

## **Frequently Asked Questions**

### **Q1. Will parents qualify for the enhancements if their baby's Estimated Date of Delivery (EDD) is on or after 1 April 2025 but the baby is born before 1 April 2025?**

Yes. Parents of babies with EDDs on or after 1 April 2025 but were born before 1 April 2025 will also qualify for the enhancements.

### **Q2: There is a minimum notice period of four weeks that employees will be required to serve before consuming their parental leave entitlements. What happens if parents do not give sufficient notice?**

Employers have the discretion to not grant leave requested without sufficient notice, if they are unable to make the necessary covering arrangements in time. For Government-Paid Paternity Leave, Adoption Leave and the new Shared Parental Leave, they may request for parents to defer or adjust their leave plans.

As Government-Paid Maternity Leave (GPML) must commence latest by the child's date of birth, mothers who do not give sufficient notice cannot defer their maternity leave. However, these mothers will be entitled to receive only half of their gross rate of pay during maternity leave, unless there is sufficient reason for why notice could not be given (e.g., premature birth).

### **Q3. How can parents change their SPL sharing arrangement? Is there a deadline to decide the sharing arrangement between the couples?**

Eligible working parents will be able to view their SPL allocation on the LifeSG website or app. Parents have the flexibility to reallocate the SPL and submit changes to their sharing arrangement within the first four weeks of their child's birth via LifeSG.

After the first four weeks of their child's birth, parents who wish to change their sharing arrangement can only do so if they have obtained their employers' agreement.

### **Q4. How will employers be able to verify their employee's leave entitlement? Will there be a system for employers to check leave sharing arrangements? If so, when will the system be ready?**

Employers will be able to check their employees' leave sharing arrangement via MSF's Government-Paid Leave Schemes (GPLS) portal from 1 April 2025, similar to how employers currently do so for the current SPL scheme.

The system will be designed such that each couple can only submit leave sharing arrangements that add up to 6 weeks (from 1 April 2025 to 31 March 2026) or 10 weeks (from 1 April 2026 onwards). Employers are encouraged to discuss with their employees and verify the leave arrangements in MSF's Government-Paid Leave Schemes portal ([profamilyleave.msf.gov.sg](https://profamilyleave.msf.gov.sg)), to ensure that the leave is taken in accordance with the leave sharing arrangement indicated by their employees.