$7,501 to \$9,000		\$280		\$255	\$25
\$9,001 to \$10,500		\$340		\$315	\$25
\$10,501 to \$12,000		\$390		\$365	\$25
Above \$12,000		\$470		\$434	\$36

Table C-2: Full-day childcare at a POP centre with a revised fee cap of \$720

Dual-income family with gross monthly household income of	Current		From 1 Jan 2023		Savings per month
	Monthly fees before subsidy	Monthly fees after subsidy	Monthly fees before subsidy	Monthly fees after subsidy	
\$3,000 and below	\$813 (after GST)	\$46	\$778 (after GST)	\$11	\$35
\$3,001 to \$4,500		\$73		\$38	\$35
\$4,501 to \$6,000		\$173		\$138	\$35
\$6,001 to \$7,500		\$253		\$218	\$35
\$7,501 to \$9,000		\$323		\$288	\$35
\$9,001 to \$10,500		\$383		\$348	\$35
\$10,501 to \$12,000		\$433		\$398	\$35
Above \$12,000		\$513		\$478	\$35

Table C-3: Full-day infant care at an AOP centre with a revised fee cap of \$1,235

Dual-income family with gross monthly household income of	Current		From 1 Jan 2023		Savings per month
	Monthly fees before subsidy	Monthly fees after subsidy	Monthly fees before subsidy	Monthly fees after subsidy	
\$3,000 and below	\$1,364 (after GST)	\$54	\$1,334 (after GST)	\$40	\$14
\$3,001 to \$4,500		\$124		\$110	\$14
\$4,501 to \$6,000		\$264		\$250	\$14
\$6,001 to \$7,500		\$384		\$360	\$24
\$7,501 to \$9,000		\$524		\$500	\$24
\$9,001 to \$10,500		\$664		\$640	\$24
\$10,501 to \$12,000		\$724		\$700	\$24
Above \$12,000		\$764		\$734	\$30

Table C-4: Full-day infant care at a POP centre with a revised fee cap of \$1,290

Dual-income family with gross monthly household income of	Current		From 1 Jan 2023		Savings per month
	Monthly fees before subsidy	Monthly fees after subsidy	Monthly fees before subsidy	Monthly fees after subsidy	
\$3,000 and below	\$1,423 (after GST)	\$113	\$1,393 (after GST)	\$83	\$30
\$3,001 to \$4,500		\$183		\$153	\$30
\$4,501 to \$6,000		\$323		\$293	\$30
\$6,001 to \$7,500		\$443		\$413	\$30
\$7,501 to \$9,000		\$583		\$553	\$30
\$9,001 to \$10,500		\$723		\$693	\$30
\$10,501 to \$12,000		\$783		\$753	\$30
Above \$12,000		\$823		\$793	\$30

Table C-5: Half-day kindergarten at an AOP centre with a revised fee cap of \$150

Dual-income family with gross monthly household income of	Current		From 1 Jan 2023		Savings per month
	Monthly fees before subsidy	Monthly fees after subsidy	Monthly fees before subsidy	Monthly fees after subsidy	
\$3,000 and below	\$171 (after GST)	\$1	\$162 (after GST)	\$1	\$0
\$3,001 to \$4,500		\$15		\$12	\$3
\$4,501 to \$6,000		\$60		\$55	\$5
\$6,001 to \$7,500		\$80		\$75	\$5
\$7,501 to \$9,000		\$100		\$95	\$5
\$9,001 to \$10,500		\$120		\$115	\$5
\$10,501 to \$12,000		\$150		\$145	\$5
Above \$12,000		\$171		\$162	\$9

Note: Families of Singapore Citizen children enrolled in all ECDA-licensed childcare centres receive Basic Subsidy for childcare and infant care. They may also receive means-tested Additional Subsidy if they meet the eligibility criteria, subject to the minimum co-payment. Families of Singapore Citizen children enrolled in kindergartens run by Anchor Operators and MOE may qualify for Kindergarten Fee Assistance Scheme (KiFAS). The figures used in the illustration include 8% Goods and Services Tax (GST) in 2023.

ANNEX D: SALARY RANGES FOR EARLY CHILDHOOD EDUCATORS

Table below shows the expected gross monthly salary ranges for qualified¹ EC educators and leaders in AOP centres by 2024:

Job Role	2024 Estimated Gross Monthly Salary Range (\$)
Leadership Roles - Centre Leaders - Deputy Centre Leaders - Lead Preschool Educators	\$4,800 - \$9,900
Preschool Educators - Senior Preschool Educators - Preschool Educators - Beginning Preschool Educators	\$2,900 - \$6,600
Early Years Educators - Senior Early Years Educators - Early Years Educators - Beginning Early Years Educators	\$2,600 - \$5,800
Infant Educators - Infant Educators - Beginning Infant Educators	\$2,600 - \$5,100

¹The salary ranges apply to qualified EC educators with an ECDA-certified Letter of Notification of L2, L1, EY2 or EY1, who are working in AOP centres.