

FACTSHEET
EXTENSION OF CHILDCARE LEAVE TO FOSTER PARENTS

Foster Parents

Foster parents open their hearts and homes to children who have been abused, neglected or abandoned. They are appointed by MSF and MSF-appointed agencies. Foster parents perform similar roles¹ to natural parents in caring for these vulnerable children.

Extension of Childcare Leave Benefits to Foster Parents

2. With the proposed amendments to the Children and Young Persons Act (CYPA), childcare leave benefits will be extended to foster parents (See Table 1 below.) This means that when looking at the eligibility for childcare leave benefits for foster parents, a foster child will be considered in the same way as a natural child of the foster parents.

3. For example, a working foster mother who does not have natural children but is fostering a 3-year-old child, is currently not eligible for childcare leave. With the extension, she will be able to enjoy 6 days of childcare leave per year.

4. Foster parents will be accorded the same maximum number of childcare leave days as natural parents. For example, a foster parent with a 3-year-old foster child and a 5-year-old natural child will be entitled to a maximum of 6 days of childcare leave per year, similar to a natural parent with a 3-year-old and a 5-year-old natural children.

5. The extension of the childcare leave benefits to foster parents is targeted to be implemented in Q1-2020, to allow employers time to adjust their infrastructure and human resource processes.

¹ For example, bringing their foster children to see a doctor when ill or to a therapist to work through possible developmental delays or trauma from abuse.

Overview of Childcare Leave Benefits

6. There are three types of childcare leave schemes under the Children Development and Co-Savings Act (CDCA) that natural parents are currently entitled to. These will be extended to foster parents:

Table 1: Details on Types of Childcare Leave Benefits

	Leave Scheme	Age of Youngest Child	Nationality of Child	No. of Leave Days Per Year
1.	Unpaid Infant Care Leave	Below 2 years old	Singapore Citizen	6
2.	Government-Paid Childcare Leave	Below 7 years old		6
3.	Extended Childcare Leave	Between 7 and 12 years old		2