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07-04-2025, 08:35 PM just started contract in oct 2024, will I get any increment this Apr 2025? 07-04-2025, 09:47 PM Quote: Originally Posted by Unregistered just started contract in oct 2024, will I get any increment this Apr 2025? yes, pro-rated. 28-04-2025, 09:36 PM Quote: Originally Posted by Unregistered yes, pro-rated. Hi, just got transferred from Moe to another ministry (changed from GEO to MX scheme) in end may last year. Should I get my yearly salary increment in April like my peers? Thanks! 14-05-2025, 09:14 PM Quote: Originally Posted by Unregistered I've heard the same, about people stuck at midcap. So guess there's some truth to it. But i think for those going to be stuck, their increment may slow down significantly near to the cap. So that might be a gauge of sorts for you. Good luck! If the online info that MX10 is $7600 to $12300 is correct, what is the midcap ceiling? 15-05-2025, 03:40 PM Male. NS. Got MX10 when i was 35 years old. Remained in MX10 for 8 years. MX10 $7600-$10773/$10774-$12300. 15-05-2025, 05:15 PM Quote: Originally Posted by Unregistered Male. NS. Got MX10 when i was 35 years old. Remained in MX10 for 8 years. MX10 $7600-$10773/$10774-$12300. So now u MX8 le? 15-05-2025, 08:49 PM Quote: Originally Posted by Unregistered 32 yr old male with ns. Tech agency monthly 15k, 3 to 6 months bonus (avg 5 months for me). 2 grades below DD Whoa...time to get a life 21-05-2025, 12:50 PM fresh grad salary for civil service in 2025 (mx scheme): NUS FCH & NS: 4.8k+ NUS 2:1 & NS: 4.5k+ for girls just deduct ~200 to each of them Page 2 23-05-2025, 07:57 AM Salary range for manager role mx 12 Male 34yr old with NS Been in same job in CS for 11 years joined with diploma, got degree in 2019 Started as MX 13 - 2k salary Promoted twice Last promotion in 2022 to MX 12 Current Salary 4.9k Last PB was C+ Was reading through the posts, seems like peers around my age are getting a lot more and even fresh grads are getting abv my pay. I had change of 3 interview past 5 years: 1st retired in 2022 2nd quit in 2023 3rd quitting nxt month Got confirmed news that my other colleague will be promoting and be my supervisor as AD in 2026 Any advise on future prospects as i am considering to change job in a different field by next year 23-05-2025, 07:59 AM Salary range for MX 12 - 34yr old Edited, disregard previous post- Male 34yr old with NS Been in same job in CS for 11 years joined with diploma, got degree in 2019 Started as MX 13 - 2k salary Promoted twice Last promotion in 2022 to MX 12 Current Salary 4.9k Last PB was C+ Was reading through the posts, seems like peers around my age are getting a lot more and even fresh grads are getting abv my pay. I had change of 3 supervisor past 5 years: 1st retired in 2022 2nd quit in 2023 3rd quitting nxt month Got confirmed news that my other colleague will be promoting and be my supervisor as AD in 2026 Any advise on future prospects as i am considering to change job in a different field by next year[/QUOTE] 23-05-2025, 01:46 PM Quote: Originally Posted by Unregistered Edited, disregard previous post- Male 34yr old with NS Been in same job in CS for 11 years joined with diploma, got degree in 2019 Started as MX 13 - 2k salary Promoted twice Last promotion in 2022 to MX 12 Current Salary 4.9k Last PB was C+ Was reading through the posts, seems like peers around my age are getting a lot more and even fresh grads are getting abv my pay. I had change of 3 supervisor past 5 years: 1st retired in 2022 2nd quit in 2023 3rd quitting nxt month Got confirmed news that my other colleague will be promoting and be my supervisor as AD in 2026 Any advise on future prospects as i am considering to change job in a different field by next year [/QUOTE] Was in a similar position as you - dip holder then took a PT deg. Left a min. and joined an SB, got a significant pay bump with better prospects as a graduate. Couldn't be happier i left. 23-05-2025, 10:27 PM 33M with NS, NUS 2nd Upper In a statboard, MX11 equivalent Current 6.7k monthly Started in private for about 2+ years before joining SB as MX13 at 4.2k 24-05-2025, 10:23 AM Quote: Originally Posted by Unregistered 33M with NS, NUS 2nd Upper In a statboard, MX11 equivalent Current 6.7k monthly Started in private for about 2+ years before joining SB as MX13 at 4.2k I assume you have the usual mid year, year end bonuses and annual PB? Do you have AWS (13 month) bonus? Or is it somewhat included in your base? 24-05-2025, 10:46 AM Quote: Originally Posted by Unregistered I assume you have the usual mid year, year end bonuses and annual PB? Do you have AWS (13 month) bonus? Or is it somewhat included in your base? Yeap, have the usual mid year, year end, PB and also AWS. 24-05-2025, 02:55 PM Quote: Originally Posted by Unregistered 33M with NS, NUS 2nd Upper In a statboard, MX11 equivalent Current 6.7k monthly Started in private for about 2+ years before joining SB as MX13 at 4.2k SB under which Min? 24-05-2025, 05:21 PM 28M with NS, NTU 2nd Upper In a statboard, MX12 equivalent?(Just before management appointment) Current 7.4K monthly, still got AWS and all other civil servant bonus and PB. First job since grad 24-05-2025, 07:05 PM Quote: Originally Posted by Unregistered 28M with NS, NTU 2nd Upper In a statboard, MX12 equivalent?(Just before management appointment) Current 7.4K monthly, still got AWS and all other civil servant bonus and PB. First job since grad Edb or ESG? 24-05-2025, 07:16 PM Quote: Originally Posted by Unregistered 28M with NS, NTU 2nd Upper In a statboard, MX12 equivalent?(Just before management appointment) Current 7.4K monthly, still got AWS and all other civil servant bonus and PB. First job since grad MX11 equivalent... Page 3 24-05-2025, 07:22 PM Quote: Originally Posted by Unregistered MX11 equivalent... Their scheme different. Fresh grad starts at 4k but one promotion to senior will get them up to 7k. Next grade is DD already. But many get stuck at senior. Most stuck at DD. 24-05-2025, 10:43 PM Quote: Originally Posted by Unregistered Edb or ESG? Neither, am in one of the tech SBs 25-05-2025, 04:01 AM Quote: Originally Posted by Unregistered Neither, am in one of the tech SBs Ahh ok then it's not govtech since govtech only has one bonus now. Their base much higher though 25-05-2025, 04:59 PM Job hunt while employed in Public Sector? I'm currently employed in public sector but saw a few nice openings on Careers@gov. Does anyone know how does one apply to other public sector jobs while still employed? Is it the same as private sector where you just send application and no one will know, or will the HR see it flagged out? 26-05-2025, 08:54 AM Quote: Originally Posted by Unregistered I'm currently employed in public sector but saw a few nice openings on Careers@gov. Does anyone know how does one apply to other public sector jobs while still employed? Is it the same as private sector where you just send application and no one will know, or will the HR see it flagged out? It is not the same as private sector. Please go through your HR. 26-05-2025, 07:39 PM Quote: Originally Posted by Unregistered It is not the same as private sector. Please go through your HR. You mean I can't just apply for jobs via careers@gov? How would one even start a convo like that with HR without putting your entire department on high alert that you're job hunting lol 26-05-2025, 08:01 PM Quote: Originally Posted by Unregistered You mean I can't just apply for jobs via careers@gov? How would one even start a convo like that with HR without putting your entire department on high alert that you're job hunting lol Please go through with your HR first. 26-05-2025, 10:16 PM Quote: Originally Posted by Unregistered You mean I can't just apply for jobs via careers@gov? How would one even start a convo like that with HR without putting your entire department on high alert that you're job hunting lol Actually you can. Many have done that. Your current agency HR won't be notified until the prospective agency HR reaches out to them for reference check. At that time, you can only trust that they keep it confidential from your bosses / dept. SOME agencies' HR understand this sensitivity and will ask your previous employer instead for reference check (unless you tell them to go ahead with your current agency). There isn't really much of advantage of going through your own agency's HR because the movement policy is up to the prospective agency's discretion and will only be a relevant consideration when you've passed all the checks. 27-05-2025, 10:15 AM Quote: Originally Posted by Unregistered Actually you can. Many have done that. Your current agency HR won't be notified until the prospective agency HR reaches out to them for reference check. At that time, you can only trust that they keep it confidential from your bosses / dept. SOME agencies' HR understand this sensitivity and will ask your previous employer instead for reference check (unless you tell them to go ahead with your current agency). There isn't really much of advantage of going through your own agency's HR because the movement policy is up to the prospective agency's discretion and will only be a relevant consideration when you've passed all the checks. Thanks, that actually makes a lot more sense. What's with the other guy saying go to HR? Casual asking for people who have switched between public sector jobs here (as i'm sure there are many), how do you all usually apply? Is it through careers@gov with the same account you have? Page 4 27-05-2025, 02:34 PM Quote: Originally Posted by Unregistered Thanks, that actually makes a lot more sense. What's with the other guy saying go to HR? Casual asking for people who have switched between public sector jobs here (as i'm sure there are many), how do you all usually apply? Is it through careers@gov with the same account you have? Just apply with your account that you used to apply for your current agency...Now it's log in via Singpass on the careers@gov website. 27-05-2025, 03:08 PM Quote: Originally Posted by Unregistered Just apply with your account that you used to apply for your current agency...Now it's log in via Singpass on the careers@gov website. Thanks! I was just low-key afraid that once i send out a job application, my HR will be notified and my department will find out as well, which makes things awkward LOL 28-05-2025, 07:25 PM The person asking you to go to HR is out of their mind and an opp. HR will be dumbfounded by your query. Ask around, there will be hundreds and hundreds of people who are or are close to divisional directors who will share examples of being absolutely blindsided by an officer's resignation, only finding out very late into the hiring process when the officer is near or giving their notice. 29-05-2025, 01:15 PM Does anyone know the pay scale as a manager at PA? Is it comparable to a ministry pay range? Thanks! 03-06-2025, 08:57 PM Junior Member Join Date: Dec 2015 Posts: 1 Quote: Originally Posted by Unregistered Does anyone know the pay scale as a manager at PA? Is it comparable to a ministry pay range? Thanks! If not wrong, the ceiling cap should be 5k. 06-06-2025, 07:50 AM How am I doing compared to others 43 years old female nus grad mid career switch to civil service About 19 years in the field doing similar things (even before being a civil servant) Including 2-3 years as a freelancer and/ or part timer Currently on mx11a salary 8k per month 120k per annum Boss hinted that's my highest cep already Means I'm meant to rot till retirement with the cap of 9.7k per month in this range Will I hit ceiling realistically if I intend to retire by 55? 07-06-2025, 12:03 AM Quote: Originally Posted by Unregistered 43 years old female nus grad mid career switch to civil service About 19 years in the field doing similar things (even before being a civil servant) Including 2-3 years as a freelancer and/ or part timer Currently on mx11a salary 8k per month 120k per annum Boss hinted that's my highest cep already Means I'm meant to rot till retirement with the cap of 9.7k per month in this range Will I hit ceiling realistically if I intend to retire by 55? U will hit ceiling cap by 50 Lor.....9.7k till retirement Lor 07-06-2025, 09:47 AM Anyone knows what's the ceiling for LTE Grade 10? Thanks! 07-06-2025, 03:19 PM Quote: Originally Posted by Unregistered Anyone knows what's the ceiling for LTE Grade 10? Thanks! I mean for LTA... Thanks! Page 5 10-06-2025, 05:22 PM How much extra do civil servants on your respective talent schemes get? I understand it's sorta like a retention scheme to retain talent. 11-06-2025, 12:44 AM Quote: Originally Posted by Unregistered Actually you can. Many have done that. Your current agency HR won't be notified until the prospective agency HR reaches out to them for reference check. At that time, you can only trust that they keep it confidential from your bosses / dept. SOME agencies' HR understand this sensitivity and will ask your previous employer instead for reference check (unless you tell them to go ahead with your current agency). There isn't really much of advantage of going through your own agency's HR because the movement policy is up to the prospective agency's discretion and will only be a relevant consideration when you've passed all the checks. I got a prospective HR asking for my CURRENT HR contact and email for reference check. like total madness. they say if public service requirement. 11-06-2025, 02:43 PM Quote: Originally Posted by Unregistered I got a prospective HR asking for my CURRENT HR contact and email for reference check. like total madness. they say if public service requirement. It is likely to be a character reference. You need to provide it or they will deem you as unsuitable. Why? No one will vouch for your character. 11-06-2025, 03:03 PM Quote: Originally Posted by Unregistered It is likely to be a character reference. You need to provide it or they will deem you as unsuitable. Why? No one will vouch for your character. already provided 2 character referees. current and ex teammates. how will HR be able to vouch for your character without contacting your supervisor? 12-06-2025, 10:33 PM Quote: Originally Posted by Unregistered already provided 2 character referees. current and ex teammates. how will HR be able to vouch for your character without contacting your supervisor? Seems like the prospective HR also not very mindful about the sensitivity. Happens a lot. You just got to hope that your current HR remain professional about this request. 12-06-2025, 11:54 PM From 1 July 2025, 37,000 allied health professionals (AHPs), pharmacists, and administrative, ancillary and support (AAS) staff will receive increases of up to 7% to their monthly base salaries. 2. This follows the Ministry of Health's (MOH) announcement on 29 January 2025 that 37,000 AHPs, pharmacists and AAS staff can expect salary increases by the middle of the year. 3. In addition, 26,000 public healthcare nurses will benefit from adjustments of up to 4% to their monthly base salaries, to keep pace with market trends. These adjustments are on top of the recent introduction of the Award for Nurses' Grace, Excellence and Loyalty (ANGEL) scheme in September 2024, which was launched to attract and encourage nurses to build a lifelong career in nursing. 13-06-2025, 10:36 PM Want to give advice to anyone considering joining the Civil/Public Service. It is better to join a department that has a defined jobscope, preferably with some operational work. If you join a purely policy / experimental department, half of your time will be spent playing politics because everyone and their mum are just throwing out their random 2 cents worth on your proposals. It is a freaking nightmare. Yes, operational work can be shiong at times but you get the hang of it after awhile. Policy work on the other hand is like all the uncles at the hawker center giving their views (of which many are nonsense) but you still have to find some way to politely tell them that their views are helpful but will not be implemented. Worst is if that person is in some senior management position. The whole project ends up being one giant merry-go-round because no one dares to tell the boss that his/her idea is either (1) dumb, (2) not practical, or (3) requires an extensive amount of resources to perform that the organisation simply cannot provide. Instead, it becomes "yes, your idea is really lame but we have no choice but to pretend to look into it although this will unnecessarily delay the project by another 3 months but we have no choice because we cannot outright decline your lame idea." 16-06-2025, 11:51 PM To accept or to hold out Need some advice from the seniors. 3 years ish MX12, contract ending EOY, RO already said emplacement unlikely due to limited headcounts + on special budget. (already warned during interview 3 years ago, so that's fair). Average performer of C, came in from non-civil service with 3 years experience elsewhere. Have been sending resumes out for half a year and have been asking for MX11 under fresh hire policy, with reasonings that experience (domain knowledge in both previous job and this) is relevant. Today got an HR offer for another MX12 in a ministry outside. Not really keen based on the JD and was hoping they'd offer a promotion, plus they count as lateral hire so no pay bump etc. I still have interviews/written tests lined up, including one posting from an ex-RO (whose posting is interesting that I want). I had spoken to public service career coaches before that fresh hire with a promotion is possible. Qn to the senpais: - how much bargaining grounds do I have with the current offer in asking for promoted grade/pay bump? - What are the implications if I request to be hired under fresh hire? - how much bargaining ground do I have with the current 16-06-2025, 11:52 PM Need some advice from the seniors. 3 years ish MX12, contract ending EOY, RO already said emplacement unlikely due to limited headcounts + on special budget. (already warned during interview 3 years ago, so that's fair). Average performer of C, came in from non-civil service with 3 years experience elsewhere. Have been sending resumes out for half a year and have been asking for MX11 under fresh hire policy, with reasonings that experience (domain knowledge in both previous job and this) is relevant. Today got an HR offer for another MX12 in a ministry outside. Not really keen based on the JD and was hoping they'd offer a promotion, plus they count as lateral hire so no pay bump etc. I still have interviews/written tests lined up, including one posting from an ex-RO (whose posting is interesting that I want). I had spoken to public service career coaches before that fresh hire with a promotion is possible. Qn to the senpais: - how much bargaining grounds do I have with the current offer in asking for promoted grade/pay bump? - What are the implications if I request to be hired under fresh hire? - how much bargaining ground do I have with the current 17-06-2025, 04:56 PM Hi all, I'm MX12, male, in a ministry who has been in this grade for since Jul 2021 when I joined. What are my chances of promotion this year if my last performance grades were C, C and C+? The two Cs were unfair imho Page 6 26-02-2023, 04:26 PM Junior Member Join Date: Feb 2023 Posts: 3 Julius Baer Graduate Program 2023 Hi Guys, Anyone have heard back or gotten any updates regarding the recruitment for Julius Baer Grad Program 2023 for Markets as well as Private Banking? Does anyone know if this program is competitive and hard to get in? Thank you! 26-02-2023, 04:30 PM I dunno about this year but i applied last year, it was quite easy to get in, all they wanted to know if i was willing to go swiss (switzerland?) to do exchange for 3-6 months and they would accept me lol pay was 4.5k + 3-6 months overseas exchange, upon completion, full time offer. 26-02-2023, 05:07 PM Junior Member Join Date: Feb 2023 Posts: 3 Ahh I see, then may I know which department did you apply for last year? Do you remember the general timeline of the entire application process for the Grad Program? Thank you btw for your help!! 26-02-2023, 07:17 PM Quote: Originally Posted by Unregistered I dunno about this year but i applied last year, it was quite easy to get in, all they wanted to know if i was willing to go swiss (switzerland?) to do exchange for 3-6 months and they would accept me lol pay was 4.5k + 3-6 months overseas exchange, upon completion, full time offer. Yes to a swiss exchange leggooo!!! 27-02-2023, 07:58 PM Hey I also applied for the program! But did not get any response yet thus far..... How long do we have to wait haha 09-03-2023, 04:56 PM hi has anyone heard back? 16-03-2023, 08:16 PM Yes, I got a confirmation for a video interview today 19-03-2023, 08:16 PM hi, may i know which role did you apply for? 29-03-2023, 06:48 PM are offers sent out alr ? 30-03-2023, 10:21 PM I am not sure if offers are really sent out, I have not heard back from them too... Does anyone know the general deadline to get updates? and when you know you are rejected... Page 7 There is a lot of truth in all that slave of medicine and dempsey said about working conditions for the junior doctors in Singapore (in the post for salary 2007). Kudos to them for speaking up. And yes, sleep deprivation has been linked to impaired concentration, no one can credibly dispute that. Annual leave? Plenty but you can't take them because someone else is already on leave. Singapore has been on a recruitment drive to recruit foreign doctors for an extremely long time, yet they are still very short of doctors, especially doctors they are hoping to target (who received their medical education from first world countries). When something is such a hard sell, you have to wonder why. Just like the old adage: "When something is sounds too good to be true, it is too good to be true." You don't see Cambridge or Oxford going overseas on recruitment drives, do you? Actually, I think the issue here is not the salary. The overall take home salary (ie, after taxes) are comparable to what a junior doctor (HO, MO, registrar) with similar experience would earn in Australia. But, a junior doctor in Australia works much less hours, and when you break down to hourly pay, the doctors in Singapore earn much less. Besides, essentials like houses and cars are far cheaper in Australia so your standard of living is much much better than in Singapore. I think the issue is about working conditions (likened to slavery by slave of medicine) and respect. The vast majority of the junior doctors working in Singapore are Singapore graduates bonded to the system for 5 years(because of their NUS study bond). Like it or not, they have to stay because most of them cannot afford the very large sum they have to pay back to break the bond. When one is bonded, they lose bargaining power. Like it or not, they have to accept whatever conditions get imposed to them. They do not dare to speak up because they may get bullied for 5 years if they do. And also because of the fact that they are paid by the month not by the hour, they are forced to put in a lot of extra hours. I know hospitals which have daily meetings that start at 7am and MO's have to attend. And for MO's to have to come back alone every Sunday for routine ward rounds, that's totally uncalled for, I think. I remember a posting I did where I did not get a single day off for 2 months. Yup, I worked 60days in a row. As someone said, even maids get a compuslory day off. And since these are the set working conditions in Singapore, the foreign grads also have to work under the same conditions. Many many foreign grads have come back to work in Singapore, then left again when they realised what they really got themselves into. If someone borrowed money from loansharks and are now subjected to their harrassments, why should you come along and be subjected to the same harrassment? Totally unnecessary. But it is a pity that these foreign grads have wasted time & effort exploring what they think is greener pastures, only to realize that the grass in Singapore is actually wilted! I think if the seniors make us feel appreciated and try to acknowledge the hardship that the juniors go through, it does go a long way. Rather than think "I've been through it so you must go through it too". It may not actually change the conditions, but it makes us feel better about it. Many people are not driven by money, but by job satisfaction. In terms of trainee positions, I can't say there is a bias against foreign grads. However, if no one knows you, you're less likely to be selected for a job than another doctor who have worked here and is known to the seniors. It's human nature. Even if you are on the selection panel, you're more likely to pick someone you know, than someone you don't know isn't it? For foreign grads who come back to Singapore, there are also hurdles like the fact that you have to form new friendship, you don't have anyone to advise you re which postings not to choose, what to look out for etc, you have no one to confide in about work worries, because you don't have any close trusted friends. You really have to start over again in far more aspects of your life than you think. If you are prepared to work extremely hard and forget totally about work-life balance, then yes, Singapore can be the place for you. But for many people like me, work-life balance is very important. Working about 60-80 hours a week does burn you out after awhile, and sooner than you think! And think about it, if you put in 60-80hrs a week of hard work where you are right now, your chance of becoming very successful is very good, maybe even better than Singapore! There is another issue – the SMC. Even though they state on their website that Singaporeans who are foreign grads can apply for full registration after two years, in reality there are a lot of people who, for no apparent good reason, are not given their full registration after two years (MO's whose performance have been consistently graded good, never made any clinical mistakes, never had complaints made against them!)… and the first indicator of a "poor" performance was when full registration is rejected after two years. The best thing is, they don't give you a reason why full registration is rejected! Your SMC assessment reports are not shared with you. It is likely a ploy to keep foreign grads trapped in the public system, because the foreign grads have no study bond. So foreign grad Singaporeans, be very aware! You may want to rethink your decision to come back if you think you can get full registration after two years! The actual fact is that you're likely to be trapped in stifling working conditions for longer than you think! As for foreign consultants who want to work in Singapore, the reality is that your hands will be severely tied with the conditional registration – which stipulates where you can work, how many hours you must work etc. You can forget about flexibility or locum work. You have to start all over again, and if you really think about it, you're probably better off spending those few years building your career in where you are right now, and starting over. The bottom line is, if you graduated from a first world country like UK, Australia, USA, you're really MUCH better off staying put, because the working conditions and living conditions, quality of life (for yourself and your family) are far better in these countries, and spend the time/effort establishing your practice where you are. I can't say the same for doctors who currently come from the third world countries, because living conditions are probably better in Singapore compared to those third world countries and they do stand to gain by coming. Just my opinion of course, from someone who's worked in Singapore, and overseas! Page 8 13-03-2018, 10:57 PM Senior Member Join Date: Aug 2013 Posts: 46 Hospital (Private or Public) Designation and Salary Range Anyone know the Appx pay range for the various rank of the hospitals? With my limited experience in healthcare, below are my guesses, I am currently a Manager grade in private healthcare. Executive: $2200 to $3500 Senior executive: $2,800 to $4,500 Assistant Manager: $3,500 to $6,000 Manager: $5,000 to $7,500 Senior Manager: $6,500 to $10,000 Assistant Director/AVP: $8,000 to $12,000 Deputy Director/AVP: $10,000 to $15,000 Director/VP: $13,000 to $25,000 CFO/SVP: $18,000 to $35,000 COO/SVP: $18,000 to $50,000 CEO: $30,000 to $100,000 (Depend on how big the company is). 14-03-2018, 12:30 PM Quote: Originally Posted by goaswind Executive: $2200 to $3500 Senior executive: $2,800 to $4,500 Assistant Manager: $3,500 to $6,000 Manager: $5,000 to $7,500 Senior Manager: $6,500 to $10,000 Assistant Director/AVP: $8,000 to $12,000 Deputy Director/AVP: $10,000 to $15,000 I would say this is pretty accurate for the GLC (non healthcare) that I am in. 15-03-2018, 11:23 AM Quote: Originally Posted by goaswind Anyone know the Appx pay range for the various rank of the hospitals? With my limited experience in healthcare, below are my guesses, I am currently a Manager grade in private healthcare. Executive: $2200 to $3500 Senior executive: $2,800 to $4,500 Assistant Manager: $3,500 to $6,000 Manager: $5,000 to $7,500 Senior Manager: $6,500 to $10,000 Assistant Director/AVP: $8,000 to $12,000 Deputy Director/AVP: $10,000 to $15,000 Director/VP: $13,000 to $25,000 CFO/SVP: $18,000 to $35,000 COO/SVP: $18,000 to $50,000 CEO: $30,000 to $100,000 (Depend on how big the company is). Was with Public Institution 2 years ago .. from what i know E: $2600 - $5400 SE: $4000 - $6500 AM: $4600 - $7500 M: $5300 - $8900 SM/AD: $7000 - $12000 DD:$10k-$15k D:$13k-20+K From what i understand private --> public usually will drop a grade or 2... depends on the salary... =) hope this helps 25-04-2019, 05:23 PM Private Hospital vs RH Annual Package Comparison Hi there, will any experts be able to advise on the following for private hospitals vs RHs? 1) Who pays more competitively on the monthly starting base salary - Private Hospital or RH? 2) Who pays better on in terms of annual package - Private or RH? 2) What is the average percentage of salary adjustment in private hospital vs RH? 3) How long does it take to be promoted in private hospital? 4) For Fresh graduate, is it better to work in Private Hospital or RH? Why? Thanks much! 10-02-2020, 03:17 PM Quote: Originally Posted by goaswind Anyone know the Appx pay range for the various rank of the hospitals? With my limited experience in healthcare, below are my guesses, I am currently a Manager grade in private healthcare. Executive: $2200 to $3500 Senior executive: $2,800 to $4,500 Assistant Manager: $3,500 to $6,000 Manager: $5,000 to $7,500 Senior Manager: $6,500 to $10,000 Assistant Director/AVP: $8,000 to $12,000 Deputy Director/AVP: $10,000 to $15,000 Director/VP: $13,000 to $25,000 CFO/SVP: $18,000 to $35,000 COO/SVP: $18,000 to $50,000 CEO: $30,000 to $100,000 (Depend on how big the company is). This is pretty much accurate for hospitals / HPB / MOH-related hospitals. Range is about there 15-02-2020, 11:59 PM Quote: Originally Posted by goaswind Anyone know the Appx pay range for the various rank of the hospitals? With my limited experience in healthcare, below are my guesses, I am currently a Manager grade in private healthcare. Executive: $2200 to $3500 Senior executive: $2,800 to $4,500 Assistant Manager: $3,500 to $6,000 Manager: $5,000 to $7,500 Senior Manager: $6,500 to $10,000 Assistant Director/AVP: $8,000 to $12,000 Deputy Director/AVP: $10,000 to $15,000 Director/VP: $13,000 to $25,000 CFO/SVP: $18,000 to $35,000 COO/SVP: $18,000 to $50,000 CEO: $30,000 to $100,000 (Depend on how big the company is). How many years between each promotion? 06-10-2020, 04:04 PM Senior Member Join Date: Aug 2013 Posts: 46 No limit i guess. It can take as short as a year to as long as forever . My best guess is assuming if you don't change job, stay in one company, Average Performer: 10 years to get from Executive to AM/Mgr Above Average Performer: 10 years to get from Executive to Snr Mgr/AD Excellent employee with huge potential 10 years can reach Director (Public Sector) Excellent Employee with huge potential + Huge connection 10 Years can be CEO in private sector. Just my best guess. 24-10-2020, 11:43 AM Senior Member Join Date: Aug 2013 Posts: 46 Quote: Originally Posted by Unregistered Hi there, will any experts be able to advise on the following for private hospitals vs RHs? 1) Who pays more competitively on the monthly starting base salary - Private Hospital or RH? 2) Who pays better on in terms of annual package - Private or RH? 2) What is the average percentage of salary adjustment in private hospital vs RH? 3) How long does it take to be promoted in private hospital? 4) For Fresh graduate, is it better to work in Private Hospital or RH? Why? Thanks much! Just my humble opinion. 1. I think both are pretty much the same. But public sector has 2 months more bonus. (executive level) 2. If same base pay, public sector pay more. 3. I think about the same for the annual increment. But in the public sector, u may getting additional adjustment every few years as government like to make healthcare more appealing. 4. Private sector will be better in this aspect. If u are capable, you will be recognised easily. For public sector, even if you capable, you may not shine as there's too many "Stars" and too many red tape. 5. For fresh grad, i would suggest join big public hospital first. SGH, TTSH etc. These big names will help you in your resume 10 years down the road. 25-10-2020, 05:35 PM Quote: Originally Posted by Unregistered Was with Public Institution 2 years ago .. from what i know E: $2600 - $5400 SE: $4000 - $6500 AM: $4600 - $7500 M: $5300 - $8900 SM/AD: $7000 - $12000 DD:$10k-$15k D:$13k-20+K From what i understand private --> public usually will drop a grade or 2... depends on the salary... =) hope this helps I'm currently working in one of the public hospitals under the Singhealth cluster. I'm working as an allied health and back in 2016, Singhealth had a salary adjustment and the pay scale posted above is pretty accurate. For my job grade, I'm under AM, increment wise is based on a certain percentage, for B grade, it's about 2.x percent plus an additional $50 increment per year, bonus for B grade is about 2.5 months, nobody knows the bonus for other grades as it is never officially announced, only the person having the said grade will know when they see their salary slip. Progression is very slow, it generally takes at least 5 to 10 years to climb to the next job grade. I heard that the pay increment is only $200 when you gets promoted?! LOL. I got low balled by the HR when I joined, I wasn't offered any pay increment by the HR from my previous job as HR claimed that the overall package is higher than my previous job, despite the fact that I have a Masters. Sigh I should have fought harder during salary negotiation back then. As a result, I feel that I'm drawing a lower salary than market rate based on my qualifications and my experience. I still feel bitter but oh wells, just got to suck it up and hopefully the next salary adjustment will come soon. 26-10-2020, 12:33 AM Quote: Originally Posted by Unregistered Was with Public Institution 2 years ago .. from what i know E: $2600 - $5400 SE: $4000 - $6500 AM: $4600 - $7500 M: $5300 - $8900 SM/AD: $7000 - $12000 DD:$10k-$15k D:$13k-20+K From what i understand private --> public usually will drop a grade or 2... depends on the salary... =) hope this helps I'm currently working in one of the public hospitals under the Singhealth cluster. I'm working as an allied health and back in 2016, Singhealth had a salary adjustment and the pay scale posted above is pretty accurate as of current. For my job grade, I'm under AM, increment wise is based on a certain percentage, but for B grade, it's about 2.x percent plus an additional $50 increment per year, bonus for B grade is about 2.5 months, nobody knows the bonus for other grades as it is never officially announced, only the person having the said grade will know when they see their salary slip. Progression is very slow, it generally takes at least 5 to 10 years to climb to the next job grade. I also heard that the pay increment is only $200 when you gets promoted?! LOL. I got low balled by the HR when I joined, I wasn't offered any pay increment by the HR from my previous job as HR claimed that the overall package is higher than my previous job, despite the fact that I have a Masters. Sigh I should have fought harder during salary negotiation. As a result, I feel that I'm drawing a lower salary than market rate based on my qualifications and my experience. I still feel bitter but oh wells, just got to suck it up and hopefully the next salary adjustment will come soon. 26-05-2025, 09:22 PM Quote: Originally Posted by Unregistered IP there is 3 type, guessing u refering to role change Transition Improvement Plan Role change What's the difference between these 3? First and third don't seem like a legit reason to put someone on PIP right since no bad work or improvement required? 26-05-2025, 09:26 PM So bonus is this June give or end year sia, not even clear knn 27-05-2025, 12:39 AM Wah i know who is the new CM pod lead, but so curious about the CM analyst!! hint leh Quote: Originally Posted by Unregistered There's this CM analyst who got promoted on time to SA on ICA. Heard it was her PL aka who is also her Manager on the workstream aka is also now the CM Pod Lead. Explains a lot how this SA is back in ICA again probably gunning for end year. Heard that her work is just average not even that good or performing at next level to be promoted. 27-05-2025, 12:39 AM think round the number of promotes is better than expected 27-05-2025, 08:44 AM Result is release yesterday night today your cc will contact those that are promoted check your reward page those not promoted one, don't disheartened, more promises coming!!! 27-05-2025, 09:49 AM This one bot ah knn Quote: Originally Posted by Unregistered Result is release yesterday night today your cc will contact those that are promoted check your reward page those not promoted one, don't disheartened, more promises coming!!! 27-05-2025, 01:11 PM Quote: Originally Posted by Unregistered Result is release yesterday night today your cc will contact those that are promoted check your reward page those not promoted one, don't disheartened, more promises coming!!! Promises not promotion 28-05-2025, 01:13 AM This cycle of promotions once again proof that as long as you have a good and influential PL who is quite senior you also can promote even if you not even performing at next level. Lmao damn messed up 28-05-2025, 06:39 AM Quote: Originally Posted by Unregistered Who here have experience that your people lead just read and ghost your message? My people lead is okay but my HR and training provider do that, always read and no reply they are so "god damn busy" I think the standard is getting bad over the year Page 2 28-05-2025, 06:20 PM Imagine your peer promoting in 2023/Jun 2024 getting 20% increment, while your promo delay until now. You promote, lo and behold 13% increment!!! Songbo 28-05-2025, 09:09 PM Quote: Originally Posted by Unregistered Imagine your peer promoting in 2023/Jun 2024 getting 20% increment, while your promo delay until now. You promote, lo and behold 13% increment!!! Songbo what CL is this? 28-05-2025, 11:13 PM Quote: Originally Posted by Unregistered what CL is this? All farmer levels impacted CL8 to CL7 and below promotions 29-05-2025, 01:54 AM What is the L10 SA and L9 Consultant pay range for TAP now? Still 6.4k for L9 or revert back to 2023 revised range liao 29-05-2025, 11:28 PM Pay is still 6.4K for L9 newly promotees What should I do? Should I just pack my bag and leave? 30-05-2025, 07:59 AM Quote: Originally Posted by Unregistered Pay is still 6.4K for L9 newly promotees What should I do? Should I just pack my bag and leave? Don't complain pls. I miss my CL9 promotion again, just given an increment after my salary freeze for 3 years 30-05-2025, 11:40 AM Quote: Originally Posted by Unregistered Don't complain pls. I miss my CL9 promotion again, just given an increment after my salary freeze for 3 years I'm already a high performer in the company. My promotion to Analyst was delayed; it took 1.5 years, and I've been at the Senior Analyst (SA) level for 2.5 years now. Despite that, I've consistently received around 18% bonus almost every year. Currently, I'm drawing a salary of $5.4k, which has been frozen throughout my SA years. My people lead had put me up for promotion, but I was never contacted during the promotion results period. I had to find out on my own that I only received a 7% base increment, bringing my pay to $5,750, which is just the old Year 2 SA salary. It doesn't even match the revised SA salary structure that was implemented back in December 2023. 30-05-2025, 11:48 AM Quote: Originally Posted by Unregistered I'm already a high performer in the company. My promotion to Analyst was delayed; it took 1.5 years, and I've been at the Senior Analyst (SA) level for 2.5 years now. Despite that, I've consistently received around 18% bonus almost every year. Currently, I'm drawing a salary of $5.4k, which has been frozen throughout my SA years. My people lead had put me up for promotion, but I was never contacted during the promotion results period. I had to find out on my own that I only received a 7% base increment, bringing my pay to $5,750, which is just the old Year 2 SA salary. It doesn't even match the revised SA salary structure that was implemented back in December 2023. My promotion from Analyst to Senior analyst took 1.5 years* cause of the shitty promotion window (off-cycle June and official cycle December) 30-05-2025, 03:16 PM Quote: Originally Posted by Unregistered Pay is still 6.4K for L9 newly promotees What should I do? Should I just pack my bag and leave? Knn so SA to C now increase $500 lmao fking dumb. C dropped from 7.4K to 6.4K decrease 1k Page 3 30-05-2025, 03:19 PM Does second year SA have any increment? If so how much? And how you know? Must I really wait for my PL to inform me? 30-05-2025, 06:07 PM Any1 know what is the previous AM level pay and new AM level pay? 30-05-2025, 06:08 PM Quote: Originally Posted by Unregistered Does second year SA have any increment? If so how much? And how you know? Must I really wait for my PL to inform me? Check ur reward page, it's auto released from today onwards... Get back to us regarding ur current pay as an SA and the new one if u have. I'm assuming u got promoted in 2023 December/ 2024 June so u're getting 5.9k 30-05-2025, 09:31 PM Quote: Originally Posted by Unregistered Check ur reward page, it's auto released from today onwards... Get back to us regarding ur current pay as an SA and the new one if u have. I'm assuming u got promoted in 2023 December/ 2024 June so u're getting 5.9k promoted 2023 dec, no increment, PL did not even ask to do priorities since no chance to promote 31-05-2025, 01:23 AM Quote: Originally Posted by Unregistered promoted 2023 dec, no increment, PL did not even ask to do priorities since no chance to promote Normal la bro, u never read the above post? People's salary freeze at 5.4k for 2 years +, never even get promoted to CL9 this time round, increment to 5.7k, and yet you're taking 5.9k and still expecting an increment 31-05-2025, 09:46 AM Quote: Originally Posted by Unregistered Normal la bro, u never read the above post? People's salary freeze at 5.4k for 2 years +, never even get promoted to CL9 this time round, increment to 5.7k, and yet you're taking 5.9k and still expecting an increment exactly. SA here since Dec 2022. Got a 3% increment only. 5.4k to 5.55k. Newly promoted getting 5.9k still expecting increment? Wait long long !! 31-05-2025, 10:36 AM Quote: Originally Posted by Unregistered Any1 know what is the previous AM level pay and new AM level pay? Up for this 31-05-2025, 10:42 AM Quote: Originally Posted by Unregistered Any1 know what is the previous AM level pay and new AM level pay? Once hit CL8 or above is a range already. Many factors (experienced hire/ skills/ etc) Typical range is 8-9k / month but it can vary 31-05-2025, 04:15 PM A who join Aug 2023, supposed to be promoted

Chargeability is just something to phrase nicely in that you aren't leeching the firm, thus after X amount of time on bench is PIP and bye bye. 06-06-2025, 01:05 AM How come consulting tappers who promote to L9 no longer called Management Consultant but MC Delivery Specialist? Or is there a differentiation between this two? Last Dec consulting
L9 promoted still called Management Consultant what 06-06-2025, 08:36 AM Quote: Originally Posted by Unregistered Lol entitlement level so strong. You got stick your hand up to do proposals? Never right, think so easy to sell and bid for projects. You do know senior delivery folks are doing bids while still having BAU right....while you just pack up
after your BAU. How to promote you versus someone who is doing more and should be paid more for their efforts. Till date still don't understand how the industry work? Your runway in the project is long ago fixed from the day the deal was sold. Finding the next project is your responsibility (80%) while HR role (20%) is just to route you any urgent
roles or opening available in case you don't even have networks to find. Chargeability is just something to phrase nicely in that you aren't leeching the firm, thus after X amount of time on bench is PIP and bye bye. Management dog come in and bark liao are you benny dog? 06-06-2025, 02:51 PM Quote: Originally Posted by Unregistered Management
dog come in and bark liao are you benny dog? Funny thing is benny sounds like a dog name too 06-06-2025, 04:37 PM Quote: Originally Posted by Unregistered Lol entitlement level so strong. You got stick your hand up to do proposals? Never right, think so easy to sell and bid for projects. You do know senior delivery folks are doing bids while still
having BAU right....while you just pack up after your BAU. How to promote you versus someone who is doing more and should be paid more for their efforts. Till date still don't understand how the industry work? Your runway in the project is long ago fixed from the day the deal was sold. Finding the next project is your responsibility (80%) while HR
role (20%) is just to route you any urgent roles or opening available in case you don't even have networks to find. Chargeability is just something to phrase nicely in that you aren't leeching the firm, thus after X amount of time on bench is PIP and bye bye. how enlarged are your holes after taking from the MDs uh? Page 9 07-06-2025, 08:35 AM
Quote: Originally Posted by Unregistered Lol entitlement level so strong. You got stick your hand up to do proposals? Never right, think so easy to sell and bid for projects. You do know senior delivery folks are doing bids while still having BAU right....while you just pack up after your BAU. How to promote you versus someone who is doing more and
should be paid more for their efforts. Till date still don't understand how the industry work? Your runway in the project is long ago fixed from the day the deal was sold. Finding the next project is your responsibility (80%) while HR role (20%) is just to route you any urgent roles or opening available in case you don't even have networks to find.
Chargeability is just something to phrase nicely in that you aren't leeching the firm, thus after X amount of time on bench is PIP and bye bye. I agree with this comment. There are a lot of people who think that they are doing a lot but it’s not even comparable to people who juggle with system delivery, bids and CCA. I think they can complain however
much that they want but bids and CCA really give visibility and fulfills the “contribution outside of project” component. 07-06-2025, 08:36 AM Quote: Originally Posted by Unregistered how enlarged are your holes after taking from the MDs uh? Is the new L8 pay 8000 + 400? 07-06-2025, 09:40 AM Quote: Originally Posted by Unregistered how
enlarged are your holes after taking from the MDs uh? Itai itai yamete 07-06-2025, 02:56 PM Some bad project is really notoriously bad and the leader know yet they choose to turn a blind eye for the sake for kpi they allow the assignee to stuck in a bad leadership who abuse them and force them to OT and control their leave long working hours,
stand by on non humane hour and unrealistic timeline 07-06-2025, 04:25 PM Quote: Originally Posted by Unregistered Some bad project is really notoriously bad and the leader know yet they choose to turn a blind eye for the sake for kpi they allow the assignee to stuck in a bad leadership who abuse them and force them to OT and control their leave
long working hours, stand by on non humane hour and unrealistic timeline Which one? Arca? Nbs? Moe? 07-06-2025, 06:01 PM Quote: Originally Posted by Unregistered Which one? Arca? Nbs? Moe? Why not LTA ? 07-06-2025, 10:02 PM Quote: Originally Posted by Unregistered Why not LTA ? i heard A* also a **** show even when tham kor kor is
there 08-06-2025, 01:29 PM Quote: Originally Posted by Unregistered i heard A* also a **** show even when tham kor kor is there heard mark kor lost a few portfolio alrdy, for the project he 亲自坐镇 oso didnt do well...gone case 08-06-2025, 01:29 PM Quote: Originally Posted by Unregistered Why not LTA ? LTA is one of the worse and crazy project
08-06-2025, 01:53 PM Quote: Originally Posted by Unregistered heard mark kor lost a few portfolio alrdy, for the project he 亲自坐镇 oso didnt do well...gone case Hearsay Mark kor kor invovle with alot of disaster account like lta, synapxe all this. Page 10 08-06-2025, 01:57 PM Quote: Originally Posted by Unregistered Hearsay Mark kor kor invovle
with alot of disaster account like lta, synapxe all this. recently he very slience, compared to the first 2 years as country manager It is a sign...i think he stepping down soon.... Anyway this position is sabo by weewei in the first place The only memorable thing I can recall in recent year is the trulyyou initiative which everyone know is a big piece of crap
08-06-2025, 03:32 PM Quote: Originally Posted by Unregistered recently he very slience, compared to the first 2 years as country manager It is a sign...i think he stepping down soon.... Anyway this position is sabo by weewei in the first place The only memorable thing I can recall in recent year is the trulyyou initiative which everyone know is a big
piece of crap The roast with AMA haha. 08-06-2025, 03:36 PM Quote: Originally Posted by Unregistered recently he very slience, compared to the first 2 years as country manager It is a sign...i think he stepping down soon.... Anyway this position is sabo by weewei in the first place The only memorable thing I can recall in recent year is the trulyyou
initiative which everyone know is a big piece of crap One of the AMA everyone concerned about promo and ****, he keeps on talking Trulyyou. Got one tag line some more, cringe **** 08-06-2025, 05:47 PM Quote: Originally Posted by Unregistered One of the AMA everyone concerned about promo and ****, he keeps on talking Trulyyou. Got one tag
line some more, cringe **** He keep praising those HR coming up with trulyyou initiative, say until gt dragon gt tiger He is obviously siding with those HR aunties HR is very good, just enjoying all the benefit and shield from upper management, you know why? HR dept people all know how to wayang and organised event, make leader feel good The
dev and BA on the ground who does actual work, are not reward and left the firm Then whenever we feedback and complain, you know what mark kor say? "Accordingly to the HR, the situation is not so bad, and most people are happy with the salary, there are also very low turnover rate...." the 报喜不报忧 attitude that the HR took indirectly lead to
the current states of the companies, good people mass resign, or being pip, while some get promoted due to connection and those cmi people stay behind....many tapper on bench becos of that... Mark kor will just assure us, everything is fine, HR is monitoring....?? song bo mark kor? you reap what you sow 08-06-2025, 07:20 PM Quote: Originally
Posted by Unregistered He very long dun have AMA liao Ez to AMA la but in the end got answer anot? 08-06-2025, 10:49 PM Quote: Originally Posted by Unregistered Ez to AMA la but in the end got answer anot? All the answer he give is those politcally correct answer 09-06-2025, 02:17 PM lmao finally out of this gaslighting s**thole 09-06-2025,
02:41 PM Quote: Originally Posted by Unregistered lmao finally out of this gaslighting s**thole Congrats on finishing your notice period 09-06-2025, 06:12 PM Quote: Originally Posted by Unregistered He keep praising those HR coming up with trulyyou initiative, say until gt dragon gt tiger He is obviously siding with those HR aunties HR is very
good, just enjoying all the benefit and shield from upper management, you know why? HR dept people all know how to wayang and organised event, make leader feel good The dev and BA on the ground who does actual work, are not reward and left the firm Then whenever we feedback and complain, you know what mark kor say? "Accordingly to the
HR, the situation is not so bad, and most people are happy with the salary, there are also very low turnover rate...." the 报喜不报忧 attitude that the HR took indirectly lead to the current states of the companies, good people mass resign, or being pip, while some get promoted due to connection and those cmi people stay behind....many tapper on bench
becos of that... Mark kor will just assure us, everything is fine, HR is monitoring....?? song bo mark kor? you reap what you sow Mark Kor on this forum ? The timing of his mailer so coincidence? Page 11 09-06-2025, 09:31 PM Quote: Originally Posted by Unregistered Mark Kor on this forum ? The timing of his mailer so coincidence? Lmao what he say
10-06-2025, 10:24 PM he say conduct yourself properly on social media 11-06-2025, 09:16 AM Think Accenture leadership check the forums regularly ba. They need to ensure no reputational damage to the firm and to themselves. But hope they can reflect why people are not happy. 11-06-2025, 07:54 PM Quote: Originally Posted by Unregistered
Think Accenture leadership check the forums regularly ba. They need to ensure no reputational damage to the firm and to themselves. But hope they can reflect why people are not happy. lol they won't. they know the ship is sinking 11-06-2025, 08:37 PM Quote: Originally Posted by Unregistered lol they won't. they know the ship is sinking Maybe
tham kor stalking here leh. 11-06-2025, 09:37 PM Quote: Originally Posted by Unregistered Maybe tham kor stalking here leh. If the results is good, Thams up man But if the result is lousy? 12-06-2025, 07:14 AM Quote: Originally Posted by Unregistered If the results is good, Thams up man But if the result is lousy? Does the Mark kor really care
about the ground sentiment? 12-06-2025, 05:13 PM Quote: Originally Posted by Unregistered Does the Mark kor really care about the ground sentiment? Boo...BOO to ACN!!!!! 12-06-2025, 09:15 PM Quote: Originally Posted by Unregistered He keep praising those HR coming up with trulyyou initiative, say until gt dragon gt tiger He is obviously
siding with those HR aunties HR is very good, just enjoying all the benefit and shield from upper management, you know why? HR dept people all know how to wayang and organised event, make leader feel good The dev and BA on the ground who does actual work, are not reward and left the firm Then whenever we feedback and complain, you know
what mark kor say? "Accordingly to the HR, the situation is not so bad, and most people are happy with the salary, there are also very low turnover rate...." the 报喜不报忧 attitude that the HR took indirectly lead to the current states of the companies, good people mass resign, or being pip, while some get promoted due to connection and those cmi
people stay behind....many tapper on bench becos of that... Mark kor will just assure us, everything is fine, HR is monitoring....?? song bo mark kor? you reap what you sow just read the head of hr singapore's posts on linkedin. so many grammatical errors in all her posts. super hilarious someone so illiterate can be the head of hr. Page 12 23-07-2012,
10:06 PM Junior Member   Join Date: Jul 2012 Posts: 1 Work culture in IHiS Anyone has things to share about the working culture? Benefits? Is it considered a GLC? TIA! 27-09-2013, 07:14 PM would like to know as well anyone? was offered a role as manager there for around 8k 01-10-2013, 10:42 PM anyone care to venture an opinion? true blue
singaporean here heard they are mostly into SAP 15-11-2013, 11:52 PM Good place to farm and retire Mostly IT-based support for healthcare sector. It is a stable environment to work in, with work/life balance that means you get to knock off on time and your weekends will be untouched (unless you're on maintenance). Salary will not be fantastic but
you can expect the standard 13 month + AWS (only) 18-11-2013, 05:27 PM Quote: Originally Posted by Unregistered anyone? was offered a role as manager there for around 8k How old are you and how many years of experience? 23-11-2013, 10:59 AM Not as easy ihis life is not easy. It really depends on what role u r in. Some roles require u to run
here run there, attend meetings, do support etc... It has a decent annual sal package. On top of 13 mth, it has an average vb of ard 3 mths. It has a high turnover rate too. Some people came here for few months and left, prolly they don't like the nature of the job. Though health sector seems interesting but like other sectors, it is not easy as it seems to
be. Be mentally prepared if you are offered a job in ihis. 25-11-2013, 07:17 PM Turn over very high. Up to you to imagine why 06-12-2013, 03:19 PM got an interview for their graduate programme. any1 knows how the salary like? 01-01-2014, 10:58 AM is there worklife balance in ihis? heard the turnover rate is high Page 13 06-05-2010, 08:51 AM My
background: 2nd upper Science Graduate (NUS). Class of 2007. Civil Servant. Earning $4.4k gross monthly. I'm not a scholar btw. I will be age 28 by year end 2010. $4.4k is my gross monthly salary (doesnt include the bonuses). Starting pay was $3.3k in 2007 Went up to $3.6k in 2008 Then to $3.8k in 2009 Then to $4.4k in 2010 By default, you get
an annual increase in pay (called merit increment;dependent whether u perform well at work) and on top of that a promotional increment (if you get promoted to a higher job-grade) Hope this will give you a guage of your salary. 06-05-2010, 01:40 PM Quote: Originally Posted by Unregistered My background: 2nd upper Science Graduate (NUS). Class
of 2007. Civil Servant. Earning $4.4k gross monthly. I'm not a scholar btw. I will be age 28 by year end 2010. $4.4k is my gross monthly salary (doesnt include the bonuses). Starting pay was $3.3k in 2007 Went up to $3.6k in 2008 Then to $3.8k in 2009 Then to $4.4k in 2010 By default, you get an annual increase in pay (called merit
increment;dependent whether u perform well at work) and on top of that a promotional increment (if you get promoted to a higher job-grade) Hope this will give you a guage of your salary. Wow...you must be a high flyer to have such good starting pay and to have such high pay increments as well including a whopping nearly 16% increment from
2009 to 2010. Even the 2009 recession did not affect your pay. I contragulate you on your success! 06-05-2010, 01:43 PM 2nd Upper Econs Grad (UK uni) Non-scholar, 30 yrs old. Civil Servant Drawing $5.3k gross monthly salary (doesn't include bonuses) Starting pay was $2.9k in early 2007. 06-05-2010, 08:55 PM Junior Member   Join Date: May
2010 Posts: 8 Quote: Originally Posted by Unregistered 2nd Upper Econs Grad (UK uni) Non-scholar, 30 yrs old. Civil Servant Drawing $5.3k gross monthly salary (doesn't include bonuses) Starting pay was $2.9k in early 2007. In comparison, your increment is much faster than the 28 yr-old-guy who started with $3.3k in 2007. But I guess he will most
likely draw $5.3k when he reaches 30 yr-old based on 10% annual increment. Now, i felt so cheated by HR. They are just using those reasons as excuses for bargaining. Some more, if I am not wrong, there isn't any salary downward adjustment in 2007-2009. HR just wanna take advantage of economy downturn to cut new ppl's salary. I was earning
$5.3k + $500 transport allowance in my previous job in private sector and I would think that this is slightly above "average" among my peers that time. 07-05-2010, 09:42 AM Quote: Originally Posted by starrxu In comparison, your increment is much faster than the 28 yr-old-guy who started with $3.3k in 2007. But I guess he will most likely draw
$5.3k when he reaches 30 yr-old based on 10% annual increment. Now, i felt so cheated by HR. They are just using those reasons as excuses for bargaining. Some more, if I am not wrong, there isn't any salary downward adjustment in 2007-2009. HR just wanna take advantage of economy downturn to cut new ppl's salary. I was earning $5.3k + $500
transport allowance in my previous job in private sector and I would think that this is slightly above "average" among my peers that time. It would depend on the scheme of service. There are those amongst us who are on professional schemes such as legal scheme, economist scheme, etc, as opposed to the more generic management executive
scheme. The folks on the prof schemes are generally paid more, sometimes substantially more . I happen to be on one of the professional schemes. Stat boards have the discretion to set their salaries differently from the Civil service i.e. Ministries. Thus, your HR may not have been wrong to say that that is indeed the average within your organisation.
Primary School English Grammar and Vocabulary Drills SG Bus Timing App - the best bus app - available on iOS and Android Bursa Stocks [Android] App - check latest share prices on the go SGX Stocks [Android] App - check latest share prices on the go SGX Stocks [iPad] app | SGX Stocks [iPhone] app 07-05-2010, 10:33 AM Wow, Civil Service really
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3 Julius Baer Graduate Program 2023 Hi Guys, Anyone have heard back or gotten any updates regarding the recruitment for Julius Baer Grad Program 2023 for Markets as well as Private Banking? Does anyone know if this program is competitive and hard to get in? Thank you! 26-02-2023, 04:30 PM I dunno about this year but i applied last year, it
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Just like the old adage: “When something is sounds too good to be true, it is too good to be true.” You don’t see Cambridge or Oxford going overseas on recruitment drives, do you? Actually, I think the issue here is not the salary. The overall take home salary (ie, after taxes) are comparable to what a junior doctor (HO, MO, registrar) with similar
experience would earn in Australia. But, a junior doctor in Australia works much less hours, and when you break down to hourly pay, the doctors in Singapore earn much less. Besides, essentials like houses and cars are far cheaper in Australia so your standard of living is much much better than in Singapore. I think the issue is about working
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When one is bonded, they lose bargaining power. Like it or not, they have to accept whatever conditions get imposed to them. They do not dare to speak up because they may get bullied for 5 years if they do. And also because of the fact that they are paid by the month not by the hour, they are forced to put in a lot of extra hours. I know hospitals
which have daily meetings that start at 7am and MO’s have to attend. And for MO’s to have to come back alone every Sunday for routine ward rounds, that’s totally uncalled for, I think. I remember a posting I did where I did not get a single day off for 2 months. Yup, I worked 60days in a row. As someone said, even maids get a compuslory day off.
And since these are the set working conditions in Singapore, the foreign grads also have to work under the same conditions. Many many foreign grads have come back to work in Singapore, then left again when they realised what they really got themselves into. If someone borrowed money from loansharks and are now subjected to their
harrassments, why should you come along and be subjected to the same harrassment? Totally unnecessary. But it is a pity that these foreign grads have wasted time & effort exploring what they think is greener pastures, only to realize that the grass in Singapore is actually wilted! I think if the seniors make us feel appreciated and try to acknowledge
the hardship that the juniors go through, it does go a long way. Rather than think “I’ve been through it so you must go through it too”. It may not actually change the conditions, but it makes us feel better about it. Many people are not driven by money, but by job satisfaction. In terms of trainee positions, I can’t say there is a bias against foreign
grads. However, if no one knows you, you’re less likely to be selected for a job than another doctor who have worked here and is known to the seniors. It’s human nature. Even if you are on the selection panel, you’re more likely to pick someone you know, than someone you don’t know isn’t it? For foreign grads who come back to Singapore, there are
also hurdles like the fact that you have to form new friendship, you don’t have anyone to advise you re which postings not to choose, what to look out for etc, you have no one to confide in about work worries, because you don’t have any close trusted friends. You really have to start over again in far more aspects of your life than you think. If you are
prepared to work extremely hard and forget totally about work-life balance, then yes, Singapore can be the place for you. But for many people like me, work-life balance is very important. Working about 60-80 hours a week does burn you out after awhile, and sooner than you think! And think about it, if you put in 60-80hrs a week of hard work where
you are right now, your chance of becoming very successful is very good, maybe even better than Singapore! There is another issue – the SMC. Even though they state on their website that Singaporeans who are foreign grads can apply for full registration after two years, in reality there are a lot of people who, for no apparent good reason, are not
given their full registration after two years (MO’s whose performance have been consistently graded good, never made any clinical mistakes, never had complaints made against them!)... and the first indicator of a “poor” performance was when full registration is rejected after two years. The best thing is, they don’t give you a reason why full
registration is rejected! Your SMC assessment reports are not shared with you. It is likely a ploy to keep foreign grads trapped in the public system, because the foreign grads have no study bond. So foreign grad Singaporeans, be very aware! You may want to rethink your decision to come back if you think you can get full registration after two years!
The actual fact is that you’re likely to be trapped in stifling working conditions for longer than you think! As for foreign consultants who want to work in Singapore, the reality is that your hands will be severely tied with the conditional registration – which stipulates where you can work, how many hours you must work etc. You can forget about
flexibility or locum work. You have to start all over again, and if you really think about it, you’re probably better off spending those few years building your career in where you are right now, and starting over. The bottom line is, if you graduated from a first world country like UK, Australia, USA, you’re really MUCH better off staying put, because the
working conditions and living conditions, quality of life (for yourself and your family) are far better in these countries, and spend the time/effort establishing your practice where you are. I can’t say the same for doctors who currently come from the third world countries, because living conditions are probably better in Singapore compared to those
third world countries and they do stand to gain by coming. Just my opinion of course, from someone who's worked in Singapore, and overseas! Page 16 13-03-2018, 10:57 PM Senior Member   Join Date: Aug 2013 Posts: 46 Hospital (Private or Public) Designation and Salary Range Anyone know the Appx pay range for the various rank of the hospitals?
With my limited experience in healthcare, below are my guesses, I am currently a Manager grade in private healthcare. Executive: $2200 to $3500 Senior executive: $2,800 to $4,500 Assistant Manager: $3,500 to $6,000 Manager: $5,000 to $7,500 Senior Manager: $6,500 to $10,000 Assistant Director/AVP: $8,000 to $12,000 Deputy Director/AVP:
$10,000 to $15,000 Director/VP: $13,000 to $25,000 CFO/SVP: $18,000 to $35,000 COO/SVP: $18,000 to $50,000 CEO: $30,000 to $100,000 (Depend on how big the company is). 14-03-2018, 12:30 PM Quote: Originally Posted by goaswind Executive: $2200 to $3500 Senior executive: $2,800 to $4,500 Assistant Manager: $3,500 to $6,000 Manager:
$5,000 to $7,500 Senior Manager: $6,500 to $10,000 Assistant Director/AVP: $8,000 to $12,000 Deputy Director/AVP: $10,000 to $15,000 I would say this is pretty accurate for the GLC (non healthcare) that I am in. 15-03-2018, 11:23 AM Quote: Originally Posted by goaswind Anyone know the Appx pay range for the various rank of the hospitals?
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starting base salary - Private Hospital or RH? 2) Who pays better on in terms of annual package - Private or RH? 2) What is the average percentage of salary adjustment in private hospital vs RH? 3) How long does it take to be promoted in private hospital? 4) For Fresh graduate, is it better to work in Private Hospital or RH? Why? Thanks much! 10-02-2020, 03:17 PM Quote: Originally Posted by goaswind Anyone know the Appx pay range for the various rank of the hospitals? With my limited experience in healthcare, below are my guesses, I am currently a Manager grade in private healthcare. Executive: $2200 to $3500 Senior executive: $2,800 to $4,500 Assistant Manager: $3,500 to $6,000
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HPB / MOH-related hospitals. Range is about there 15-02-2020, 11:59 PM Quote: Originally Posted by goaswind Anyone know the Appx pay range for the various rank of the hospitals? With my limited experience in healthcare, below are my guesses, I am currently a Manager grade in private healthcare. Executive: $2200 to $3500 Senior executive:
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company is). How many years between each promotion? 06-10-2020, 04:04 PM Senior Member   Join Date: Aug 2013 Posts: 46 No limit i guess. It can take as short as a year to as long as forever . My best guess is assuming if you don't change job, stay in one company, Average Performer: 10 years to get from Executive to AM/Mgr Above Average
Performer: 10 years to get from Executive to Snr Mgr/AD Excellent employee with huge potential 10 years can reach Director (Public Sector) Excellent Employee with huge potential + Huge connection 10 Years can be CEO in private sector. Just my best guess. 24-10-2020, 11:43 AM Senior Member   Join Date: Aug 2013 Posts: 46 Quote: Originally
Posted by Unregistered Hi there, will any experts be able to advise on the following for private hospitals vs RHs? 1) Who pays more competitively on the monthly starting base salary - Private Hospital or RH? 2) Who pays better on in terms of annual package - Private or RH? 2) What is the average percentage of salary adjustment in private hospital vs
RH? 3) How long does it take to be promoted in private hospital? 4) For Fresh graduate, is it better to work in Private Hospital or RH? Why? Thanks much! Just my humble opinion. 1. I think both are pretty much the same. But public sector has 2 months more bonus. (executive level) 2. If same base pay, public sector pay more. 3. I think about the
same for the annual increment. But in the public sector, u may getting additional adjustment every few years as government like to make healthcare more appealing. 4. Private sector will be better in this aspect. If u are capable, you will be recognised easily. For public sector, even if you capable, you may not shine as there's too many "Stars" and too
many red tape. 5. For fresh grad, i would suggest join big public hospital first. SGH, TTSH etc. These big names will help you in your resume 10 years down the road. 25-10-2020, 05:35 PM Quote: Originally Posted by Unregistered Was with Public Institution 2 years ago .. from what i know E: $2600 - $5400 SE: $4000 - $6500 AM: $4600 - $7500 M:
$5300 - $8900 SM/AD: $7000 - $12000 DD:$10k-$15k D:$13k-20+K From what i understand private --> public usually will drop a grade or 2... depends on the salary... =) hope this helps I'm currently working in one of the public hospitals under the Singhealth cluster. I'm working as an allied health and back in 2016, Singhealth had a salary
adjustment and the pay scale posted above is pretty accurate. For my job grade, I'm under AM, increment wise is based on a certain percentage, for B grade, it's about 2.x percent plus an additional $50 increment per year, bonus for B grade is about 2.5 months, nobody knows the bonus for other grades as it is never officially announced, only the
person having the said grade will know when they see their salary slip. Progression is very slow, it generally takes at least 5 to 10 years to climb to the next job grade. I heard that the pay increment is only $200 when you gets promoted?! LOL. I got low balled by the HR when I joined, I wasn't offered any pay increment by the HR from my previous job
as HR claimed that the overall package is higher than my previous job, despite the fact that I have a Masters. Sigh I should have fought harder during salary negotiation back then. As a result, I feel that I'm drawing a lower salary than market rate based on my qualifications and my experience. I still feel bitter but oh wells, just got to suck it up and
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Unregistered Hi all, Got offered JG4 at 6.5k. 10% pay cut from previous role. How long can I expect before being promoted to JG5? 2-3 years in theory. You wait long long long (not long enough?) 04-06-2025, 09:05 PM Hi, at Synapxe is it possible to ask for salary increment when I’m not being promoted? 04-06-2025, 10:05 PM Quote: Originally Posted
by Unregistered Hi, at Synapxe is it possible to ask for salary increment when I’m not being promoted? no need to ask June bonus July increment 06-06-2025, 03:47 PM Verified Member   Join Date: Jul 2024 Posts: 27 Quote: Originally Posted by Unregistered Then what's the difference for the + and - New Grade? 3 - 1.8 3+ - ? 3- - ? 0.2 difference
around there 13-06-2025, 09:26 AM So 3+ appraisal is only 2mths bonus? 13-06-2025, 10:23 AM Quote: Originally Posted by Unregistered So 3+ appraisal is only 2mths bonus? Wait for people to confirm by month end. 13-06-2025, 10:51 AM Quote: Originally Posted by Unregistered Wait for people to confirm by month end. By mth end dunid confirm
aldy hahas, i can ownself confirm Yesterday, 05:07 PM Anyone here from NGEMR can share how is the culture and the workload? Yesterday, 06:27 PM Quote: Originally Posted by Unregistered Anyone here from NGEMR can share how is the culture and the workload? need to see what role you are applying for? e.g FA? Page 2 05-05-2010, 10:08 PM
Junior Member   Join Date: May 2010 Posts: 8 Compare civil service salary I am 32, with 8 years of working experience, joined a stat board at $4300. HR refused to give me higher for the reason that this is the average among my peers considering my age, experiences etc. I would ike to compare with my peers in the civil service. Any civil servant care
to share more? 06-05-2010, 08:51 AM My background: 2nd upper Science Graduate (NUS). Class of 2007. Civil Servant. Earning $4.4k gross monthly. I'm not a scholar btw. I will be age 28 by year end 2010. $4.4k is my gross monthly salary (doesnt include the bonuses). Starting pay was $3.3k in 2007 Went up to $3.6k in 2008 Then to $3.8k in 2009
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nearly 16% increment from 2009 to 2010. Even the 2009 recession did not affect your pay. I contragulate you on your success! 06-05-2010, 01:43 PM 2nd Upper Econs Grad (UK uni) Non-scholar, 30 yrs old. Civil Servant Drawing $5.3k gross monthly salary (doesn't include bonuses) Starting pay was $2.9k in early 2007. 06-05-2010, 08:55 PM Junior
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generic management executive scheme. The folks on the prof schemes are generally paid more, sometimes substantially more . I happen to be on one of the professional schemes. Stat boards have the discretion to set their salaries differently from the Civil service i.e. Ministries. Thus, your HR may not have been wrong to say that that is indeed the
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pay back to break the bond. When one is bonded, they lose bargaining power. Like it or not, they have to accept whatever conditions get imposed to them. They do not dare to speak up because they may get bullied for 5 years if they do. And also because of the fact that they are paid by the month not by the hour, they are forced to put in a lot of extra
hours. I know hospitals which have daily meetings that start at 7am and MO’s have to attend. And for MO’s to have to come back alone every Sunday for routine ward rounds, that’s totally uncalled for, I think. I remember a posting I did where I did not get a single day off for 2 months. Yup, I worked 60days in a row. As someone said, even maids get a
compuslory day off. And since these are the set working conditions in Singapore, the foreign grads also have to work under the same conditions. Many many foreign grads have come back to work in Singapore, then left again when they realised what they really got themselves into. If someone borrowed money from loansharks and are now subjected
to their harrassments, why should you come along and be subjected to the same harrassment? Totally unnecessary. But it is a pity that these foreign grads have wasted time & effort exploring what they think is greener pastures, only to realize that the grass in Singapore is actually wilted! I think if the seniors make us feel appreciated and try to
acknowledge the hardship that the juniors go through, it does go a long way. Rather than think “I’ve been through it so you must go through it too”. It may not actually change the conditions, but it makes us feel better about it. Many people are not driven by money, but by job satisfaction. In terms of trainee positions, I can’t say there is a bias against
foreign grads. However, if no one knows you, you’re less likely to be selected for a job than another doctor who have worked here and is known to the seniors. It’s human nature. Even if you are on the selection panel, you’re more likely to pick someone you know, than someone you don’t know isn’t it? For foreign grads who come back to Singapore,
there are also hurdles like the fact that you have to form new friendship, you don’t have anyone to advise you re which postings not to choose, what to look out for etc, you have no one to confide in about work worries, because you don’t have any close trusted friends. You really have to start over again in far more aspects of your life than you think. If
you are prepared to work extremely hard and forget totally about work-life balance, then yes, Singapore can be the place for you. But for many people like me, work-life balance is very important. Working about 60-80 hours a week does burn you out after awhile, and sooner than you think! And think about it, if you put in 60-80hrs a week of hard work
where you are right now, your chance of becoming very successful is very good, maybe even better than Singapore! There is another issue – the SMC. Even though they state on their website that Singaporeans who are foreign grads can apply for full registration after two years, in reality there are a lot of people who, for no apparent good reason, are
not given their full registration after two years (MO’s whose performance have been consistently graded good, never made any clinical mistakes, never had complaints made against them!)... and the first indicator of a “poor” performance was when full registration is rejected after two years. The best thing is, they don’t give you a reason why full
registration is rejected! Your SMC assessment reports are not shared with you. It is likely a ploy to keep foreign grads trapped in the public system, because the foreign grads have no study bond. So foreign grad Singaporeans, be very aware! You may want to rethink your decision to come back if you think you can get full registration after two years!
The actual fact is that you’re likely to be trapped in stifling working conditions for longer than you think! As for foreign consultants who want to work in Singapore, the reality is that your hands will be severely tied with the conditional registration – which stipulates where you can work, how many hours you must work etc. You can forget about
flexibility or locum work. You have to start all over again, and if you really think about it, you’re probably better off spending those few years building your career in where you are right now, and starting over. The bottom line is, if you graduated from a first world country like UK, Australia, USA, you’re really MUCH better off staying put, because the
working conditions and living conditions, quality of life (for yourself and your family) are far better in these countries, and spend the time/effort establishing your practice where you are. I can’t say the same for doctors who currently come from the third world countries, because living conditions are probably better in Singapore compared to those
third world countries and they do stand to gain by coming. Just my opinion of course, from someone who's worked in Singapore, and overseas! Page 5 13-03-2018, 10:57 PM Senior Member   Join Date: Aug 2013 Posts: 46 Hospital (Private or Public) Designation and Salary Range Anyone know the Appx pay range for the various rank of the hospitals?
With my limited experience in healthcare, below are my guesses, I am currently a Manager grade in private healthcare. Executive: $2200 to $3500 Senior executive: $2,800 to $4,500 Assistant Manager: $3,500 to $6,000 Manager: $5,000 to $7,500 Senior Manager: $6,500 to $10,000 Assistant Director/AVP: $8,000 to $12,000 Deputy Director/AVP:
$10,000 to $15,000 Director/VP: $13,000 to $25,000 CFO/SVP: $18,000 to $35,000 COO/SVP: $18,000 to $50,000 CEO: $30,000 to $100,000 (Depend on how big the company is). 14-03-2018, 12:30 PM Quote: Originally Posted by goaswind Executive: $2200 to $3500 Senior executive: $2,800 to $4,500 Assistant Manager: $3,500 to $6,000 Manager:
$5,000 to $7,500 Senior Manager: $6,500 to $10,000 Assistant Director/AVP: $8,000 to $12,000 Deputy Director/AVP: $10,000 to $15,000 I would say this is pretty accurate for the GLC (non healthcare) that I am in. 15-03-2018, 11:23 AM Quote: Originally Posted by goaswind Anyone know the Appx pay range for the various rank of the hospitals?
With my limited experience in healthcare, below are my guesses, I am currently a Manager grade in private healthcare. Executive: $2200 to $3500 Senior executive: $2,800 to $4,500 Assistant Manager: $3,500 to $6,000 Manager: $5,000 to $7,500 Senior Manager: $6,500 to $10,000 Assistant Director/AVP: $8,000 to $12,000 Deputy Director/AVP:
$10,000 to $15,000 Director/VP: $13,000 to $25,000 CFO/SVP: $18,000 to $35,000 COO/SVP: $18,000 to $50,000 CEO: $30,000 to $100,000 (Depend on how big the company is). Was with Public Institution 2 years ago .. from what i know E: $2600 - $5400 SE: $4000 - $6500 AM: $4600 - $7500 M: $5300 - $8900 SM/AD: $7000 - $12000 DD:$10k-$15k D:$13k-20+K From what i understand private --> public usually will drop a grade or 2... depends on the salary... =) hope this helps 25-04-2019, 05:23 PM Private Hospital vs RH Annual Package Comparison Hi there, will any experts be able to advise on the following for private hospitals vs RHs? 1) Who pays more competitively on the monthly
starting base salary - Private Hospital or RH? 2) Who pays better on in terms of annual package - Private or RH? 2) What is the average percentage of salary adjustment in private hospital vs RH? 3) How long does it take to be promoted in private hospital? 4) For Fresh graduate, is it better to work in Private Hospital or RH? Why? Thanks much! 10-02-2020, 03:17 PM Quote: Originally Posted by goaswind Anyone know the Appx pay range for the various rank of the hospitals? With my limited experience in healthcare, below are my guesses, I am currently a Manager grade in private healthcare. Executive: $2200 to $3500 Senior executive: $2,800 to $4,500 Assistant Manager: $3,500 to $6,000
Manager: $5,000 to $7,500 Senior Manager: $6,500 to $10,000 Assistant Director/AVP: $8,000 to $12,000 Deputy Director/AVP: $10,000 to $15,000 Director/VP: $13,000 to $25,000 CFO/SVP: $18,000 to $35,000 COO/SVP: $18,000 to $50,000 CEO: $30,000 to $100,000 (Depend on how big the company is). This is pretty much accurate for hospitals /
HPB / MOH-related hospitals. Range is about there 15-02-2020, 11:59 PM Quote: Originally Posted by goaswind Anyone know the Appx pay range for the various rank of the hospitals? With my limited experience in healthcare, below are my guesses, I am currently a Manager grade in private healthcare. Executive: $2200 to $3500 Senior executive:
$2,800 to $4,500 Assistant Manager: $3,500 to $6,000 Manager: $5,000 to $7,500 Senior Manager: $6,500 to $10,000 Assistant Director/AVP: $8,000 to $12,000 Deputy Director/AVP: $10,000 to $15,000 Director/VP: $13,000 to $25,000 CFO/SVP: $18,000 to $35,000 COO/SVP: $18,000 to $50,000 CEO: $30,000 to $100,000 (Depend on how big the
company is). How many years between each promotion? 06-10-2020, 04:04 PM Senior Member   Join Date: Aug 2013 Posts: 46 No limit i guess. It can take as short as a year to as long as forever . My best guess is assuming if you don't change job, stay in one company, Average Performer: 10 years to get from Executive to AM/Mgr Above Average
Performer: 10 years to get from Executive to Snr Mgr/AD Excellent employee with huge potential 10 years can reach Director (Public Sector) Excellent Employee with huge potential + Huge connection 10 Years can be CEO in private sector. Just my best guess. 24-10-2020, 11:43 AM Senior Member   Join Date: Aug 2013 Posts: 46 Quote: Originally
Posted by Unregistered Hi there, will any experts be able to advise on the following for private hospitals vs RHs? 1) Who pays more competitively on the monthly starting base salary - Private Hospital or RH? 2) Who pays better on in terms of annual package - Private or RH? 2) What is the average percentage of salary adjustment in private hospital vs
RH? 3) How long does it take to be promoted in private hospital? 4) For Fresh graduate, is it better to work in Private Hospital or RH? Why? Thanks much! Just my humble opinion. 1. I think both are pretty much the same. But public sector has 2 months more bonus. (executive level) 2. If same base pay, public sector pay more. 3. I think about the
same for the annual increment. But in the public sector, u may getting additional adjustment every few years as government like to make healthcare more appealing. 4. Private sector will be better in this aspect. If u are capable, you will be recognised easily. For public sector, even if you capable, you may not shine as there's too many "Stars" and too
many red tape. 5. For fresh grad, i would suggest join big public hospital first. SGH, TTSH etc. These big names will help you in your resume 10 years down the road. 25-10-2020, 05:35 PM Quote: Originally Posted by Unregistered Was with Public Institution 2 years ago .. from what i know E: $2600 - $5400 SE: $4000 - $6500 AM: $4600 - $7500 M:
$5300 - $8900 SM/AD: $7000 - $12000 DD:$10k-$15k D:$13k-20+K From what i understand private --> public usually will drop a grade or 2... depends on the salary... =) hope this helps I'm currently working in one of the public hospitals under the Singhealth cluster. I'm working as an allied health and back in 2016, Singhealth had a salary
adjustment and the pay scale posted above is pretty accurate. For my job grade, I'm under AM, increment wise is based on a certain percentage, for B grade, it's about 2.x percent plus an additional $50 increment per year, bonus for B grade is about 2.5 months, nobody knows the bonus for other grades as it is never officially announced, only the
person having the said grade will know when they see their salary slip. Progression is very slow, it generally takes at least 5 to 10 years to climb to the next job grade. I heard that the pay increment is only $200 when you gets promoted?! LOL. I got low balled by the HR when I joined, I wasn't offered any pay increment by the HR from my previous job
as HR claimed that the overall package is higher than my previous job, despite the fact that I have a Masters. Sigh I should have fought harder during salary negotiation back then. As a result, I feel that I'm drawing a lower salary than market rate based on my qualifications and my experience. I still feel bitter but oh wells, just got to suck it up and
hopefully the next salary adjustment will come soon. 26-10-2020, 12:33 AM Quote: Originally Posted by Unregistered Was with Public Institution 2 years ago .. from what i know E: $2600 - $5400 SE: $4000 - $6500 AM: $4600 - $7500 M: $5300 - $8900 SM/AD: $7000 - $12000 DD:$10k-$15k D:$13k-20+K From what i understand private --> public
usually will drop a grade or 2... depends on the salary... =) hope this helps I'm currently working in one of the public hospitals under the Singhealth cluster. I'm working as an allied health and back in 2016, Singhealth had a salary adjustment and the pay scale posted above is pretty accurate as of current. For my job grade, I'm under AM, increment
wise is based on a certain percentage, but for B grade, it's about 2.x percent plus an additional $50 increment per year, bonus for B grade is about 2.5 months, nobody knows the bonus for other grades as it is never officially announced, only the person having the said grade will know when they see their salary slip. Progression is very slow, it
generally takes at least 5 to 10 years to climb to the next job grade. I also heard that the pay increment is only $200 when you gets promoted?! LOL. I got low balled by the HR when I joined, I wasn't offered any pay increment by the HR from my previous job as HR claimed that the overall package is higher than my previous job, despite the fact that I
have a Masters. Sigh I should have fought harder during salary negotiation. As a result, I feel that I'm drawing a lower salary than market rate based on my qualifications and my experience. I still feel bitter but oh wells, just got to suck it up and hopefully the next salary adjustment will come soon. 16-11-2024, 11:32 PM Quote: Originally Posted by
Unregistered Thank you for your reply. Did check with HR on whether it would be just an extension or emplacement. they said it is all dependent on performance. would you know, generally, if I do get to continue would it mean emplacement? assuming the dpt has the headcount, given that the role got reposted on careersgov What you need to know
is, everyone in civil service starts out on a contract. Its only a matter time as what the previous poster said - in a 1 year contract, you get to know at about the 10/11th month mark if they deem you good enough/have headcount to emplace you; in a 2 year contract, its around the 22/23th month mark. However, what you need to know is there are some
roles where there is NO potential for emplacement. These are typically for one-off projects that may take months or years. In short, if both the jobs did indicate some potential for emplacement (depending on your performance/headcount availability), just pick the one you like more. 17-11-2024, 01:45 PM Junior Member   Join Date: Jun 2023 Posts: 4
Branded Bag Sale! 100% Authentic Past Season Branded Bags at Discounts upto 75%, 27 November to 3 December Only! We are a 14 year old company trusted by local and international customers. We have been holding our luxury bag sales events at 5 star hotels in beautiful sunny Singapore. All our items are 100% authentic past season clearance
branded bags at discounts upto 75%. Brands like Gucci, Prada, Balenciaga, YSL, Coach and more Date & Time : 27 Nov to 3 Dec, 10am - 9pm Location : BHG Department Store Bugis Junction Level 1 Contact : +65 9018 8745 18-11-2024, 10:35 AM And don't splurge on luxury goods until you have a steady income. 18-11-2024, 07:04 PM Junior
Member   Join Date: Nov 2024 Posts: 5 Hi, anyone has info on salary of ICA or Prison Officers pls. Interested to know for abt 5yrs and 10yrs experience. Degree holder. 19-11-2024, 12:07 PM Quote: Originally Posted by Longboy Hi, anyone has info on salary of ICA or Prison Officers pls. Interested to know for abt 5yrs and 10yrs experience. Degree
holder. For 10 years experience, you are too old. 5 years exp : may be borderline case. IPPT gold? 19-11-2024, 01:23 PM Junior Member   Join Date: Nov 2024 Posts: 5 Quote: Originally Posted by Unregistered For 10 years experience, you are too old. 5 years exp : may be borderline case. IPPT gold? I mean those officers inside now with 5 or 10yrs
experience. Trying to gauge how the salary progress is like 20-11-2024, 09:42 PM pte uni 5 yoe offered local uni ges median celery only 21-11-2024, 01:47 PM How much would a MX9 Director in a stat board earn? Is it considered superscale? 21-11-2024, 05:41 PM Quote: Originally Posted by Longboy I mean those officers inside now with 5 or 10yrs
experience. Trying to gauge how the salary progress is like About 10 to 20% more than non-uniformed. 21-11-2024, 07:00 PM Quote: Originally Posted by Unregistered How much would a MX9 Director in a stat board earn? Is it considered superscale? Ask for what? Not a scholar no chance Page 2 22-11-2024, 04:33 PM Quote: Originally Posted by
Unregistered Ask for what? Not a scholar no chance We're hiring someone at our private sector company, and said candidate is currently MX9 in a stat board. So would like to benchmark salaries and make a fair offer. Is the stat board salary for MX9 lower than that of civil service ministry MX9 salaries? 28-11-2024, 01:19 PM Under Transfer Of
Service in CS from Min.to SB, can one request for a higher salary or will they usually just match last drawn? 28-11-2024, 01:42 PM Junior Member   Join Date: Nov 2024 Posts: 3 does anyone have any idea how much an assistant director can get at a stat board? stat boards like HBP, LTA, NLB etc 28-11-2024, 06:56 PM Does any one know if stat board
e.g. HPB or employees are eligible for the new flexigrow benefits benefits of $500 starting oct 2024? Or just ministry can get? 30-11-2024, 10:58 AM Am I underpaid? Hi all, seeking some advice to see if I am underpaid. I joined a stat board after part time uni. I am 29f, 4.5k in mx12b. 30-11-2024, 11:59 AM Quote: Originally Posted by Unregistered
Under Transfer Of Service in CS from Min.to SB, can one request for a higher salary or will they usually just match last drawn? Match only as this is inside the policy. 30-11-2024, 12:00 PM Quote: Originally Posted by Unregistered Hi all, seeking some advice to see if I am underpaid. I joined a stat board after part time uni. I am 29f, 4.5k in mx12b. . U
are treated as a fresh grad which is correct from the HR perspective 30-11-2024, 12:38 PM Quote: Originally Posted by Unregistered Under Transfer Of Service in CS from Min.to SB, can one request for a higher salary or will they usually just match last drawn? If movement policy under the same scheme, no change. If change in scheme from MX to
stat board scheme, may have adjustments, but should be some what similar. Page 3 30-11-2024, 12:39 PM Quote: Originally Posted by krwlng does anyone have any idea how much an assistant director can get at a stat board? stat boards like HBP, LTA, NLB etc Depends if MX11 or MX11A, pegged to paygrade. 30-11-2024, 05:36 PM What if from
diploma scheme in ministry to degree scheme in Stat Board 30-11-2024, 07:41 PM Hi everyone I'm earning a 110k pay package as a GEO4 Officer. This would be my 6th year of service. How does this compare to those of you in the same career milestone as me? I'm in my early 30s. 30-11-2024, 10:44 PM Junior Member   Join Date: Nov 2024 Posts: 3
Quote: Originally Posted by Unregistered Depends if MX11 or MX11A, pegged to paygrade. Thank you. Someone who has had around 15 years of relevant experience in private sector. 38 years old. Rough estimate of salary? 02-12-2024, 06:47 AM Junior Member   Join Date: Nov 2024 Posts: 3 Quote: Originally Posted by Unregistered What scheme?
What role? Not sure about the scheme yet. Assistant director at nlb 02-12-2024, 02:29 PM Any news of civil servant pay revision in 2025? 02-12-2024, 11:34 PM TeraBox Pro Lovely people always love to capture their special moments and try to keep their precious data stored for life. To make this possible, not everyone has unlimited storage on their
smartphone. It can be because of a low storage capacity or a less supportive device that leads unwillingly to the loss of their essential data. Here comes our site, where we ease their difficulties by providing them with TeraBox MOD APK with unlimited cloud storage space. The MOD Terabox Premium version comes with ad-free browsing and
maximum download speed, with a focus on data safety and privacy. 05-12-2024, 08:58 PM anyone has experience with AGD? are the titles inflated? how does one jump from SAD to Head if non scholar? Page 4 08-12-2024, 02:11 PM Ministry mx11 salary How much salary to expect for mx11 in a ministry doing policy planning work (generic track) with
6 years of experience? With NS. Anyone can advise? 08-12-2024, 04:39 PM Quote: Originally Posted by Unregistered How much salary to expect for mx11 in a ministry doing policy planning work (generic track) with 6 years of experience? With NS. Anyone can advise? MX11 is 4,800 - 7,700 per month. With 6 years experience, your pay would be
about 6,000? Multiple that by 16 months and that's an estimate of your annual package. 08-12-2024, 05:27 PM Hi all, agency X did inform me that I am the 1st choice candidate and I have reached the stage where they revealed to me via a phone call on how much I will be paid. However, 2 days later the hiring head wrote to me to request for more
inputs on things that I have implemented etc. Anyone able to advise what could be going on with my offer ? Could it be a chance that they might change their mind ?): 08-12-2024, 07:13 PM Quote: Originally Posted by Unregistered Hi everyone I'm earning a 110k pay package as a GEO4 Officer. This would be my 6th year of service. How does this
compare to those of you in the same career milestone as me? I'm in my early 30s. I don't want to demoralized you but it is a little low 12-12-2024, 08:06 PM Quote: Originally Posted by Unregistered MX11 is 4,800 - 7,700 per month. With 6 years experience, your pay would be about 6,000? Multiple that by 16 months and that's an estimate of your
annual package. Sian i was expecting 6.5-7k. Shall try my luck and wish for the best. Thanks! 12-12-2024, 08:49 PM Quote: Originally Posted by Unregistered Sian i was expecting 6.5-7k. Shall try my luck and wish for the best. Thanks! You could very well get that. No harm trying and deciding when the offer comes in. Everyone's guess, including
mine, is really just a guess. Good luck! 12-12-2024, 09:29 PM Quote: Originally Posted by Unregistered Sian i was expecting 6.5-7k. Shall try my luck and wish for the best. Thanks! Do let us know how it turns out! All the best 13-12-2024, 07:32 AM estimated between 5.8 and 6k max Quote: Originally Posted by Unregistered Sian i was expecting 6.5-7k. Shall try my luck and wish for the best. Thanks! 16-12-2024, 10:31 PM Quote: Originally Posted by Unregistered Do let us know how it turns out! All the best Zzz low 5k 16-12-2024, 10:39 PM Quote: Originally Posted by Unregistered Zzz low 5k Lol...as expected.... Page 5 17-12-2024, 01:15 AM Junior Member   Join Date: May 2013 Posts: 4 What’s
the highest salary and seniority that ministry can offer to private sector candidates in MX scheme? Considering MDDI 17-12-2024, 09:21 AM Quote: Originally Posted by Unregistered Zzz low 5k HR offered you low 5k for 6 years of relevant YOE? 17-12-2024, 09:33 AM Quote: Originally Posted by chaozfusion What’s the highest salary and seniority
that ministry can offer to private sector candidates in MX scheme? Considering MDDI I've seen hiring for MX9 (Director) but rare and typically if specialised skillsets are required. More common would be MX10 (Deputy Director/Senior Asst Director), which caps out at about 12k a month. 17-12-2024, 11:22 AM i read from the website below that MX9
starts from 16.7K. Is that true? If so, it is a huge jump from the previous starting point. s://blog.seedly.sg/civil-service-salary/ Quote: Originally Posted by Unregistered I've seen hiring for MX9 (Director) but rare and typically if specialised skillsets are required. More common would be MX10 (Deputy Director/Senior Asst Director), which caps out at
about 12k a month. 17-12-2024, 11:39 AM Quote: Originally Posted by Unregistered i read from the website below that MX9 starts from 16.7K. Is that true? If so, it is a huge jump from the previous starting point. s://blog.seedly.sg/civil-service-salary/ That's due to incomplete info, MX9 is for DD/SDD/D/GD/SD, so there is a big range that has some
overlap with MX10 at the lower end. 17-12-2024, 12:42 PM Quote: Originally Posted by Unregistered According to the website, the range starts from 16.7k and goes all the way to 22.7K. Even the starting point is alot. I know someone who just become MX9 and I was told that the salary doesn't gap up from 12k to 16k lol 17-12-2024, 07:19 PM Quote:
Originally Posted by Unregistered According to the website, the range starts from 16.7k and goes all the way to 22.7K. Even the starting point is alot. What website are you talking about? Seedly? Those numbers are mostly shared by entry level staff, there are limited data on MX9 and above, so don't refer to rubbish sources. Asking here will get you

more realistic answers. 17-12-2024, 09:53 PM Quote: Originally Posted by Unregistered I know someone who just become MX9 and I was told that the salary doesn't gap up from 12k to 16k lol did that someone share what is the range of MX9 then? 17-12-2024, 09:54 PM Quote: Originally Posted by Unregistered What website are you talking about? Seedly? Those numbers are mostly shared by entry level staff, there are limited data on MX9 and above, so don't refer to rubbish sources. Asking here will get you more realistic answers. Agree. Not a lot of MX9s around compared to the lower MXes. And on top of that, even lesser MX9s surfing this forum! Page 6 17-12-2024, 10:02 PM Junior Member Join Date: May 2013 Posts: 4 Quote: Originally Posted by Unregistered I've seen hiring for MX9 (Director) but rare and typically if specialised skillsets are required. More common would be MX10 (Deputy Director/Senior Asst Director), which caps out at about 12k a month. thanks for this! would 12k a month refer to base I presume and not with bonus right? 18-12-2024, 07:59 AM The more reliable source will be the official report that says the range is from 200 to 260K. That will be 12.5 to 16.25K per month. Quote: Originally Posted by Unregistered did that someone share what is the range of MX9 then? 18-12-2024, 10:05 AM Quote: Originally Posted by chaozfusion thanks for this! would 12k a month refer to base I presume and not with bonus right? Yes. all these are base. 19-12-2024, 11:13 PM Quote: Originally Posted by Unregistered Zzz low 5k did u sign then? 18-01-2025, 10:47 PM Hi everyone, I joined CS last July. Will I receive my first PB in March or July? 20-01-2025, 09:19 PM Quote: Originally Posted by Unregistered Zzz low 5k ******* 6 YOE expecting 7k really brainless 20-01-2025, 10:12 PM Hi, casual question for the civil servants. For local farmers who have completed NS and is around 10 YOE, how much is your monthly base now? 21-01-2025, 05:10 AM Mx12 to mx11 increment Hello, I'm at the ceiling of mx12 around 6.23k. If I do get to mx11, what would the increment be like? 5% or fixed quantum? Any insights? TIA 21-01-2025, 05:57 PM Quote: Originally Posted by Unregistered Hello, I'm at the ceiling of mx12 around 6.23k. If I do get to mx11, what would the increment be like? 5% or fixed quantum? Any insights? TIA Promotion increments are usually between 8-10% because it combines merit increment and promotion increment. 21-01-2025, 05:59 PM Quote: Originally Posted by Unregistered Hi, casual question for the civil servants. For local farmers who have completed NS and is around 10 YOE, how much is your monthly base now? Your question is too broad because the progression (and hence pay) can vary very widely. There are MX11 (senior managers), MX11A (assistant directors) and even MX10 (senior assistant directors/deputy directors) at 10 YOE. Page 7 22-01-2025, 09:12 PM Quote: Originally Posted by Unregistered Your question is too broad because the progression (and hence pay) can vary very widely. There are MX11 (senior managers), MX11A (assistant directors) and even MX10 (senior assistant directors/deputy directors) at 10 YOE. Perhaps use high MX11 or low MX11A as reference? Because "farmer", so probably will assume not progressing that fast 23-01-2025, 04:33 AM Quote: Originally Posted by Unregistered Hello, I'm at the ceiling of mx12 around 6.23k. If I do get to mx11, what would the increment be like? 5% or fixed quantum? Any insights? TIA What happens when you hit your ceiling? Do they alert you when you've hit or are close to it or do you just find out the following year when you see that the increment is 0? 25-01-2025, 10:23 AM Quote: Originally Posted by Unregistered What happens when you hit your ceiling? Do they alert you when you've hit or are close to it or do you just find out the following year when you see that the increment is 0? If your current grade has 2 salary ranges, it means there is a salary bar in place. To cross this bar, you must first be at the ceiling of the first salary range. Once you are the ceiling AND achieved an above average grade, then you will be allowed to cross the bar and move into the second salary range. 25-01-2025, 01:32 PM How come no public service salary thread 25-01-2025, 04:02 PM Quote: Originally Posted by Unregistered Offered $4.5k for an MX12 role with 2 YOE. Is this good or bad or average? If you're female, it's all right. maybe just a bit low. If you're male, yeah it's pretty low actually. 25-01-2025, 07:09 PM Quote: Originally Posted by Unregistered If you're female, it's all right. maybe just a bit low. If you're male, yeah it's pretty low actually. Oic whats the market rate I should be getting? 25-01-2025, 09:44 PM Quote: Originally Posted by Unregistered Oic whats the market rate I should be getting? Can try 6 to 7k 25-01-2025, 10:02 PM Govtech intern 3k monthly. Gic intern 4k monthly. Gic intern same as mx scheme fresh grad, lol 25-01-2025, 10:56 PM Quote: Originally Posted by Unregistered Oic whats the market rate I should be getting? Male 5.3K seems more reasonable, but if you're desperate I guess you could live with 5K Page 8 25-01-2025, 11:00 PM Quote: Originally Posted by Unregistered Male 5.3K seems more reasonable, but if you're desperate I guess you could live with 5K I tried to nego but HR said even though they will take it up to managment to discuss it also means that I am rejecting current offer so be mentally prepared 26-01-2025, 07:32 AM Quote: Originally Posted by Unregistered If your current grade has 2 salary ranges, it means there is a salary bar in place. To cross this bar, you must first be at the ceiling of the first salary range. Once you are the ceiling AND achieved an above average grade, then you will be allowed to cross the bar and move into the second salary range. Which mx grades have 2 ranges? What of someone hits the ceiling of even the higher range, will they be notified or will they just get a rude shock the following year when there is no increment? 26-01-2025, 11:39 AM Quote: Originally Posted by Unregistered Oic whats the market rate I should be getting? Don't listen to the other guy. 4.5k is the civil service average for MX12 with 2 YOE. 26-01-2025, 11:41 AM Quote: Originally Posted by Unregistered I tried to nego but HR said even though they will take it up to managment to discuss it also means that I am rejecting current offer so be mentally prepared Correct, under contract law, once you make a counteroffer (trying to negotiate for higher salary), the original offer is considered legally rejected. So HR is in the right if they decide to ghost you after that. 26-01-2025, 05:14 PM Quote: Originally Posted by Unregistered Offered $4.5k for an MX12 role with 2 YOE. Is this good or bad or average? Aiyo you so poor thing Also 2 YoE but got 10k lmao 26-01-2025, 08:25 PM Anyone from state court (office of the registrar) working as executive/senior executive here? May i know what is the salary range? Thanks! 26-01-2025, 08:44 PM Quote: Originally Posted by Unregistered I think NS has a role to play in this. I know a male, fresh grad, 2nd upper, drawing 4.7k. 4.5k seems all right if female with 2 YOE. Is the 4.7k for a tech/finance role? 26-01-2025, 08:50 PM Quote: Originally Posted by Unregistered Is the 4.7k for a tech/finance role? Tech fresh grad pay is 7k lei 26-01-2025, 09:07 PM Quote: Originally Posted by Unregistered Tech fresh grad pay is 4.7k lei This ballpark sounds right Page 9 Top 50 companies details to apply for jobs Top 50 companies details to apply for jobs with required skills..**Top companies details for applying directly: Embracing a New Era of Employment** Top 50 companies details to apply for jobs with required skills-The job market is evolving rapidly, driven by advancements in technology, changing societal needs, and environmental challenges. For those looking to future-proof their careers or explore emerging opportunities, understanding upcoming job trends is crucial. Here, we delve into the jobs of the future, the skills that will be in demand, and notable companies hiring in these fields. Primary School English Grammar and Vocabulary Drills SG Bus Timing App - the best bus app - available on iOS and Android Bursa Stocks [Android] App - check latest share prices on the go SGX Stocks [Android] App - check latest share prices on the go SGX Stocks [iPad] app | SGX Stocks [iPhone] app Page 10 31-01-2025, 10:36 AM Quote: Originally Posted by Unregistered likely to have paycut instead, and their justification will be due to the bonuses if u want to be transparent, maybe u should compare annual compensation instead Hmmm actually hoping to get about 100K? My last year's annual is about 93K-95K which includes bonus + stocks units. Dont mind some pay cut for some work life balance, however im interested to know how much is the general range for this kind of role haha! 31-01-2025, 06:35 PM Quote: Originally Posted by Unregistered Hmmm actually hoping to get about 100K? My last year's annual is about 93K-95K which includes bonus + stocks units. Dont mind some pay cut for some work life balance, however im interested to know how much is the general range for this kind of role haha! for civil service they'll also see if u served NS, local uni grad or not etc. need those details for a better gauge 01-02-2025, 09:15 PM anyone knows what's the range of a senior manager in PA? 02-02-2025, 02:48 PM Quote: Originally Posted by Unregistered For a senior/executive engineer role at NEA how much should I expect the salary to be with 5 years experience in private sector? Think can clinch 7K? This is about 5% increment of my current salary. No way...5k plus only....7k wait long 03-02-2025, 01:55 PM Anyone from state court (office of the registrar) working as executive/senior executive here? May i know what is the salary range? Thanks! 03-02-2025, 01:56 PM Any diploma holder here know what is the salary range for an executive role in LTA? YOE 2.5 years (was from private sector before) 03-02-2025, 08:07 PM Quote: Originally Posted by Unregistered Any diploma holder here know what is the salary range for an executive role in LTA? YOE 2.5 years (was from private sector before) 1.8k 10char 03-02-2025, 08:52 PM Anyone know the leave benefits in HTX? Are there any family care leave, elder care leave, etc? 04-02-2025, 09:21 AM Quote: Originally Posted by Unregistered 1.8k 10char Serious?? 5 YOE in private and 2.5 YOE in public only worth 1.8k?? 04-02-2025, 07:50 PM Quote: Originally Posted by Unregistered Serious?? 5 YOE in private and 2.5 YOE in public only worth 1.8k?? Diploma rates is like that one mah, no choice bro Page 11 04-02-2025, 10:47 PM Quote: Originally Posted by Unregistered Serious?? 5 YOE in private and 2.5 YOE in public only worth 1.8k?? Yeah...diploma holder in govt normally eat **** de 05-02-2025, 08:36 AM Quote: Originally Posted by Unregistered Yeah...diploma holder in govt normally eat **** de OK guess i just have to live with it...thanks! 05-02-2025, 08:37 AM Quote: Originally Posted by Unregistered Diploma rates is like that one mah, no choice bro OK guess i just have to live with it...thanks! 13-02-2025, 10:04 AM Quote: Originally Posted by Unregistered 1.8k 10char BS much. If private sector relevanancy take into account, then dip probably 2.8k 13-02-2025, 08:19 PM Quote: Originally Posted by Unregistered BS much. If private sector relevanancy take into account, then dip probably 2.8k He applying for executive roles which means roles like pa or secretary 13-02-2025, 11:55 PM Anyone know whats salary range for people’s association HQ roles? 14-02-2025, 04:12 PM Quote: Originally Posted by Unregistered Anyone know whats salary range for people’s association HQ roles? 3.6k 10char 17-02-2025, 09:32 PM Looking at the role of Senior Manager at EDB. May I know what is the offered salary range? I am currently working for a private firm also Senior Manager (regional role) having annual remuneration package around 250-280k. 17-02-2025, 09:37 PM Quote: Originally Posted by Unregistered Looking at the role of Senior Manager at EDB. May I know what is the offered salary range? I am currently working for a private firm also Senior Manager (regional role) having annual remuneration package around 250-280k. About half of your current package 17-02-2025, 10:04 PM Quote: Originally Posted by Unregistered About half of your current package Might be lesser than half....lol Page 12 18-02-2025, 07:41 PM Quote: Originally Posted by BB job hunter anyone know what is grade for the MOE Technical support officer and what is the salary range ? I have 10 year working experience. 4 to 5.5k 10char 24-02-2025, 05:00 PM Anyone knows whats the salary range for an AD at PA HQ? 24-02-2025, 05:06 PM Quote: Originally Posted by Unregistered Anyone knows whats the salary range for an AD at PA HQ? 5k 10char 26-02-2025, 09:16 AM Anyone knows if come in under "new hire" instead of "movement" policy, able to nego with opposition HR to come in after 1st May?? (in order to secure PB for Year 2024 hardwork hahaha)...anyone tried before?? 26-02-2025, 10:01 AM Hi Anyone can advise what is the increment for promotion from MX12 to MX11 with a performance grading of B? Thanks in advance! 27-02-2025, 11:00 AM Unregistered hi would like to ask if 6.8k is considered good for mx11 equivalent (not in MX scheme, but i think similar) with 7 years in private sector (somewhat relevant experience to job applied in cs). nus grad, served ns. 27-02-2025, 01:44 PM Quote: Originally Posted by Unregistered hi would like to ask if 6.8k is considered good for mx11 equivalent (not in MX scheme, but i think similar) with 7 years in private sector (somewhat relevant experience to job applied in cs). nus grad, served ns. Need to know the industry in order to advise further. Different industry pays differently 27-02-2025, 02:36 PM hi i recently saw that there’s this procurement professional program by mof. anyone knows what’s the pay range for fresh grad second upper no ns? currently also hv dsta procurement offer but if the pay for the mof program is much lower then i rather not waste my time with the application.... 27-02-2025, 06:48 PM Quote: Originally Posted by Unregistered Need to know the industry in order to advise further. Different industry pays differently Was previously from construction industry in a consultant role (6k with no AWS). Page 13 27-02-2025, 07:07 PM Quote: Originally Posted by Unregistered Was previously from construction industry in a consultant role (6k with no AWS). Ah then I think the offer is good 28-02-2025, 03:37 PM Quote: Originally Posted by Unregistered Anyone knows if come in under "new hire" instead of "movement" policy, able to nego with opposition HR to come in after 1st May?? (in order to secure PB for Year 2024 hardwork hahaha)...anyone tried before?? Y not? You also have a say in when to start isnt it. Just say that you wanted to take the PB first then tender on 1 Apr ..Don’t be afraid to voice out to HR. They are just acting as middleman btwn u and yr dept isnt it? 01-03-2025, 08:11 PM Quote: Originally Posted by Unregistered hi i recently saw that there’s this procurement professional program by mof. anyone knows what’s the pay range for fresh grad second upper no ns? currently also hv dsta procurement offer but if the pay for the mof program is much lower then i rather not waste my time with the application.... DSTA procurement confirm pay higher than MOF 05-03-2025, 03:31 PM Hi, Just to check, i am currently at Statboard A and have just received information via email from my DD that i have been promoted wef from April 1st, HR will send an official email. If i have already accept another offer from Statboard B and going via movement policy, Statboard B told me that they will offer whatever is my grade from April 1st, will Statboard A rescind the promotion? Thanks! 05-03-2025, 07:45 PM Quote: Originally Posted by Unregistered It depends on your RO lol. Is your RO a generous person or is he the petty calculative type? I think she is the latter...gg to me 05-03-2025, 09:48 PM Quote: Originally Posted by Unregistered Hi, Just to check, i am currently at Statboard A and have just received information via email from my DD that i have been promoted wef from April 1st, HR will send an official email. If i have already accept another offer from Statboard B and going via movement policy, Statboard B told me that they will offer whatever is my grade from April 1st, will Statboard A rescind the promotion? Thanks! start your new job after 1st April lah.. make it mid-April or end-April. HR of your current statboard can’t do anything to you since your promotion has been made official. 05-03-2025, 09:50 PM To add on, imo, it’s probably the most bastard move ever since you probably have been made known by your bosses that they are pushing you for promotion late last year. but you nvr give face to them. confirm tio blacklist by them. 05-03-2025, 11:01 PM Quote: Originally Posted by Unregistered To add on, imo, it’s probably the most bastard move ever since you probably have been made known by your bosses that they are pushing you for promotion late last year. but you nvr give face to them. confirm tio blacklist by them. They only told me will give me B grading but promotion not confirmed leh, can’t possibly wait then end up get nothing..and just nice there’s opening for this role that i am interested in therefore i applied...I guess it’s all the timing bah...if never go over to Statboard B also will tio blacklist leh... 06-03-2025, 04:32 PM Any info for mx13i salary range. Can’t find it on web Page 14 06-03-2025, 04:50 PM Many people had bad experiences with serene how (asst director) and lim hui zhen (assistant manager/manager) at singapore sports hub marketing. They engaged in highly unethical behaviour such as lying, false accusations and bullying. Advised not to associate. 06-03-2025, 06:01 PM What is the current range for MX11A? 06-03-2025, 06:32 PM Quote: Originally Posted by Unregistered What is the current range for MX11A? 6k to 9k 10chars 06-03-2025, 07:08 PM What about mx13i 06-03-2025, 09:53 PM Quote: Originally Posted by Unregistered Give exact range la 5900 - 9700 06-03-2025, 09:53 PM Quote: Originally Posted by Unregistered What about mx13i Too low grade 😂 07-03-2025, 09:41 AM Quote: Originally Posted by Unregistered DSTA procurement confirm pay higher than MOF hi im the op for the original comment. are you in dsta procurement? have some questions about how it is like inside and wanna seek some advice! i heard theres no wfh for procurement? is that true? and do the procurement people rlly stick to the working hours on the contract.... ie 8.30-6 08-03-2025, 09:17 PM Quote: Originally Posted by Unregistered No wfh and overworking is normalised here. You see people replying emails at 9pm, on weekends, during leave and mc. oh my that sounds terrible... does this apply to all clusters is there cluster that is more chill.... 09-03-2025, 10:38 AM Quote: Originally Posted by Unregistered oh my that sounds terrible... does this apply to all clusters is there cluster that is more chill.... Directive from the top is to "upskill" everyone and take on more work beyond their job scope. So they will send you to courses like AI, data analytics etc and then make you take on tasks related to those areas. Squeeze more work out of you. Page 15 10-03-2025, 03:08 AM Quote: Originally Posted by Unregistered Give exact range la 5900 - 9700 Will the increment letter let you know when you've hit the ceiling? 10-03-2025, 09:59 AM I have a colleague who is at 11A for 10 years, can I assume that he has hit the previous ceiling of $8555 since 2022? He's almost maxed out his MC and childcare leave this year and still can earn about $9k now. 10-03-2025, 03:43 PM Quote: Originally Posted by Unregistered Will the increment letter let you know when you've hit the ceiling? when u stopped receiving notifications on your increment. 10-03-2025, 03:44 PM Quote: Originally Posted by Unregistered I have a colleague who is at 11A for 10 years, can I assume that he has hit the previous ceiling of $8555 since 2022? He's almost maxed out his MC and childcare leave this year and still can earn about $9k now. 11A max ceiling is 9700 10-03-2025, 09:26 PM does anyone knows if kena probation extension, should resign or stay? what are the negative reprecusions. 10-03-2025, 09:48 PM Quote: Originally Posted by Unregistered does anyone knows if kena probation extension, should resign or stay? what are the negative reprecusions. Time to resign 11-03-2025, 02:04 PM Bosses, whats the estimated promotion and PB 'B' for MX 13 to MX 12? Trying to gauge for bto, haha 11-03-2025, 03:36 PM Quote: Originally Posted by Unregistered Bosses, whats the estimated promotion and PB 'B' for MX 13 to MX 12? Trying to gauge for bto, haha around 2.5 months 11-03-2025, 03:43 PM Quote: Originally Posted by Unregistered around 2.5 months Thanks boss! Is it possible to get 10% promotion from MX13-12? 12-03-2025, 12:31 AM Movement policy Hi! Intending to transfer from ministry to statboard under movement policy. Does anyone know if HR is supposed to match to last drawn at the point of transfer or at the point of contacting releasing agency's HR? Page 16 12-03-2025, 08:39 AM Quote: Originally Posted by Unregistered Hi! Intending to transfer from ministry to statboard under movement policy. Does anyone know if HR is supposed to match to last drawn at the point of transfer or at the point of contacting releasing agency's HR? They will assign you the lower end of the salary range of your stat board officer equivalent grade 12-03-2025, 09:09 PM 32 year old male at stat board, local uni with local masters, earning 5.9k. is this normal or am i being shortchanged. 12-03-2025, 09:13 PM Quote: Originally Posted by Unregistered 32 year old male at stat board, local uni with local masters, earning 5.9k. is this normal or am i being shortchanged. What is your MX equivalent? MX11 probably? 12-03-2025, 09:16 PM yes MX 11 now, started in 2018 and did my masters in 2023 12-03-2025, 09:37 PM Quote: Originally Posted by Unregistered yes MX 11 now, started in 2018 and did my masters in 2023 TBH it seems below average. DSTA already paying 6.5k before allowances for freshies. 12-03-2025, 09:47 PM Quote: Originally Posted by Unregistered yes MX 11 now, started in 2018 and did my masters in 2023 Masters mean nth unless u scholar 12-03-2025, 10:22 PM Quote: Originally Posted by Unregistered TBH it seems below average. DSTA already paying 6.5k before allowances for freshies. TBH it seems below average. OGP already paying 10k before allowances for freshies. 12-03-2025, 10:34 PM Pub Is anyone able to share PUB senior engineer payscale range? also any rough range to expect for 6YOE? TIA! 13-03-2025, 09:30 AM Quote: Originally Posted by Unregistered 32 year old male at stat board, local uni with local masters, earning 5.9k. is this normal or am i being shortchanged. That's normal because Master's graduates earn less. You could've progressed further if you hadn't wasted those years on your Master's, which actually doesn't increase your starting salary at all. 13-03-2025, 11:46 PM Quote: Originally Posted by Unregistered TBH it seems below average. OGP already paying 10k before allowances for freshies. OGP got how much allowances? Page 17 14-03-2025, 09:06 PM Quote: Originally Posted by Unregistered 32 year old male at stat board, local uni with local masters, earning 5.9k. is this normal or am i being shortchanged. I'm 32 YO male no masters in HTX getting 7.9k per month.. 14-03-2025, 10:52 PM does HTX have AWS / 13th month? or is it already included in monthly base? 15-03-2025, 08:38 PM Quote: Originally Posted by Unregistered I'm 32 YO male no masters in HTX getting 7.9k per month.. What MX are you? 15-03-2025, 10:45 PM Quote: Originally Posted by Unregistered I'm 32 YO male no masters in HTX getting 7.9k per month.. 32 YO in govtech getting 12.1k 15-03-2025, 11:16 PM Quote: Originally Posted by Unregistered what grade may I ask? H 10char 16-03-2025, 10:24 AM should i stay or leave? mx 11 with masters, been in cs for 5 yr, salary went frm 4+k to 6+k. old. f. mostly c, c+ bc doing backend work. thought got chance of b this yr cos more face time w snr mgmt but nope. should i stay or leave? feeling stuck. 17-03-2025, 10:02 PM Quote: Originally Posted by Unregistered What MX are you? HTX where got MX one 😂 Page 18 25-03-2025, 08:16 PM 6.9k contract no emplacement, 30yo, 90-93k PA 25-03-2025, 09:01 PM Lost I'm 39 F, MX11A for 9 years already. Should I give up? 25-03-2025, 09:20 PM Quote: Originally Posted by Unregistered I'm 39 F, MX11A for 9 years already. Should I give up? Not happy meh? Ceiling cap 9.7k 26-03-2025, 08:43 AM Quote: Originally Posted by Unregistered I'm 39 F, MX11A for 9 years already. Should I give up? You must be at ceiling already. Should be quite comfortable. 26-03-2025, 09:05 AM Quote: Originally Posted by Unregistered I'm 39 F, MX11A for 9 years already. Should I give up? There are a few questions to ask yourself. What are your performance grades from year to year? The baseline for most places to be considered for promotion is 2Bs in 3 years, with the year of promotion-recommended to be a B. I.e. BCB works but not BBC. This gives you an idea of whether its a quota issue, a performance issue, or maybe both. Have you discussed with and actively sought advice from RO and/or COs on your performance, and what it would take to go to the next level? Most people are passive and take what they get, but sometimes, a little proactiveness goes a long way if you show you are willing to learn/change/go the distance. 27-03-2025, 08:02 AM Quote: Originally Posted by Unregistered I'm 39 F, MX11A for 9 years already. Should I give up? Are you at the ceiling? How come the same bosses and job that garnered you outstanding recognition to get MX11a at 30 stagnated for the 9 years after? 28-03-2025, 11:11 AM Quote: Originally Posted by Unregistered I'm 39 F, MX11A for 9 years already. Should I give up? Depends on what you are looking for in your career. Promotion also requires the availability of an MX10 estab. If there are no estab in your dept, you will need to find a suitable one in another team. Depending on the nature of your role, promotion may not be better as your overall pay package may drop if your PB is going to be lower. Eg. you are a MX10 corporate service officer vs a MX10 policy development officer - assuming everything else is fair, likely you will be ranked lower as you are unlikely to oversee impactful projects. 31-03-2025, 10:38 PM Quote: Originally Posted by Unregistered Not happy meh? Ceiling cap 9.7k MX11A ceiling cap is 9.7k? what is the latest salary scale these days? 01-04-2025, 12:03 AM increment is out 01-04-2025, 01:15 AM 3.5% increment for C+. Is this consider the norm? Page 19 01-04-2025, 06:20 AM Quote: Originally Posted by Unregistered 3.5% increment for C+. Is this consider the norm? What MX are you 01-04-2025, 06:48 AM 6% increment for mx 12 B grade 01-04-2025, 03:03 PM Quote: Originally Posted by Unregistered What MX are you I am mx11.... 01-04-2025, 09:07 PM Hi all, hope to get some insights on the pay range for each MX grade. Referring to the Seedly guide here s://blog.seedly.sg/civil-service-salary/ . Does the pay range refer to the monthly basic salary only? Or does it refer to monthly gross salary (i.e. basic salary + NPVC + flexi benefits etc)? Eg if I am an MX12 now and getting $6250 gross salary per month with no promotion in sight, does it mean my salary will be capped at the ceiling and there will be no more annual increment unless I get promoted (assuming i get C grade)? 01-04-2025, 09:27 PM Quote: Originally Posted by Unregistered Hi all, hope to get some insights on the pay range for each MX grade. Referring to the Seedly guide here s://blog.seedly.sg/civil-service-salary/ . Does the pay range refer to the monthly basic salary only? Or does it refer to monthly gross salary (i.e. basic salary + NPVC + flexi benefits etc)? Eg if I am an MX12 now and getting $6250 gross salary per month with no promotion in sight, does it mean my salary will be capped at the ceiling and there will be no more annual increment unless I get promoted (assuming i get C grade)? yes capped until promotion. 01-04-2025, 09:58 PM I’m MX10, C+. Not sure why increment less than 3%. 02-04-2025, 09:22 PM Salary range hit ceiling Quote: Originally Posted by Unregistered 10.7% increment for MX11 promoted to MX11A I am mx11 and recently saw that my annual increment has made me hit my salary scale ceiling. This was around 5 yrs as the same grade. Is it same to assume I will hentak kaki until promotion? Or should I move on if promotion is no where insight? Page 20 04-04-2025, 04:23 PM Quote: Originally Posted by Unregistered I’m MX10, C+. Not sure why increment less than 3%. Depends on how close you are to your salary cap. If you are near your salary cap, the increment will be lesser to give you more time before you hit the cap. 05-04-2025, 12:45 PM Quote: Originally Posted by Unregistered Depends on how close you are to your salary cap. If you are near your salary cap, the increment will be lesser to give you more time before you hit the cap. Thanks for your insight! 05-04-2025, 02:26 PM 25M, did NS, NUS 2nd upper, secured a job offer at one of the ministries, am offered MX13 scheme and gross salary is about 4.6k excluding bonuses. I'm not too sure about civil service salaries for fresh grads nowadays, so I just want to clarify with yall what do yall think of the salary offered to me? 06-04-2025, 07:01 AM Quote: Originally Posted by Unregistered 25M, did NS, NUS 2nd upper, secured a job offer at one of the ministries, am offered MX13 scheme and gross salary is about 4.6k excluding bonuses. I'm not too sure about civil service salaries for fresh grads nowadays, so I just want to clarify with yall what do yall think of the salary offered to me? i think its about right. also as a fresh grad, you cant really nego. so its either a take it or leave it. 06-04-2025, 12:49 PM Quote: Originally Posted by Unregistered Do you mind sharing your age, how long you have been an MX10, and how near the cap you are? Thanks Hi, I have been in MX10 for three years, $200 before I hit the cap at mid-bar. Hopefully will not be stuck at cap next year. What do you think? 06-04-2025, 04:43 PM Quote: Originally Posted by Unregistered Hi, I have been in MX10 for three years, $200 before I hit the cap at mid-bar. Hopefully will not be stuck at cap next year. What do you think? To clarify, MX10 has two range: X to about 10k, and 10k to 12.X k, if I'm not mistaken. So by mid-bar, you say you have reached about the 10k mark or so - is this correct? And if so, why do you not think you will continue to get increments up till the top cap of 12k+? Separately, you sound like a pretty young 10. Care to share when you obtained MX10? 06-04-2025, 10:12 PM Quote: Originally Posted by Unregistered To clarify, MX10 has two range: X to about 10k, and 10k to 12.X k, if I'm not mistaken. So by mid-bar, you say you have reached about the 10k mark or so - is this correct? And if so, why do you not think you will continue to get increments up till the top cap of 12k+? Separately, you sound like a pretty young 10. Care to share when you obtained MX10? I’m not young, 40 haha. Cos I have heard of pple being stuck at mid-cap and salary cannot cross the cap. If my increment is low, do you think they intend for me to be stuck at mid-cap? 06-04-2025, 11:22 PM Quote: Originally Posted by Unregistered I’m not young, 40 haha. Cos I have heard of pple being stuck at mid-cap and salary cannot cross the cap. If my increment is low, do you think they intend for me to be stuck at mid-cap? I've heard the same, about people stuck at midcap. So guess there's some truth to it. But i think for those going to be stuck, their increment may slow down significantly near to the cap. So that might be a gauge of sorts for you. Good luck! 07-04-2025, 12:32 PM how does two ranges work? Page 21 07-04-2025, 08:35 PM just started contract in oct 2024, will I get any increment this Apr 2025? 07-04-2025, 09:47 PM Quote: Originally Posted by Unregistered just started contract in oct 2024, will I get any increment this Apr 2025? yes, pro-rated. 28-04-2025, 09:36 PM Quote: Originally Posted by Unregistered yes, pro-rated. Hi, just got transferred from Moe to another ministry (changed from GEO to MX scheme) in end may last year. Should I get my yearly salary increment in April like my peers? Thanks! 13-05-2025, 10:43 AM Quote: Originally Posted by Unregistered Hi, just got transferred from Moe to another ministry (changed from GEO to MX scheme) in end may last year. Should I get my yearly salary increment in April like my peers? Thanks! If you have moved by contract or movement policy. Under movement policy, you should have an increment (i.e. there is no break in your service). Under contract, it depends and you might not be eligible for an increment. 14-05-2025, 09:14 PM Quote: Originally Posted by Unregistered I've heard the same, about people stuck at midcap. So guess there's some truth to it. But i think for those going to be stuck, their increment may slow down significantly near to the cap. So that might be a gauge of sorts for you. Good luck! If the online info that MX10 is $7600 to $12300 is correct, what is the midcap ceiling? 15-05-2025, 03:40 PM Male. NS. Got MX10 when i was 35 years old. Remained in MX10 for 8 years. MX10 $7600-$10773/$10774-$12300. 15-05-2025, 08:30 PM 32 yr old male with ns. Tech agency monthly 15k, 3 to 6 months bonus (avg 5 months for me). 2 grades below DD 15-05-2025, 08:49 PM Quote: Originally Posted by Unregistered 32 yr old male with ns. Tech agency monthly 15k, 3 to 6 months bonus (avg 5 months for me). 2 grades below DD Whoa...time to get a life 21-05-2025, 12:50 PM fresh grad salary for civil service in 2025 (mx scheme): NUS FCH & NS: 4.8k+ NUS 2:1 & NS: 4.5k+ for girls just deduct ~200 to each of them Page 22 23-05-2025, 07:57 AM Salary range for manager role mx 12 Male 34yr old with NS Been in same job in CS for 11 years joined with diploma, got degree in 2019 Started as MX 13 - 2k salary Promoted twice Last promotion in 2022 to MX 12 Current Salary 4.9k Last PB was C+ Was reading through the posts, seems like peers around my age are getting a lot more and even fresh grads are getting abv my pay. I had change of 3 interview past 5 years: 1st retired in 2022 2nd quit in 2023 3rd quitting nxt month Got confirmed news that my other colleague will be promoting and be my supervisor as AD in 2026 Any advise on future prospects as i am considering to change job in a different field by next year 23-05-2025, 07:59 AM Salary range for MX 12 - 34yr old Edited, disregard previous post- Male 34yr old with NS Been in same job in CS for 11 years joined with diploma, got degree in 2019 Started as MX 13 - 2k salary Promoted twice Last promotion in 2022 to MX 12 Current Salary 4.9k Last PB was C+ Was reading through the posts, seems like peers around my age are getting a lot more and even fresh grads are getting abv my pay. I had change of 3 supervisor past 5 years: 1st retired in 2022 2nd quit in 2023 3rd quitting nxt month Got confirmed news that my other colleague will be promoting and be my supervisor as AD in 2026 Any advise on future prospects as i am considering to change job in a different field by next year[/QUOTE] 23-05-2025, 01:46 PM Quote: Originally Posted by Unregistered Edited, disregard previous post- Male 34yr old with NS Been in same job in CS for 11 years joined with diploma, got degree in 2019 Started as MX 13 - 2k salary Promoted twice Last promotion in 2022 to MX 12 Current Salary 4.9k Last PB was C+ Was reading through the posts, seems like peers around my age are getting a lot more and even fresh grads are getting abv my pay. I had change of 3 supervisor past 5 years: 1st retired in 2022 2nd quit in 2023 3rd quitting nxt month Got confirmed news that my other colleague will be promoting and be my supervisor as AD in 2026 Any advise on future prospects as i am considering to change job in a different field by next year [/QUOTE] Was in a similar position as you - dip holder then took a PT deg. Left a min. and joined an SB, got a significant pay bump with better prospects as a graduate. Couldn't be happier i left. 23-05-2025, 10:27 PM 33M with NS, NUS 2nd Upper In a statboard, MX11 equivalent Current 6.7k monthly Started in private for about 2+ years before joining SB as MX13 at 4.2k 24-05-2025, 10:23 AM Quote: Originally Posted by Unregistered 33M with NS, NUS 2nd Upper In a statboard, MX11 equivalent Current 6.7k monthly Started in private for about 2+ years before joining SB as MX13 at 4.2k SB under which Min? 24-05-2025, 05:21 PM 28M with NS, NTU 2nd Upper In a statboard, MX12 equivalent?(Just before management appointment) Current 7.4K monthly, still got AWS and all other civil servant bonus and PB. First job since grad 24-05-2025, 07:05 PM Quote: Originally Posted by Unregistered 28M with NS, NTU 2nd Upper In a statboard, MX12 equivalent?(Just before management appointment) Current 7.4K monthly, still got AWS and all other civil servant bonus and PB. First job since grad Edb or ESG? 24-05-2025, 07:16 PM Quote: Originally Posted by Unregistered 28M with NS, NTU 2nd Upper In a statboard, MX12 equivalent?(Just before management appointment) Current 7.4K monthly, still got AWS and all other civil servant bonus and PB. First job since grad MX11 equivalent... Page 23 24-05-2025, 07:22 PM Quote: Originally Posted by Unregistered MX11 equivalent... Their scheme different. Fresh grad starts at 4k but one promotion to senior will get them up to 7k. Next grade is DD already. But many get stuck at senior. Most stuck at DD. 24-05-2025, 10:43 PM Quote: Originally Posted by Unregistered Edb or ESG? Neither, am in one of the tech SBs 25-05-2025, 04:01 AM Quote: Originally Posted by Unregistered Neither, am in one of the tech SBs Ahh ok then it's not govtech since govtech only has one bonus now. Their base much higher though 25-05-2025, 04:59 PM Job hunt while employed in Public Sector? I'm currently employed in public sector but saw a few nice openings on Careers@gov. Does anyone know how does one apply to other public sector jobs while still employed? Is it the same as private sector where you just send application and no one will know, or will the HR see it flagged out? 25-05-2025, 11:28 PM Asking for higher salary after NPL? Hi everyone. Does anyone know if a Manager role at MCCY is MX12 or MX11? How much can I ask for? For context, I'm 31F with 1+ YOE in private sector, then 2+ years in SB. I was earning about 4.3K base salary as a Manager at the SB back in 2022 and I think I was pretty underpaid. I'm not sure what my MX was. I was on NPL after I left the SB and I've been applying for jobs for close to a year now. Might be getting an offer soon but I don't feel confident about asking for a higher base salary, though I think it's in line with market conditions. Appreciate any advice. Thanks! 26-05-2025, 08:54 AM Quote: Originally Posted by Unregistered I'm currently employed in public sector but saw a few nice openings on Careers@gov. Does anyone know how does one apply to other public sector jobs while still employed? Is it the same as private sector where you just send application and no one will know, or will the HR see it flagged out? It is not the same as private sector. Please go through your HR. 26-05-2025, 07:39 PM Quote: Originally Posted by Unregistered It is not the same as private sector. Please go through your HR. You mean I can't just apply for jobs via careers@gov? How would one even start a convo like that with HR without putting your entire department on high alert that you're job hunting lol 26-05-2025, 08:01 PM Quote: Originally Posted by Unregistered You mean I can't just apply for jobs via careers@gov? How would one even start a convo like that with HR without putting your entire department on high alert that you're job hunting lol Please go through with your HR first. 26-05-2025, 10:16 PM Quote: Originally Posted by Unregistered You mean I can't just apply for jobs via careers@gov? How would one even start a convo like that with HR without putting your entire department on high alert that you're job hunting lol Actually you can. Many have done that. Your current agency HR won't be notified until the prospective agency HR reaches out to them for reference check. At that time, you can only trust that they keep it confidential from your bosses / dept. SOME agencies' HR understand this sensitivity and will ask your previous employer instead for reference check (unless you tell them to go ahead with your current agency). There isn't really much of advantage of going through your own agency's HR because the movement policy is up to the prospective agency's discretion and will only be a relevant consideration when you've passed all the checks. 27-05-2025, 10:15 AM Quote: Originally Posted by Unregistered Actually you can. Many have done that. Your current agency HR won't be notified until the prospective agency HR reaches out to them for reference check. At that time, you can only trust that they keep it confidential from your bosses / dept. SOME agencies' HR understand this sensitivity and will ask your previous employer instead for reference check (unless you tell them to go ahead with your current agency). There isn't really much of advantage of going through your own agency's HR because the movement policy is up to the prospective agency's discretion and will only be a relevant consideration when you've passed all the checks. Thanks, that actually makes a lot more sense. What's with the other guy saying go to HR? Casual asking for people who have switched between public sector jobs here (as i'm sure there are

renewal / memberships. HR here needs to be replaced with someone that has hired cybersecurity folks before to understand the needs of professionals. Page 3 10-10-2012, 12:38 PM Verified Member Join Date: Oct 2012 Posts: 16 LTA (Land Transport Authority) Is anybody ever Interviewed for LTA engineer post? Is it difficult? What question they will ask normally? It's always hard to know what to expect when going in for that interview with gov like LTA -- and preparation can make all the difference? What is the interview process like at Land Transport Authority (lta)? and hw long thw duration takes? Last edited by adrianfoo; 10-10-2012 at 12:43 PM. Reason: change 10-10-2012, 01:09 PM I attend LTA interview in May with the director of the dept. Only 1 to 1 interview, no HR personnel. It was an informal interview. Common question: -why you left previous company, job scope of previous company....etc -he ask you what did you know about the position you applied.... -then he chit-chat with me on other transport topic on the future technology on transportation..... -he even talk about his hobby like very into "feng shui" stuff.... 2weeks later, and no call from the HR mean I am not selected for the "formal" interview... by the way do you know the starting pay for fresh degree grad this year 2012 for engineer? 1st class with NS= ? 2 upper with NS= ? 2 lower with NS= ? any ideas?? I only know that in 2007, fresh degree 2nd lower mechanical engineer with NS getting 2.9k 10-10-2012, 01:16 PM Verified Member Join Date: Oct 2012 Posts: 16 Quote: Originally Posted by Unregistered I attend LTA interview in May with the director of the dept. Only 1 to 1 interview, no HR personnel. It was an informal interview. Common question: -why you left previous company, job scope of previous company....etc -he ask you what did you know about the position you applied.... -then he chit-chat with me on other transport topic on the future technology on transportation..... -he even talk about his hobby like very into "feng shui" stuff.... 2weeks later, and no call from the HR mean I am not selected for the "formal" interview... by the way do you know the starting pay for fresh degree grad this year 2012 for engineer? 1st class with NS= ? 2 upper with NS= ? 2 lower with NS= ? any ideas?? I only know that in 2007, fresh degree 2nd lower mechanical engineer with NS getting 2.9k if i hv 4 yrs exp in private sector my expected salary can i put 4.8k? high ma? 10-10-2012, 03:01 PM Quote: Originally Posted by adrianfoo if i hv 4 yrs exp in private sector my expected salary can i put 4.8k? high ma? I also have 4 years of exp from private sector(dunno relevant or not relevant), I put 4.3k only.....and not even got into second interview... 10-10-2012, 03:34 PM Verified Member Join Date: Oct 2012 Posts: 16 Quote: Originally Posted by unregistered i also have 4 years of exp from private sector(dunno relevant or not relevant), i put 4.3k only.....and not even got into second interview... ur 1st interview ok not? 10-10-2012, 05:03 PM Quote: Originally Posted by adrianfoo ur 1st interview ok not? I suppose is ok, but not call up for 2nd interview mean fail 10-10-2012, 05:26 PM Verified Member Join Date: Oct 2012 Posts: 16 Quote: Originally Posted by Unregistered I suppose is ok, but not call up for 2nd interview mean fail u r interview for civil engineer or ???? 10-10-2012, 05:30 PM Quote: Originally Posted by adrianfoo if i hv 4 yrs exp in private sector my expected salary can i put 4.8k? high ma? 4 yrs 4.8k is too high. Even if your 4 yrs exp is deemed 100% relevant, max you can push for is 4.3k. 10-10-2012, 05:34 PM Quote: Originally Posted by adrianfoo u r interview for civil engineer or ???? engineer(vehicle engineering) 10-10-2012, 05:39 PM Verified Member Join Date: Oct 2012 Posts: 16 Quote: Originally Posted by Unregistered 4 yrs 4.8k is too high. Even if your 4 yrs exp is deemed 100% relevant, max you can push for is 4.3k. hw abt 5 yrs? hw much can put? i hv a fren he is 5 yrs ++ exp also wanna apply Page 4 06-09-2013, 03:26 PM Verified Member Join Date: Sep 2013 Posts: 17 ST Electronics Once worked for them long time ago as a fresh grad, then left after several months. Have since worked on 2 other jobs for several years with other companies. Recently applied for an opening and received a call from its HR. But only offering a contract position, with possible conversion option in future, not perm position. Reason given by HR was that I am considered a returning ex-employee, and HR policy forbids granting immediate perm position for an ex-employee, even with suitable industry experience. Wondering if the so-called HR policy for returning ex-staff is real or is the HR trying to bluff me when it can't offer me a better deal. Anyone knows if such a thing exists in HR or just a bluff? I feel that I should be hired based on my merits and suitability for current position. If I'm suitable for the position that HR is willing to call me up for interview, yet still want to penalize me for having worked for them before? Really sending mixed signals about wanting to hire me. 06-09-2013, 06:00 PM Quote: Originally Posted by oldbird Once worked for them long time ago as a fresh grad, then left after several months. Have since worked on 2 other jobs for several years with other companies. Recently applied for an opening and received a call from its HR. But only offering a contract position, with possible conversion option in future, not perm position. Reason given by HR was that I am considered a returning ex-employee, and HR policy forbids granting immediate perm position for an ex-employee, even with suitable industry experience. Wondering if the so-called HR policy for returning ex-staff is real or is the HR trying to bluff me when it can't offer me a better deal. Anyone knows if such a thing exists in HR or just a bluff? I feel that I should be hired based on my merits and suitability for current position. If I'm suitable for the position that HR is willing to call me up for interview, yet still want to penalize me for having worked for them before? Really sending mixed signals about wanting to hire me. Ask them give your perom or dun have walk off loh, what is the point about discussing whether STE really value you? I offer you D24 durian for $100, you don't like will just walk off right? Why waste time thinking about what is my motivation for selling you $100 durian? 06-09-2013, 06:32 PM Verified Member Join Date: Sep 2013 Posts: 17 It says a lot whether I should accept this compromised position or not. Maybe I should phrase it this way. Do most ST Electronics employees with average / satisfactory performance really get converted to permanent after their 1st or 2nd year? Does it have a habit of not renewing contracts and releasing contract staff because there is no project? 08-09-2013, 09:09 PM Good cows dun eat return grass 08-09-2013, 11:50 PM Quote: Originally Posted by Unregistered Good cows dun eat return grass is horse not cow. lol. 09-09-2013, 09:40 AM Quote: Originally Posted by oldbird It says a lot whether I should accept this compromised position or not. Maybe I should phrase it this way. Do most ST Electronics employees with average / satisfactory performance really get converted to permanent after their 1st or 2nd year? Does it have a habit of not renewing contracts and releasing contract staff because there is no project? This is a very childish way of looking at things. If you dun want contract, go in and negotiate for a perm. If cannot walk off, its silly to ask around hoping to find out if STE will really value you as a person and somehow hope that they will give you a better deal a few years down the road. Things change all the time, it is silly to look for such hopes w/o black and white. 09-09-2013, 02:51 PM I assume you are now in a perm job. So why leave a perm job to a contract job? Unless there is some sort of monetary compensation for the contract job, otherwise it does not look like a good deal at all. By the way, I am not convinced on HR's explanation that returning employee can only get contract. 09-09-2013, 03:33 PM Now so many "engineers" unemployed, they can do watever they want! 10-09-2013, 12:36 AM Not a good place. 14-10-2013, 12:30 PM Junior Member Join Date: Aug 2013 Posts: 4 Does anyone know if I need to attach a cover letter when I apply for jobs at ST Electronics? Page 5 14-03-2012, 08:51 PM Verified Member Join Date: Mar 2012 Posts: 18 HDB (under MND) Hi, is there anyone here who is currently working in HDB? I would like to find out what is the working culture and work load like, especially in the HR side. Thanks in advance for your comments! Cheers 14-03-2012, 09:07 PM Super Member Join Date: Oct 2011 Posts: 309 I also interested about HDB. Can someone provide more info on the starting salary with NS(2nd lower to 1st class) Assume some join HDB as fresh grad @$3500...then 5 years down the road, how much will be his salary? How much is the annual package? Got 16 months (inclusive AWS)?? 15-03-2012, 02:11 AM Quote: Originally Posted by Bean I also interested about HDB. Can someone provide more info on the starting salary with NS(2nd lower to 1st class) Assume some join HDB as fresh grad @$3500...then 5 years down the road, how much will be his salary? How much is the annual package? Got 16 months (inclusive AWS)?? I heard HDB HR don't like losers like you 15-03-2012, 09:26 AM Quote: Originally Posted by Bean I also interested about HDB. Can someone provide more info on the starting salary with NS(2nd lower to 1st class) Assume some join HDB as fresh grad @$3500...then 5 years down the road, how much will be his salary? How much is the annual package? Got 16 months (inclusive AWS)?? Maybe $3.6k. 15-03-2012, 12:51 PM Super Member Join Date: Oct 2011 Posts: 309 Quote: Originally Posted by Unregistered I heard HDB HR don't like losers like you why asking a question is loser? It would better to know how much are they going to compensate you beforehand, before you go apply the job right... it is pointless to go thru assessment test,2-3 round interview, in the end they give you a lousy offer of the job you apply, in the end you rejected the offer...waste my time and the interviewer time..... 15-03-2012, 12:52 PM Super Member Join Date: Oct 2011 Posts: 309 Quote: Originally Posted by Unregistered Maybe $3.6k. LOL after 5 years only +100 increment?? 15-03-2012, 02:15 PM Quote: Originally Posted by pelandok Hi, is there anyone here who is currently working in HDB? I would like to find out what is the working culture and work load like, especially in the HR side. Thanks in advance for your comments! Cheers HDB is one of the most "civil service" organization around, probably only CPF more power than them. There is no HR department in HDB, their HR is just a renamed Administration & Manpower department. The department is >90% admin ladies who are there to pass time. 15-03-2012, 03:22 PM Super Member Join Date: Oct 2011 Posts: 309 Quote: Originally Posted by Unregistered HDB is one of the most "civil service" organization around, probably only CPF more power than them. There is no HR department in HDB, their HR is just a renamed Administration & Manpower department. The department is >90% admin ladies who are there to pass time. LOL.....really ah??? 15-03-2012, 05:10 PM Quote: Originally Posted by Unregistered HDB is one of the most "civil service" organization around, probably only CPF more power than them. There is no HR department in HDB, their HR is just a renamed Administration & Manpower department. The department is >90% admin ladies who are there to pass time. Yea, if i am not wrong their HR belongs to the corporate development section. Anyway, it sounds like you have some insights to the department. Any idea how is the work load like/peak period like? Heard that pace is pretty quick there but not sure how true is that. 15-03-2012, 05:53 PM LOL. Pace is pretty quick when compared to CPF? Dead water department filled with people with no career aspiration at all. Recently someone high up tried to push for modernization and many old birds not happy, but then honestly when the whole department consist of family ladies who are content to take it easy until retirement, what can anyone do? It’s not like they can fire them… You give them low ratings, increments & bonus they also bochap. Even if they succeed to transform the department, at most it will still be on par as stat board, definitely in terms of pace, creativity and dynamic is still far cry from private companies. Quote: Originally Posted by Unregistered Yea, if i am not wrong their HR belongs to the corporate development section. Anyway, it sounds like you have some insights to the department. Any idea how is the work load like/peak period like? Heard that pace is pretty quick there but not sure how true is that. Page 6 19-07-2019, 06:00 AM Junior Member Join Date: Jul 2019 Posts: 2 IMDA (under MCI) Hi all, Anybody who have worked at either Ministry of Communications and Information (MCI) and/or the Infocomm Media Development Authority (IMDA) care to share their opinions and experiences of the work and organisation culture at these places? Thanks in advance and greatly appreciated! 19-07-2019, 09:26 AM Have been with IMDA for a year and a half now. Organization culture is pretty friendly, not too many politics and drama given that it’s a statboard. However, should you choose to join the public service, please be prepared for the multi layers of approval and red lines that severely impacts the efficiency on a lot of matters. Aside from the typical cons of the public service, i’d say IMDA is a pretty nice place to work at. We’ve got a killer pantry/office which is a plus too. 19-07-2019, 07:52 PM Imda Quote: Originally Posted by Unregistered Have been with IMDA for a year and a half now. Organization culture is pretty friendly, not too many politics and drama given that it’s a statboard. However, should you choose to join the public service, please be prepared for the multi layers of approval and red lines that severely impacts the efficiency on a lot of matters. Aside from the typical cons of the public service, i’d say IMDA is a pretty nice place to work at. We’ve got a killer pantry/office which is a plus too. Sorry to interrupt; How's the work-life balance? Or any comments about the workload and organization/management direction? Thanks 21-07-2019, 09:39 AM Quote: Originally Posted by Unregistered Sorry to interrupt; How's the work-life balance? Or any comments about the workload and organization/management direction? Thanks wrong place to come if you are looking for work life balance. this org is looking for high performing ppl. if u want to come and slack, wrong place. if you cannot perform, you will be ask to go. workload is high and you are expected to do things well yet fast. management is pretty good, but whole org overworked. 22-07-2019, 11:49 AM Which MX grade is IMDA grade 7 pegged to? Anyone here knows? 22-07-2019, 02:04 PM Quote: Originally Posted by Unregistered Which MX grade is IMDA grade 7 pegged to? Anyone here knows? Grade 7 is very low bro. Grades 6 and 7 are for fresh graduates or 0-1 years of experience. 22-07-2019, 02:09 PM I was with IMDA for less than a year. These are pros and cons: - Pro (1) Remuneration is supposedly pegged to fast-growing tech sector. (2) Lots of interesting projects that have direct impact on Singapore society and Singapore economy. (3) A lot of projects are in national spotlight. You can see Singapore 2019 budget and more than 20% of the projects therein (relating to economy) are spearheaded by IMDA. Con (1) Government service is bureaucratic and the directors (and those below) are fearful and only want to protect their position. I joined mid-career and i have never seen people so fearful of giving less than favourable news to their line managers. (2) Hierarchical and divorced from private sector. (3) High turnover. When I was there, between 15-20% leaves the organisation within a 12 month period. (4) Level of competence of your colleagues (even those who are assistant or deputy director level) are very very low. 22-07-2019, 08:42 PM Annual Bonus at IMDA Anybody can share about the annual bonus package at IMDA? Around how many months for an average performer? Also, what does the package consists of and do they follow the ministries' publicly announced mid-year and year-end AVC bonuses? Thx alot!! (: 23-07-2019, 12:03 PM mid year and year end should be announced 24-07-2019, 01:35 PM Quote: Originally Posted by Unregistered Anybody can share about the annual bonus package at IMDA? Around how many months for an average performer? Also, what does the package consists of and do they follow the ministries' publicly announced mid-year and year-end AVC bonuses? Thx alot!! (: IMDA pays salary, 13th month, performance bonus and corporate bonus. Performance bonus for a new joiner is 2.75 months (and this is quite fixed unless you are an exceptional performer or got a promotion). Corporate bonus is between 1 to 1.5 months. They don't follow the ministry. Page 7 19-01-2011, 12:25 AM Junior Member Join Date: Jan 2011 Posts: 1 NCS (SingTel subsidiary) hi all, I'm currently work as Unix Technical Consultant in US MNC located at Malaysia and earning RM5k per month. in past few weeks ago, i saw a job in sg. the pay range is SGD3.5k-5k i applied the job with expected salary SGD5k. They came back to me says their client is NCS. also, they told me this is a direct contract job with NCS and asked me what is my minimum expected salary. i wonder how much they can pay for UNIX position ? anyone know about this? 19-01-2011, 09:43 AM Quote: Originally Posted by newbirdinsg hi all, I'm currently work as Unix Technical Consultant in US MNC located at Malaysia and earning RM5k per month. in past few weeks ago, i saw a job in sg. the pay range is SGD3.5k-5k i applied the job with expected salary SGD5k. They came back to me says their client is NCS. also, they told me this is a direct contract job with NCS and asked me what is my minimum expected salary. i wonder how much they can pay for UNIX position ? anyone know about this? Unix skills are rare nowadays. Ask for at least 5k sgd, which is what you stated as expected salary. 19-01-2011, 09:57 AM Quote: Originally Posted by newbirdinsg hi all, I'm currently work as Unix Technical Consultant in US MNC located at Malaysia and earning RM5k per month. in past few weeks ago, i saw a job in sg. the pay range is SGD3.5k-5k i applied the job with expected salary SGD5k. They came back to me says their client is NCS. also, they told me this is a direct contract job with NCS and asked me what is my minimum expected salary. i wonder how much they can pay for UNIX position ? anyone know about this? Depending on your experience with UNIX and what is the scope in NCS. Does your new job involves in basic administrating of UNIX (AIX/Solaris/HP-UX)? Or need extensive scripting knowledge and SAN storage experience? 19-01-2011, 11:18 AM It's quite difficult for foreigners to seek employment in Singapore recently. Most of the job applications are opened mainly to Singaporeans and PRs. 19-01-2011, 08:34 PM sorry to tell u, NCS is a low-budget company. Everyone thinks they are underpaid there. 2ndly, the reason why sg companies will hire u or foreigners is because you are cheap to hire. 3rdly, the job ad u saw is probably posted by some ad agency, using high celerys to attract job seekers like u. The actual renumeration is given by NCS hr side, who will try their best to bargin to as low as possible on your celery. if u r really interested in cuming to sg, set a realistic pay for yourself and the hr. 21-01-2011, 10:33 AM Gold mine indeed! and a harem too...in fact foreigners will be doing the government a favor by inseminating the local women and boost the population, since the local men seem to be incapable of doing so. 28-01-2011, 06:40 PM how was the working environment & turnover rate i have been contacted by EPS as well for some other positions which is also servicing NCS...i was told that the maximum budget was around SGD5k with no contractual bonus..Worst part is that the agency would want me to travel to Singapore for F-2-F interview if being shortlisted but I have to cover my own expenses...I was wondering, shall i give it a try..my current earning in Malaysia was RM 6.5k 28-01-2011, 07:06 PM Quote: Originally Posted by Unregistered i have been contacted by EPS as well for some other positions which is also servicing NCS...i was told that the maximum budget was around SGD5k with no contractual bonus..Worst part is that the agency would want me to travel to Singapore for F-2-F interview if being shortlisted but I have to cover my own expenses...I was wondering, shall i give it a try..my current earning in Malaysia was RM 6.5k You should give it a try. If you wanna save on costs, take an overnight coach here and take a coach back immediately after the interview. 28-01-2011, 07:09 PM Please check with them if you are based at NCS hub at Ang Mo Kio or outsourced somewhere. Outsourced by NCS can be quite terrible. Page 8 07-05-2017, 08:53 AM Junior Member Join Date: May 2017 Posts: 2 GovTech Hi, Anyone working at govTech can advise? Any idea fresh graduate with honors from local university should enter what which grade? and what is the salary range? Seems like that have Grade 1 to 14. 1 is the lowest and 14 the highest. Correct me if i am wrong. 05-06-2017, 10:58 PM Salary for 1st class fresh graduate is 4.9-5k range. Not sure about the exact grade 05-06-2017, 11:38 PM Quote: Originally Posted by Unregistered Salary for 1st class fresh graduate is 4.9-5k range. Not sure about the exact grade Around 3.5k more likely, remember they pay 4-6 months bonus, base is quite low because of that Starts at grade 7, assistant manager Grade 8 & 9 are manager, 10&11 senior manager, 12 AD (starts to enjoy double corporate bonus) 06-06-2017, 10:41 AM Quote: Originally Posted by Unregistered Around 3.5k more likely, remember they pay 4-6 months bonus, base is quite low because of that Starts at grade 7, assistant manager Grade 8 & 9 are manager, 10&11 senior manager, 12 AD (starts to enjoy double corporate bonus) What is double corporate bonus? 07-06-2017, 01:51 PM Quote: Originally Posted by Unregistered What is double corporate bonus? besides 12months + aws (13th month), the bonuses break into a few component: market adjustment: typically less than 1 month corporate bonus: when corporate KPIs are met, typically around 1 month, grade 12 and above receive twice of this number individual performance bonus: how good you perform (or how good your RO and NLS perceive), typically 2-3 month for average performer 09-06-2017, 11:52 PM Quote: Originally Posted by Unregistered Around 3.5k more likely, remember they pay 4-6 months bonus, base is quite low because of that Starts at grade 7, assistant manager Grade 8 & 9 are manager, 10&11 senior manager, 12 AD (starts to enjoy double corporate bonus) My information is not speculation, fresh graduates with first class are indeed offered 4,9XX, just like DSTA (by the way that's last year graduates' starting pay, they are going to adjust it again for this year's graduating batch) 04-08-2017, 08:10 AM anyone knows g10 typical monthly salary range? g9-10 is consultant right? on average should i take 15 or 16 months package for calculation? 04-08-2017, 10:42 AM Quote: Originally Posted by Unregistered anyone knows g10 typical monthly salary range? g9-10 is consultant right? on average should i take 15 or 16 months package for calculation? Roughly 10-12k on a 18 months package. 04-08-2017, 10:12 PM g10 got 10k? not even senior consultant.. 18 months.. maybe be super high flyer.. probably this salary range is for high flyer? 07-08-2017, 12:00 AM Quote: Originally Posted by Unregistered g10 got 10k? not even senior consultant.. 18 months.. maybe be super high flyer.. probably this salary range is for high flyer? I think what was meant was, 10k x 12 mths = 120k package over 18 months? Hence, monthly base is actually 120k/18 months = 6.6k per month Page 9 07-10-2021, 09:33 AM Senior Member Join Date: Aug 2021 Posts: 30 HTX (Home Team Science and Technology Agency) Opening a new thread for HTX... Anyone knows what the fresh grad pay at HTX is like? I heard from friends that they have had some big pay jumps over the last few years to match up to DSTA/DSO and maybe Govtech... Also being in civil service, do men get paid that $400 a month more than women too? 07-10-2021, 09:45 AM GovTech > DSTA > DSO > HTX 07-10-2021, 09:47 AM Senior Member Join Date: Aug 2021 Posts: 30 Quote: Originally Posted by Unregistered GovTech > DSTA > DSO > HTX And this is based on? Pay or prestige? 07-10-2021, 09:50 AM pay and prestige 07-10-2021, 10:44 PM Quote: Originally Posted by Unregistered GovTech > DSTA > DSO > HTX Let me correct that for you: Govtech > DSO > DSTA/HTX 08-10-2021, 12:39 AM Quote: Originally Posted by Unregistered Let me correct that for you: Govtech > DSO > DSTA/HTX Yep DSO pays higher than DSTA and is harder to get into 08-10-2021, 05:15 PM Senior Member Join Date: Aug 2021 Posts: 30 Quote: Originally Posted by Unregistered Yep DSO pays higher than DSTA and is harder to get into Interesting, thats what I heard from another user too. Only thing i dont understand is why the media ALWAYS reports about DSTA but hardly ever mentions DSO... Almost as tho the media is biased against DSO or something 08-10-2021, 06:33 PM Quote: Originally Posted by _bluehavens Interesting, thats what I heard from another user too. Only thing i dont understand is why the media ALWAYS reports about DSTA but hardly ever mentions DSO... Almost as tho the media is biased against DSO or something Every equipment/tech that deploys in the SAF is managed by DSTA. DSO only appears in the news when their R&D actually manages to produce something deployable. 18-10-2021, 02:36 AM HTX S&T Associate Programme Anyone recently joined the S&T associate programme or interviewed for it? What is your experience like? Page 10 Quote: Originally Posted by Soul Hi j@x, Thanks for your reply 1) My last role was a team lead role in retail banking serving the high net worth client space (e.g. for example within the portfolio, we managed AUM ranging from from 200k to 10m). Generally the duties would include sales and advisory of investments, business development efforts for client acquisition, training, AML oversight, KYC and ensuring regulatory compliance of documentation. 2) Applied for role in Business Development under Financial Sector Development 3) by the looks of the car and landed property, I'm quite certain my friend who works at MAS isn't in a junior role maybe different departments have a different pay scale or grade? However that isn't my rationale for wanting to join MAS. Hmm... seems like you were a priority / private banker previously. Not sure what exactly is your motivation for joining MAS, but I'm fairly certain they will not be able to come close to matching your remuneration, so I hope you are prepared for some serious pay cut. I can see some skill portability in terms of experience, but am not very sure MAS exact requirement for this job, so I would say there's a decent chance although my personal opinion is they are a little apprehensive over people from foreign banks. They are also quite into the nature of your degree, so your chances will be better if it's the 3 local U or the Tier 1 U in Australia & it is Finance related. I don't want to speculate on how your friend finances his car & property, but I am fairly certain AD is a junior position in MAS, this is applied uniformly throughout all departments. Many departments don't even have managerial grade, it's Associate straight to AD. The high potentials would have already reached AD in their late 20s. In fact based on your experience you should also be applying for an AD level position as well. If you have applied for something below like Manager / Associate, they are likely to scrutinize and probe you on your over qualifications and your motivation to take a paycut & job downgrading. Page 11 vBulletin Message There are no threads newer than the previous one. Click the back button in your browser to return to it. Powered by vBadvanced CMPS v3.2.2 All times are GMT +8. The time now is 01:43 PM. 15-03-2025, 08:31 PM B, 2.75 mths 15-03-2025, 08:32 PM 15-03-2025, 08:33 PM Have always gotten a C grade and the occasional rare C+ in my 23 odd years of being "only a teacher". I often laugh silently inside when i see young educators putting in so much effort to chase that extra grand or so. It only makes sense if you want to climb up to management. Otherwise, most non-KPs are considered for either the C or C+ grade if you meet the expectations of your job. If you are so hellbent on making more money, go moonlight outside. That extra 1 grand can be made solely by taking up 1 tuition assignment in a month. Dont let them squeeze you dry for a penny. And it is true that the ranking panels must like you, otherwise it is all for nothing. Have you ever wondered why some teachers make the extra effort to establish rapport with the middle managers? 15-03-2025, 08:48 PM GEO3 for almost 3 years. I have been getting B grade for the past three years. When is a likely time I will get promoted to GEO4? 15-03-2025, 08:58 PM A 3 B 2.25 C+ 1.85 C 1.5 C- But it depends on subgrade also 15-03-2025, 08:59 PM Quote: Originally Posted by Unregistered GEO3 for almost 3 years. I have been getting B grade for the past three years. When is a likely time I will get promoted to GEO4? Difficult to tell these days. A colleague was B for 5 years, still not promoted to GEO4. 15-03-2025, 09:00 PM Is it true that first year BTs GEO2 is a default C grade? I vaguely remember hearing first years getting C+ before? Is it possible for first year BT GEO2 to get a C+ or B? 15-03-2025, 09:05 PM B 2.70 geo5 15-03-2025, 09:06 PM Quote: Originally Posted by Unregistered Is it true that first year BTs GEO2 is a default C grade? I vaguely remember hearing first years getting C+ before? Is it possible for first year BT GEO2 to get a C+ or B? Yes possible. I got B as a BT in 2020. Subsequently, when I got promoted to GEO3 and 4, I got Bs also on the year of promotion. The default C is not true for all. Page 2 15-03-2025, 09:13 PM Quote: Originally Posted by Unregistered I was promoted to GEO5 even though my grades before that were all C or C+ Compared to that post on someone getting 5 Bs and not promoted, how is this possible/why this disparity? 15-03-2025, 09:15 PM A 3 (g3) B 2.25 (g4), 2.5 (g4), 2.7 (g5), 2.75 (g?) C+ 1.85 (g5) C 1.5 (g3, g5) C- 15-03-2025, 09:16 PM Quote: Originally Posted by Unregistered What counts is the impact, not the quantity of work So suppose an enlightened junior officer declines tanking extra three classes from an EO on ML, will that JO be marked? If its not about the quantity of work. 15-03-2025, 09:21 PM Quote: Originally Posted by Unregistered Compared to that post on someone getting 5 Bs and not promoted, how is this possible/why this disparity? Because no one says you have to get B to get promoted. Criteria is you must have a good grade (which is equivalent to C) and you must show ability to handle work at a higher sub grade so it is more about the impact of the work that you have done. 15-03-2025, 09:27 PM Quote: Originally Posted by Unregistered A 3 B 2.25 C+ 1.85 C 1.5 C- But it depends on subgrade also C+ 2.2 I guess it’s a high C+ but I was hoping a to get a promotion with a B. Looks like my hopes are dashed. 15-03-2025, 09:29 PM A 3 B 2.25 (g4), 2.5 (g4), 2.7 (g5), 2.75 (g?) C+ 1.85 (g5) C 1.5 (g3, g5) C- 1, 0.75 15-03-2025, 09:31 PM A 3 B 2.25 (g4), 2.5 (g4), 2.7 (g5), 2.75 (g?) C+ 1.85 (g5), 2.2 C 1.5 (g3, g5) C- 1, 0.75 15-03-2025, 09:33 PM Quote: Originally Posted by Unregistered Have always gotten a C grade and the occasional rare C+ in my 23 odd years of being "only a teacher". I often laugh silently inside when i see young educators putting in so much effort to chase that extra grand or so. It only makes sense if you want to climb up to management. Otherwise, most non-KPs are considered for either the C or C+ grade if you meet the expectations of your job. If you are so hellbent on making more money, go moonlight outside. That extra 1 grand can be made solely by taking up 1 tuition assignment in a month. Dont let them squeeze you dry for a penny. And it is true that the ranking panels must like you, otherwise it is all for nothing. Have you ever wondered why some teachers make the extra effort to establish rapport with the middle managers? you can only afford to laugh because you were lucky enough to be born earlier. your batch of boomers were promoted quickly enough during your noob years even without good performance, now congesting the pipeline for the new generation and raising the bar required for promotions. your batch was lucky to fall under such shortsighted HR policy which is disadvantaging all the younger officers now. no wonder so many young geo3 and geo4 are quitting, and so many old geo5 deadweights are staying on simply coz u all have nowhere to go Page 3 15-03-2025, 09:35 PM GEO 3 A - 3.2 not all As are 3 15-03-2025, 09:38 PM Quote: Originally Posted by Unregistered you can only afford to laugh because you were lucky enough to be born earlier. your batch of boomers were promoted quickly enough during your noob years even without good performance, now congesting the pipeline for the new generation and raising the bar required for promotions. your batch was lucky to fall under such shortsighted HR policy which is disadvantaging all the younger officers now. no wonder so many young geo3 and geo4 are quitting, and so many old geo5 deadweights are staying on simply coz u all have nowhere to go Dear young one, the same was said about us during our early years. We have served our dues, and the time now is yours to embrace the daily grind. 15-03-2025, 09:40 PM Quote: Originally Posted by Unregistered you can only afford to laugh because you were lucky enough to be born earlier. your batch of boomers were promoted quickly enough during your noob years even without good performance, now congesting the pipeline for the new generation and raising the bar required for promotions. your batch was lucky to fall under such shortsighted HR policy which is disadvantaging all the younger officers now. no wonder so many young geo3 and geo4 are quitting, and so many old geo5 deadweights are staying on simply coz u all have nowhere to go There are good GEO5 and GEO5 deadweight i fully agree, its quite sian to work with them. But nothing will ever happen to the deadweights so it can be toxic and draining after awhile. I don't usually like to come to forum to rant, I wish there can be some student survey on how lousy these deadweights are for once , but nothing happens to them. 15-03-2025, 09:49 PM Quote: Originally Posted by Unregistered C+ 2.2 I guess it’s a high C+ but I was hoping a to get a promotion with a B. Looks like my hopes are dashed. Dont be disheatened. C+ doesnt mean wont promote and B doesnt mean will. 15-03-2025, 10:10 PM Quote: Originally Posted by Unregistered Anyone knows what the range of C? As in there is high C, avg C and low c. For GEO PB, C is about 1.2-1.7. C+ is about 1.8-2.2, B is about 2.3 – 2.8, A is 2.9-3.2 or so. For SEO, its around 1 range higher. For example an SEO’s C+ range is about a GEO’s B range. There will also be further variance depending on your school and how they allocate. 15-03-2025, 10:15 PM Does your RO, VP and P know your final performance grade? Or could it be further adjusted by the cluster superintendent or HQ after they have submit their ranking recommendation? 15-03-2025, 10:23 PM Quote: Originally Posted by Unregistered Is it true that first year BTs GEO2 is a default C grade? I vaguely remember hearing first years getting C+ before? Is it possible for first year BT GEO2 to get a C+ or B? No it’s not default C. Many schools are generous at the lower grades as they want to encourage BTs. C+ and Bs at GEO2 are very common. 15-03-2025, 10:26 PM Quote: Originally Posted by Unregistered For GEO PB, C is about 1.2-1.7. C+ is about 1.8-2.2, B is about 2.3 – 2.8, A is 2.9-3.2 or so. For SEO, its around 1 range higher. For example an SEO’s C+ range is about a GEO’s B range. There will also be further variance depending on your school and how they allocate. Is this real? SEO range higher? any SEO here to share? 15-03-2025, 10:33 PM Quote: Originally Posted by Unregistered Is this real? SEO range higher? any SEO here to share? SEO range bonus is higher. One of my p has shown it to us during SCT. Page 4 15-03-2025, 10:44 PM GEO4 A 3.5. This should be the ceiling. 15-03-2025, 10:54 PM Quote: Originally Posted by Unregistered Is this real? SEO range higher? any SEO here to share? SEO 1 C 2 months 15-03-2025, 11:37 PM Quote: Originally Posted by Unregistered Yes there is a difference. The perf grade will play a role in your promotion. Performance and potential are 2 different things. You can get all the Bs and As but does not mean you will be promoted. 16-03-2025, 07:38 AM Quote: Originally Posted by Unregistered Anyone knows what the range of C? As in there is high C, avg C and low c. Saw this list of GEO PB range shared a while back. Seems to be in line with data points shared so far. A 2.8-3.5 B 2.25-2.75 C+ 1.55-2.2 C 1.1-1.5 C- 0.5-1 D 0 16-03-2025, 08:33 AM GEO3: PB (A), 3.5 months 16-03-2025, 09:28 AM Why A only 3.5months? A in other ministries or agency is like 6 months 16-03-2025, 09:34 AM Quote: Originally Posted by Unregistered Why A only 3.5months? A in other ministries or agency is like 6 months My A is not even 3 months. 😭😭😭 16-03-2025, 09:57 AM Quote: Originally Posted by Unregistered My A is not even 3 months. 😭😭😭 If A very very rare and hard to get in MOE which is the case in other agencies? Seems like alot of As here, not that rare 16-03-2025, 10:05 AM Quote: Originally Posted by Unregistered If A very very rare and hard to get in MOE which is the case in other agencies? Seems like alot of As here, not that rare There is quota for As in every school. How do you define rare? Page 5 16-03-2025, 10:59 AM Quote: Originally Posted by Unregistered There is quota for As in every school. How do you define rare? Is the quota by subgrade or across all subgrades? 16-03-2025, 11:30 AM Quote: Originally Posted by Unregistered There is quota for As in every school. How do you define rare? What is the quota for A grade??? 16-03-2025, 12:41 PM Quote: Originally Posted by Unregistered What is the quota for A grade??? 5%, within subgrade 16-03-2025, 12:57 PM Hi! What is the MI for GEO3 PB A? My first A 😭 16-03-2025, 01:21 PM Quote: Originally Posted by Unregistered Yes there is a difference. The perf grade will play a role in your promotion. How does it affect? 16-03-2025, 01:31 PM Quote: Originally Posted by Unregistered 5%, within subgrade What about B? Is it 10%? Each subgrade has about 20 teachers, so means technically each subgrade will only have 1-2 teachers with A 16-03-2025, 04:01 PM Quote: Originally Posted by Unregistered 5%, within subgrade It may be my school's practice. We never allocate any A for some subgrades. 16-03-2025, 08:07 PM Promotion Has anyone been informed of promotion? 16-03-2025, 09:00 PM Quote: Originally Posted by Unregistered Has anyone been informed of promotion? Should come right after Mar holidays 16-03-2025, 09:37 PM Quote: Originally Posted by Unregistered Hi! What is the MI for GEO3 PB A? My first A 😭 MI for GEO 3 PB B was 240+, so yours should be more than that? Do share with us the actual amt Page 6 17-03-2025, 07:01 AM Quote: Originally Posted by Unregistered Hi! What is the MI for GEO3 PB A? My first A 😭 For last two years, slightly over 300, or up to 6250. Actual amount each year varies depending on economic condition 17-03-2025, 11:03 AM Quote: Originally Posted by Unregistered Is the quota by subgrade or across all subgrades? Most schools will allocate the quotas and percentages across all GEO subgrades, rather than by each subgrade. By subgrade wouldn’t be very fair because some schools might have a lot more people in one subgrade compared to other subgrades. 17-03-2025, 04:57 PM Anyone can share the experience of teaching NT Computer and practical applications (CPA) 17-03-2025, 09:19 PM Quote: Originally Posted by Unregistered Why A only 3.5months? A in other ministries or agency is like 6 months Lol which agency is that I'd like to know. 18-03-2025, 06:00 PM Quote: Originally Posted by Unregistered For last two years, slightly over 300, or up to 6250. Actual amount each year varies depending on economic condition $300 increment. I have seen Geo3s stab each other in the back for such increments. I guess that is what MOE wants, innovation at all costs. 18-03-2025, 06:08 PM Quote: Originally Posted by Unregistered Anyone can share the experience of teaching NT Computer and practical applications (CPA) Stay away from it. Schools dont assign high value to NT subjects. Same goes to any subject teachers teaching subjects at the NT level. So if you are assigned this subject and you are trying to add value, SLs will not consider it impactful. That is how things are. Nowadays ranking of officers have become so competitive that little things like these do matter. That is why you hear often from this forum about the importance of being likeable - it can become a differentiating factor that moves the needle. Another thing that may happen is you may be asked to teach more NT subjects (for your other CS) given the fact that you already teach CPA 18-03-2025, 07:22 PM Quote: Originally Posted by Unregistered Most schools will allocate the quotas and percentages across all GEO subgrades, rather than by each subgrade. By subgrade wouldn’t be very fair because some schools might have a lot more people in one subgrade compared to other subgrades. This is not true. Ranking is across same subgrades, hence quotas too. However, quantum i.e. bonus, distribution of funds is across whole school. 18-03-2025, 09:54 PM Quote: Originally Posted by Unregistered Most schools will allocate the quotas and percentages across all GEO subgrades, rather than by each subgrade. By subgrade wouldn’t be very fair because some schools might have a lot more people in one subgrade compared to other subgrades. False. They're required to do it by subgrade. 19-03-2025, 04:08 AM After receiving Connect Plan, when is it possible to resign? Dear all: A noob question. Appreciate all sincere opinions. Thanks in advance. I'm due to get Connect Plan end of 2025. I vaguely remember that the cut-off date to receive it is that by 15-Nov, I must still be in service. So if i tender my resignation, and my last day of service is, say 26-Dec-2025, Will I get to keep the whole am

whether the school is giving opportunities. Just got promoted to GEO4 this year, from 2017 pgde batch. Not a scholar. Currently in my 2nd school, but maybe my CEP is super low that my promotion is so slow. A colleague from 2014 pdge batch got geo4 last year. Progression for non scholar is super slow and may take longer than the rest of the people in the same batch. 25-03-2025, 06:55 PM Consistent Quote: Originally Posted by Unregistered It's not true that you must be a scholar to have a decent rate of progression. I have 5 batchmates at NIE who I still keep in touch with. None of us are scholars. All of us are SHs/HODs now, and all of us got SEO1 within 1-2yrs of each other. We averaged 11-12 years from GEO2 to SEO1, it's not scholar speed but still decent. Lets not demoralise new teachers by making them think its impossible to progress and that they will get stuck. You can still progress fine with consistent good performance. The keyword is consistent. Compared to a scholar who doesn't need to put in much effort, normal people like us slog like mad just to reach seo1 in 11-12 years. Compared to a young punk scholar come in and get seo2 after a few years of teaching, do you think it's convincing? Imagine you are a VP at 35 year old, sit in a ST/LT lesson ob and give feedback, do you think what you even say makes sense to them? Will you be convinced by what you yourself say to them?? And lastly, how many people can be consistent for 10 years to climb that ladder, you can't even take a small breather as your position will be taken by younger teachers. 25-03-2025, 07:22 PM Quote: Originally Posted by Unregistered I think this differ from school to school. And whether the school is giving opportunities. Just got promoted to GEO4 this year, from 2017 pgde batch. Not a scholar. Currently in my 2nd school, but maybe my CEP is super low that my promotion is so slow. A colleague from 2014 pdge batch got geo4 last year. Progression for non scholar is super slow and may take longer than the rest of the people in the same batch. Yup, it definitely varies from school to school (or HQ div). Some SLs subscribe to the philosophy that good people need their CEP heavily boosted, and high CEP people must get consistent Bs or As, never below that even in promo year. Yes, such SLs exist and that's why some of our fellow 2017 batchmates, including non-scholars or TA holders, are already at SEO1. If you are working under such SLs, you will slog but your increments will be as big as they can get and your promotions will come fast and furious. If you really want to climb, you have to chase positions in schools led by such leaders. Of course you must be able to deliver results, but my point is that even if you are extremely capable, all it takes is one "default C in first year of a new posting" to put the brakes on your promotion for at least a year. 25-03-2025, 07:38 PM Quote: Originally Posted by Unregistered Yup, it definitely varies from school to school (or HQ div). Some SLs subscribe to the philosophy that good people need their CEP heavily boosted, and high CEP people must get consistent Bs or As, never below that even in promo year. Yes, such SLs exist and that's why some of our fellow 2017 batchmates, including non-scholars or TA holders, are already at SEO1. If you are working under such SLs, you will slog but your increments will be as big as they can get and your promotions will come fast and furious. If you really want to climb, you have to chase positions in schools led by such leaders. Of course you must be able to deliver results, but my point is that even if you are extremely capable, all it takes is one "default C in first year of a new posting" to put the brakes on your promotion for at least a year. Because KPs and SLs are also mindful that one day these high flyer might be their peers or even their superior Primary School English Grammar and Vocabulary Drills SG Bus Timing App - the best bus app - available on iOS and Android Bursa Stocks [Android] App - check latest share prices on the go SGX Stocks [Android] App - check latest share prices on the go SGX Stocks [iPad] app | SGX Stocks [iPhone] app Page 14 25-03-2025, 07:45 PM Quote: Originally Posted by Unregistered Because KPs and SLs are also mindful that one day these high flyer might be their peers or even their superior Not necessarily. I know one such SL from a west side school that is extremely senior and subgrade very small letter already, with not too many fks left to give about whether the young punks will be her boss in the future. 25-03-2025, 07:47 PM Quote: Originally Posted by Unregistered Because KPs and SLs are also mindful that one day these high flyer might be their peers or even their superior Yes. Sad right. They should just scrap all these 'scholar gets there first' nonsense man. It is not a 'best person gets the job' anymore. It's more of a 'scholars gets the job'. But sometimes, the scholar cmi still promoted while you see normal teachers makes some mistake and get bashed to the ground. 25-03-2025, 08:18 PM Quote: Originally Posted by Unregistered Yes. Sad right. They should just scrap all these 'scholar gets there first' nonsense man. It is not a 'best person gets the job' anymore. It's more of a 'scholars gets the job'. But sometimes, the scholar cmi still promoted while you see normal teachers makes some mistake and get bashed to the ground. Sometimes not that theyre cmi, just not that outstanding to begin with. While some are indeed hardworking and competent, does that justify the huge disparity in rate of promotion? Oh, and not forgetting the insufferable know-it-alls who flaunt on social media and dont know when to stfu 25-03-2025, 08:20 PM Quote: Originally Posted by Unregistered Does your RO, VP and P know your final performance grade? Or could it be further adjusted by the cluster superintendent or HQ after they have submit their ranking recommendation? Anyone know where is the grade finalised? If school grade you high or low, is it possible for Cluster Sup to push it down or pull it up or will the HQ to adjust it due to other reasons? My RO asked me what was my grade last year. This year he never ask me. 25-03-2025, 08:21 PM Quote: Originally Posted by Unregistered But scholar speed is precisely what is demoralising. So what if their cep is higher. Their current role is SH/HOD too no? Cant believe there are senior HODs to work for so many years to get their SEO1 and 2, some still yet to get it even though their performance is just as good, while someone can get 3 consecutive promotions within 4 years up to SEO2 in less than 10 YOS. Ridiculous i think i know who leh hahaha. Just announced yesterday only, don't be salty la. He loves moe 25-03-2025, 08:29 PM FLP emplacement Anyone received FLP email already? I'm supposedly emplaced but still yet to receive anything.. when will the 2 week course take place? Wondering if it will clash with my major commitments in school 26-03-2025, 12:03 AM T Quote: Originally Posted by Unregistered Anyone know where is the grade finalised? If school grade you high or low, is it possible for Cluster Sup to push it down or pull it up or will the HQ to adjust it due to other reasons? My RO asked me what was my grade last year. This year he never ask me. The SLs and HODs will propose a grade, and then the Cluster Sup would query and endorse. In some occasions, I saw that the grades were adjusted (between ranking and endorsement meetings). Some were adjusted lower and some higher. Reasons were normally given. Normally, officers from another school but within the same clusters might have been involved in national projects. That's why better grades were assigned to them. But some would just endorse blindly. 26-03-2025, 05:15 AM Quote: Originally Posted by Unregistered It's not true that you must be a scholar to have a decent rate of progression. I have 5 batchmates at NIE who I still keep in touch with. None of us are scholars. All of us are SHs/HODs now, and all of us got SEO1 within 1-2yrs of each other. We averaged 11-12 years from GEO2 to SEO1, it's not scholar speed but still decent. Lets not demoralise new teachers by making them think its impossible to progress and that they will get stuck. You can still progress fine with consistent good performance. This. People who do well and progress won't be posting online talking about how they get promoted quickly. Meanwhile,those who cannot make it post a lot and whine about how its unfair and its someone else's fault. 26-03-2025, 05:19 AM Quote: Originally Posted by Unregistered I think this differ from school to school. And whether the school is giving opportunities. Just got promoted to GEO4 this year, from 2017 pgde batch. Not a scholar. Currently in my 2nd school, but maybe my CEP is super low that my promotion is so slow. A colleague from 2014 pdge batch got geo4 last year. Progression for non scholar is super slow and may take longer than the rest of the people in the same batch. Promotion is primarily a HR and centrally controlled thing. Individual principals don't have that much sway over the decision making. They can recommend but they don't have any say on what happens. Perhaps it may be different for HQ where the senior management is more aware of an officers existence and impact. That's why it seems that people who go hq get promoted faster. 26-03-2025, 05:22 AM Quote: Originally Posted by Unregistered Yes, usually they just go to a new school/office do some 'Wow' stuff that will be amplified a few times more and then gets promoted. But are they really as good as or better than the old birds? Not really. Maybe they are better at studying which helped them to get the scholarship after A levels. And usually these are the EOs that goes to HQ and make 'new and innovative policies' that impacts your teacher life. I just wanna point out that millenial complain about how the higher positions are dominated by boomers and then turn around and complain how some people get promoted too fast. What are you all expecting? You cannot have a situation where you accelerate younger people upwards while demanding that they have long term impact in an environment. This is true regardless of whether scholar or non scholar. Page 15 26-03-2025, 05:24 AM Quote: Originally Posted by Unregistered I think this differ from school to school. And whether the school is giving opportunities. Just got promoted to GEO4 this year, from 2017 pgde batch. Not a scholar. Currently in my 2nd school, but maybe my CEP is super low that my promotion is so slow. A colleague from 2014 pdge batch got geo4 last year. Progression for non scholar is super slow and may take longer than the rest of the people in the same batch. If it differs from school to school,then why blame MOE and the system and make sweeping statements about how progression is super slow for non scholars? Blame your P la. You're not being logical. 26-03-2025, 05:26 AM Quote: Originally Posted by Unregistered The keyword is consistent. Compared to a scholar who doesn't need to put in much effort, normal people like us slog like mad just to reach seo1 in 11-12 years. Compared to a young punk scholar come in and get seo2 after a few years of teaching, do you think it's convincing? Imagine you are a VP at 35 year old, sit in a ST/LT lesson ob and give feedback, do you think what you even say makes sense to them? Will you be convinced by what you yourself say to them?? And lastly, how many people can be consistent for 10 years to climb that ladder, you can't even take a small breather as your position will be taken by younger teachers. Why not? Should a person's age mean that what they say automatically should be disregarded? Just because someone's an ST/LT means their teaching is good? Read what a lot of posters have said before about how lots of STs and LTs suck at teaching. 26-03-2025, 05:34 AM Quote: Originally Posted by Unregistered It's not true that you must be a scholar to have a decent rate of progression. I have 5 batchmates at NIE who I still keep in touch with. None of us are scholars. All of us are SHs/HODs now, and all of us got SEO1 within 1-2yrs of each other. We averaged 11-12 years from GEO2 to SEO1, it's not scholar speed but still decent. Lets not demoralise new teachers by making them think its impossible to progress and that they will get stuck. You can still progress fine with consistent good performance. Your batch must be high CEP batch then. Cause I can't say the same about mine. 26-03-2025, 05:40 AM Appeal for promotion Has anyone successfully appealed against non-promotion? If so, did you get promoted with immediate effect, or in Oct? 26-03-2025, 09:42 AM Is there such thing as cohort/batch promotion? I started my BT-ship last year April. I heard that the guys who served NS will confirm get promoted this year April. But me and the other BT who are NS men are not in the promotion list. Both of us got C for the Performance grade which I heard is quite a norm for 1st year BT. Anyone knows the reason for us not to be promoted? A confused BT... 26-03-2025, 10:06 AM Quote: Originally Posted by Sad BT I started my BT-ship last year April. I heard that the guys who served NS will confirm get promoted this year April. But me and the other BT who are NS men are not in the promotion list. Both of us got C for the Performance grade which I heard is quite a norm for 1st year BT. Anyone knows the reason for us not to be promoted? A confused BT... No such thing as 'confirm' la. Buy Mao Shan wang Durian also cannot say confirm good quality. Reasons for non promotion is a mystery to many people, even SLs won know because it is determined by HR. Your 'C' in your eyes, may not be a 'C' in actual fact. Can't reveal much here, but if you know, you know. And that could be one of the reasons you are not promoted. 26-03-2025, 10:36 AM Quote: Originally Posted by Unregistered Anyone received FLP email already? I'm supposedly emplaced but still yet to receive anything.. when will the 2 week course take place? Wondering if it will clash with my major commitments in school First week of April. How do you know you are emplaced if you have not yet received the email? 26-03-2025, 12:35 PM For SHs that are SE01, do you feel that you're disadvantaged in a way if your fighting against HODs who are at the same rank as you? How to stand out when they clearly do more and impactful? 26-03-2025, 12:42 PM Quote: Originally Posted by Unregistered For SHs that are SE01, do you feel that you're disadvantaged in a way if your fighting against HODs who are at the same rank as you? How to stand out when they clearly do more and impactful? No way you can beat them by just doing SH work. You need to do a lot more at the HoD level of work (while carrying the SH role) to show you out beat them. But beware, all this work you done that are HOD level may to passed off as their own work because they 'guide' or provide you with direction. Page 16 26-03-2025, 03:09 PM Quote: Originally Posted by Unregistered Has anyone successfully appealed against non-promotion? If so, did you get promoted with immediate effect, or in Oct? Haven't tried, but I suppose it will be difficult to have a successful appeal. I guess SLs will have their way to justify and wriggle their way out. 26-03-2025, 06:22 PM Quote: Originally Posted by Unregistered For SHs that are SE01, do you feel that you're disadvantaged in a way if your fighting against HODs who are at the same rank as you? How to stand out when they clearly do more and impactful? The best case scenario is a C+ in my school. One person got a B in the year she covered for the HOD. It's hard especially when you are ranked against others in the cluster, there are VPs who are SEO1 too. 26-03-2025, 06:36 PM Quote: Originally Posted by Unregistered No such thing as 'confirm' la. Buy Mao Shan wang Durian also cannot say confirm good quality. Reasons for non promotion is a mystery to many people, even SLs won know because it is determined by HR. Your 'C' in your eyes, may not be a 'C' in actual fact. Can't reveal much here, but if you know, you know. And that could be one of the reasons you are not promoted. It used to be guaranteed as long as you don't screw up and get C- or below. That's why it was called a "cohort promotion". The NSmen would get it immediately (the nearest Oct or Apr) after confirmation, while the non-NSmen and the ladies would get it in the subsequent cycle. Nowadays it seems like the promotion is no longer a fixed interval after confirmation, but some other mechanisms (probably performance and competency related) are at play. 26-03-2025, 06:53 PM Just got the good news for this year. Geo4 to 5 = 4 years Geo5 to SEO1 = 3.years Means I will hit SEO2 in 2027? I hope lol 26-03-2025, 08:43 PM Quote: Originally Posted by Unregistered [2022] GEO2 (Untrained): 2300-5000 (graduates start here) [2022] GEO2 (Trained): 2950-5200 [2022] GEO3: 3900-6250 [2022] GEO4: 4800-7700 [2022] GEO5: 5150-8250 [2022] GEO5A: 5650-9050 (max salary grade for standard teacher) [2022] SEO1: 6400-10250 (min. LH/SH/ST) [2022] SEO2: 7850-11650 (min. HOD/LT) [2022] SEO3: 9800-13700 (min. HOD/MT) Is this still true? 26-03-2025, 10:40 PM Quote: Originally Posted by Sad BT I started my BT-ship last year April. I heard that the guys who served NS will confirm get promoted this year April. But me and the other BT who are NS men are not in the promotion list. Both of us got C for the Performance grade which I heard is quite a norm for 1st year BT. Anyone knows the reason for us not to be promoted? A confused BT... Cohort promotion GEO2 to 3 is also no longer solely based on time norms, i.e. not automatic after a certain time. Other factors also determine promotion readiness, just like for the higher subgrades. It sucks but welcome to MOE. The horror stories of being stuck at GEO3 or GEO4 for 8 years are real. Not incredibly common (the silent majority get their promotions faster, so you only see the complainers on this thread), but very real. 26-03-2025, 11:33 PM Quote: Originally Posted by Unregistered Cohort promotion GEO2 to 3 is also no longer solely based on time norms, i.e. not automatic after a certain time. Other factors also determine promotion readiness, just like for the higher subgrades. It sucks but welcome to MOE. The horror stories of being stuck at GEO3 or GEO4 for 8 years are real. Not incredibly common (the silent majority get their promotions faster, so you only see the complainers on this thread), but very real. Please lah... some pple take almost 17 years to get GEO5... and still slogging their hearts out... 27-03-2025, 05:16 AM Quote: Originally Posted by Unregistered Is this still true? 5A isnt the max for a standard teacher. 5 is. Only a small percentage of HOTs sill get the bump up to 5A. 27-03-2025, 07:28 AM Cap Quote: Originally Posted by Unregistered Please lah... some pple take almost 17 years to get GEO5... and still slogging their hearts out... Some people don't even get there. They cap at GEO4. The most jialat I see before is cap at GEO3 . Page 17 27-03-2025, 07:30 AM Cap Quote: Originally Posted by Unregistered Please lah... some pple take almost 17 years to get GEO5... and still slogging their hearts out... Some people don't even get there. The most jialat one I have seen is cap at GEO3. 27-03-2025, 07:37 AM Cap Quote: Originally Posted by Unregistered Please lah... some pple take almost 17 years to get GEO5... and still slogging their hearts out... Some people don't even get there. The most jialat I have seen is cap at GEO3. 27-03-2025, 08:56 AM Quote: Originally Posted by Unregistered Some people don't even get there. The most jialat one I have seen is cap at GEO3. How you know the person is cap at GEO3? More than 10 years still same subgrade? 27-03-2025, 09:13 AM Quote: Originally Posted by Unregistered Some people don't even get there. The most jialat one I have seen is cap at GEO3. I bet that teacher blames KPs, SLs, MOE. Everything and anything other than reflecting on their personal failures. 27-03-2025, 10:11 AM Ranking Quote: Originally Posted by Unregistered How you know the person is cap at GEO3? More than 10 years still same subgrade? You sit in ranking panel, you can see all the teachers CEP and Perf grade. One look you know everything. 27-03-2025, 10:16 AM Blaming Quote: Originally Posted by Unregistered I bet that teacher blames KPs, SLs, MOE. Everything and anything other than reflecting on their personal failures. Some dont blame people. They just choose to be so. If you are in the school long enough and get long well with such colleagues, you will know that being a teacher is their side job instead of main job. The purpose of being in the system, is to provide them with a stable monthly income. And then after school, they do whatever they want to supplement their income. Usually such teachers are the ones who teach better than anyone else. they are ranked low because they just want to teach, and pushes all the funny events or admin aside. When you dun need to worry about money, you do what you deem fit in the system to help students. Of course, this is only part of the group of the low cep people, i cant say all of them are like that. Personally, i know a few such teachers and i respect that choice. 27-03-2025, 10:54 AM Quote: Originally Posted by Unregistered You sit in ranking panel, you can see all the teachers CEP and Perf grade. One look you know everything. Are these people stuck at GEO3 and 4 because they have gotten adverse grading (C-) before? 27-03-2025, 11:01 AM Stuck Quote: Originally Posted by Unregistered Are these people stuck at GEO3 and 4 because they have gotten adverse grading (C-) before? Multiple reasons. Too complex to understand and also too sensitive to share such things openly. But what the post said is true. Some are by choice, some are truly lousy. 27-03-2025, 03:28 PM Quote: Originally Posted by Unregistered Cohort promotion GEO2 to 3 is also no longer solely based on time norms, i.e. not automatic after a certain time. Other factors also determine promotion readiness, just like for the higher subgrades. It sucks but welcome to MOE. The horror stories of being stuck at GEO3 or GEO4 for 8 years are real. Not incredibly common (the silent majority get their promotions faster, so you only see the complainers on this thread), but very real. Yes it's true that there's no more cohort promotion. Anyone knows why? What can be done or who to contact about this? 27-03-2025, 04:46 PM Slow promotion Quote: Originally Posted by Unregistered Yes it's true that there's no more cohort promotion. Anyone knows why? What can be done or who to contact about this? Nothing can be done. Already got people say promotion is slowed down, but still got people disagree and say rate is normal. It's the truth but nobody believe. Not to discourage young teachers but you really need to think how you gonna survive with the low pay scale and slower promotion. I have young colleagues who earn GEO2 pay for 5 years. Want to enjoy holiday, family planning also don't dare to do so. You call HR they just tell you generic stuff one, so don't waste time and effort to make the call. Page 18 27-03-2025, 04:50 PM Quote: Originally Posted by Unregistered Nothing can be done. Already got people say promotion is slowed down, but still got people disagree and say rate is normal. It's the truth but nobody believe. Not to discourage young teachers but you really need to think how you gonna survive with the low pay scale and slower promotion. I have young colleagues who earn GEO2 pay for 5 years. Want to enjoy holiday, family planning also don't dare to do so. You call HR they just tell you generic stuff one, so don't waste time and effort to make the call. GEO2 (Trained): 2950-5200 Someone earning 3k to 4k don't dare go on holiday? Its not enough to go Thailand, Vietnam or Taiwan? 27-03-2025, 05:00 PM Dont judge Quote: Originally Posted by Unregistered GEO2 (Trained): 2950-5200 Someone earning 3k to 4k don't dare go on holiday? Its not enough to go Thailand, Vietnam or Taiwan? Let's not judge people on their spending habits or life goals. To be honest, 3k to 4K nowadays, want to go holiday, planning for wedding, plan to have kids, it's not easy. If just do one thing, I think it's ok. But to do many major life events is a bit hard. 27-03-2025, 05:28 PM Quote: Originally Posted by Unregistered Nothing can be done. Already got people say promotion is slowed down, but still got people disagree and say rate is normal. It's the truth but nobody believe. Not to discourage young teachers but you really need to think how you gonna survive with the low pay scale and slower promotion. I have young colleagues who earn GEO2 pay for 5 years. Want to enjoy holiday, family planning also don't dare to do so. You call HR they just tell you generic stuff one, so don't waste time and effort to make the call. OP here. GEO2 for 5 years is really sad... just so unfortunate that now cohort promotion is no longer a thing. Not sure if it is also because I'm not exactly at ceiling yet (slightly less than 5k) so there's no promotion. 27-03-2025, 06:02 PM Quote: Originally Posted by Unregistered OP here. GEO2 for 5 years is really sad... just so unfortunate that now cohort promotion is no longer a thing. Not sure if it is also because I'm not exactly at ceiling yet (slightly less than 5k) so there's no promotion. i heard the nearer a person is to the ceiling, the lesser the increment as well? is that true? 27-03-2025, 06:07 PM Partial increment Quote: Originally Posted by Unregistered i heard the nearer a person is to the ceiling, the lesser the increment as well? is that true? Yes, it's called partial increment. So that it can delay a few more years of increment before they promote you and you still feel good that you had an increment. 27-03-2025, 07:52 PM BT that didn't get cohort promoted Well, without cohort promotion, they successfully destroyed my passion in teaching. I mean I agree that teaching is a calling, but without being recognised, passion is not going to last long. Looking at the Genz; Looking at the salary, they just don't match..... Especially when the school you are teaching is a school that so many discipline cases are happening on a daily basis. It's not 1st April yet, so I don't know if I am promoted. Tbh, I will feel quite discouraged if I'm not being promoted. 27-03-2025, 08:49 PM Junior Member Join Date: Jul 2018 Posts: 6 Hi there, anyone can provide insights for this? I am glad to see that MOE has been increasing the starting pay for new hires in order to attract people into this profession. However, I have been discussing with the new teachers in my school, and it is really demoralising to see that their pay can almost match teachers who are in service much longer. For example, My GEO2 colleague is currently drawing 5k pay in his 2nd year of teaching. His pay can easily be close to mine after being promoted to GEO3 this year. I am currently in my 7th year of teaching, promoted to SH, GEO5 and my pay is only 6.3k. It just feels unfair to be loaded with so much work, while newer colleagues are drawing pay that can easily match existing teachers. I am not sure why the HR is not reviewing the pay scheme for the existing teachers, seems like a gap in the system. Last edited by clarrissa; 27-03-2025 at 08:51 PM. 27-03-2025, 08:49 PM Quote: Originally Posted by Unregistered Well, without cohort promotion, they successfully destroyed my passion in teaching. I mean I agree that teaching is a calling, but without being recognised, passion is not going to last long. Looking at the Genz; Looking at the salary, they just don't match..... Especially when the school you are teaching is a school that so many discipline cases are happening on a daily basis. It's not 1st April yet, so I don't know if I am promoted. Tbh, I will feel quite discouraged if I'm not being promoted. Promote or not..its Def not worth the money. 27-03-2025, 09:33 PM Starting pay Quote: Originally Posted by clarrissa Hi there, anyone can provide insights for this? I am glad to see that MOE has been increasing the starting pay for new hires in order to attract people into this profession. However, I have been discussing with the new teachers in my school, and it is really demoralising to see that their pay can almost match teachers who are in service much longer. For example, My GEO2 colleague is currently drawing 5k pay in his 2nd year of teaching. His pay can easily be close to mine after being promoted to GEO3 this year. I am currently in my 7th year of teaching, promoted to SH, GEO5 and my pay is only 6.3k. It just feels unfair to be loaded with so much work, while newer colleagues are drawing pay that can easily match existing teachers. I am not sure why the HR is not reviewing the pay scheme for the existing teachers, seems like a gap in the system. Hi. That's how things are unfortunately. A couple of reasons for this. If you understand right, starting pay of teachers are correlated with economy of Singapore at the year of you join teaching. 7 years ago, it's pre covid, standard of living is considered lower, hence lower starting pay. 2 years ago, economy recovered from COVID and also standard of living is higher, hence the starting pay also higher. Those teachers who joined teaching during COVID had it worse, some who are in geo 3 didn't even hit 5k. If u not happy, think of colleagues who joined during covid. Maybe that will console u. Page 19 27-03-2025, 09:37 PM Slim chance Quote: Originally Posted by Unregistered Well, without cohort promotion, they successfully destroyed my passion in teaching. I mean I agree that teaching is a calling, but without being recognised, passion is not going to last long. Looking at the Genz; Looking at the salary, they just don't match..... Especially when the school you are teaching is a school that so many discipline cases are happening on a daily basis. It's not 1st April yet, so I don't know if I am promoted. Tbh, I will feel quite discouraged if I'm not being promoted. Sad to say this, but if you are not informed by now, chances of you getting the promotion is very very low alr. By now, SL should have went round informing promotees. Unless your P is the kind that only announce promotion one day before 1 April. Then you still have chance they tell u tomorrow or on Monday. For now, take it as no promotion. If get the letter, then is bonus. Primary School English Grammar and Vocabulary Drills SG Bus Timing App - the best bus app - available on iOS and Android Bursa Stocks [Android] App - check latest share prices on the go SGX Stocks [Android] App - check latest share prices on the go SGX Stocks [iPad] app | SGX Stocks [iPhone] app 27-03-2025, 09:42 PM Junior Member Join Date: Jul 2018 Posts: 6 Quote: Originally Posted by Unregistered Hi. That's how things are unfortunately. A couple of reasons for this. If you understand right, starting pay of teachers are correlated with economy of Singapore at the year of you join teaching. 7 years ago, it's pre covid, standard of living is considered lower, hence lower starting pay. 2 years ago, economy recovered from COVID and also standard of living is higher, hence the starting pay also higher. Those teachers who joined teaching during COVID had it worse, some who are in geo 3 didn't even hit 5k. If u not happy, think of colleagues who joined during covid. Maybe that will console u. Thanks for this insight, it does make sense. I guess I am at the juncture where I am thinking if I would be more fairly compensated if I am able to jump into private sector with my skillsets. 27-03-2025, 09:45 PM Quote: Originally Posted by Unregistered Well, without cohort promotion, they successfully destroyed my passion in teaching. I mean I agree that teaching is a calling, but without being recognised, passion is not going to last long. Looking at the Genz; Looking at the salary, they just don't match..... Especially when the school you are teaching is a school that so many discipline cases are happening on a daily basis. It's not 1st April yet, so I don't know if I am promoted. Tbh, I will feel quite discouraged if I'm not being promoted. Exact sentiments.. and im also still slightly hopeful since it's not 1st April yet but tbh, I think not possible to be promoted cause we would have gotten news by now if we are. After reading the more recent posts, I feel the GEO grade is not the most important. No point getting high GEO grade but pay is lower than those with lower GEO grade. So let's try to look at the brighter side of things yea? 27-03-2025, 09:55 PM Quote: Originally Posted by clarrissa Hi there, anyone can provide insights for this? I am glad to see that MOE has been increasing the starting pay for new hires in order to attract people into this profession. However, I have been discussing with the new teachers in my school, and it is really demoralising to see that their pay can almost match teachers who are in service much longer. For example, My GEO2 colleague is currently drawing 5k pay in his 2nd year of teaching. His pay can easily be close to mine after being promoted to GEO3 this year. I am currently in my 7th year of teaching, promoted to SH, GEO5 and my pay is only 6.3k. It just feels unfair to be loaded with so much work, while newer colleagues are drawing pay that can easily match existing teachers. I am not sure why the HR is not reviewing the pay scheme for the existing teachers, seems like a gap in the system. Feels like govt trying to attract new and younger talents but not really taking care of those who are already employed. Not sure if this is their way of making those in service quit on their own. 27-03-2025, 10:02 PM Quote: Originally Posted by Unregistered Sad to say this, but if you are not informed by now, chances of you getting the promotion is very very low alr. By now, SL should have went round informing promotees. Unless your P is the kind that only announce promotion one day before 1 April. Then you still have chance they tell u tomorrow or on Monday. For now, take it as no promotion. If get the letter, then is bonus. Mon ph so it's either tmr or no chance. Maybe next year... 27-03-2025, 10:15 PM Change job Quote: Originally Posted by clarrissa Thanks for this insight, it does make sense. I guess I am at the juncture where I am thinking if I would be more fairly compensated if I am able to jump into private sector with my skillsets. Do it while you are still young. Tbh, teachers learns a lot of different skills along the work they do. But let's be honest, jack of all trades, master of none. You think you have transferable skills, but to another organization, you are as good (and new) as a fresh grad. Most of my ex colleagues suffers pay cut when they left (me included). But i would say the pay now matches with what we do, more work life balance and pay also not bad (after a few tears, may be better than moe). If you do a bit of comparison with your classmates in JC, 10th year point is the break even point where u see their pay rocket high, and you still surviving on that penny increment or hoping to be a SEO1 in future. If you want to change, change now before it's too late. 27-03-2025, 10:45 PM Quote: Originally Posted by Unregistered Let's not judge people on their spending habits or life goals. To be honest, 3k to 4K nowadays, want to go holiday, planning for wedding, plan to have kids, it's not easy. If just do one thing, I think it's ok. But to do many major life events is a bit hard. We should judge people. There's many people out there who are absolutely terrible at managing money. You talk to them and then they admit that they shop a lot, eat a lot and travel to Europe/Australia every year. Again, a one off trip to Bangkok wouldn't cost much. You can do that for less than 1k. The rest of the salary for the year can be used for other purposes. 27-03-2025, 10:46 PM Quote: Originally Posted by Unregistered Well, without cohort promotion, they successfully destroyed my passion in teaching. I mean I agree that teaching is a calling, but without being recognised, passion is not going to last long. Looking at the Genz; Looking at the salary, they just don't match..... Especially when the school you are teaching is a school that so many discipline cases are happening on a daily basis. It's not 1st April yet, so I don't know if I am promoted. Tbh, I will feel quite discouraged if I'm not being promoted. If gen z think that the salary is too low they're free to leave. Best of luck with the state of the economy and the private sector layoffs. 27-03-2025, 10:49 PM Quote: Originally Posted by clarrissa Hi there, anyone can provide insights for this? I am glad to see that MOE has been increasing the starting pay for new hires in order to attract people into this profession. However, I have been discussing with the new teachers in my school, and it is really demoralising to see that their pay can almost match teachers who are in service much longer. For example, My GEO2 colleague is currently drawing 5k pay in his 2nd year of teaching. His pay can easily be close to mine after being promoted to GEO3 this year. I am currently in my 7th year of teaching, promoted to SH, GEO5 and my pay is only 6.3k. It just feels unfair to be loaded with so much work, while newer colleagues are drawing pay that can easily match existing teachers. I am not sure why the HR is not reviewing the pay scheme for the existing teachers, seems like a gap in the system. My GEO2 colleague is currently drawing 5k pay in his 2nd year of teaching. His pay can easily be close to mine after being promoted to GEO3 this year. Fake news! Someone else earlier said GEO2 are poor things. Can't even go on holiday and do family planning. How can even earn 5k in 2nd year. 27-03-2025, 10:56 PM 3000-4000 Quote: Originally Posted by Unregistered We should judge people. There's many people out there who are absolutely terrible at managing money. You talk to them and then they admit that they shop a lot, eat a lot and travel to Europe/Australia every year. Again, a one off trip to Bangkok wouldn't cost much. You can do that for less than 1k. The rest of the salary for the year can be used for other purposes. You seem like someone who had a good life your whole life and doesn't know what is hardship. You are only thinking about one person expenses for the holiday. Some people have to pay for himself/herself and 2 parents. Not all parents are still healthy and working to be able to pay for their own travel expenses, and worse if that officer is the only child of the family. Multiply a bangkok trip by 3, it's 3000 (thats like a month's pay). Do you still think 3000-4000 is a lot? Page 20 27-03-2025, 11:15 PM Quote: Originally Posted by Unregistered Nothing can be done. Already got people say promotion is slowed down, but still got people disagree and say rate is normal. It's the truth but nobody believe. Not to discourage young teachers but you really need to think how you gonna survive with the low pay scale and slower promotion. I have young colleagues who earn GEO2 pay for 5 years. Want to enjoy holiday, family planning also don't dare to do so. You call HR they just tell you generic stuff one, so don't waste time and effort to make the call. GEO2 for 5 years is really really unusual? New BTs in my school are all still getting promoted to GEO3 in 1 year if they are male, and 2 years if they are female. I have never seen anyone stuck at GEO2 before, nor have my teaching friends in other schools either. 27-03-2025, 11:31 PM Quote: Originally Posted by clarrissa Thanks for this insight, it does make sense. I guess I am at the juncture where I am thinking if I would be more fairly compensated if I am able to jump into private sector with my skillsets. The grass is not always greener on the other side. Private sector has struggles too I have been in service 15 years and my pay isn't that bad compared to many friends in private sector, and compared to them mine has been very consistent and stable with no ups/downs or gaps. I don't find my work life balance that bad too. I have long days sometimes, but I also rarely work on weekends or during holiday protected time. It's comparable or even better than some friends I have outside. 28-03-2025, 12:15 AM Quote: Originally Posted by Unregistered We should judge people. There's many people out there who are absolutely terrible at managing money. You talk to them and then they admit that they shop a lot, eat a lot and travel to Europe/Australia every year. Again, a one off trip to Bangkok wouldn't cost much. You can do that for less than 1k. The rest of the salary for the year can be used for other purposes. Not OP but these things you said rub me off the wrong way. Everyone wants to earn more and save more, yourself included. Why must people spend less than 1k for holiday or be restricted to ASEAN countries just cause they earn 3-4K? Not saying that people should spend frivolously but with inflation, pay cannot always be stagnant at 3-4K right? 28-03-2025, 12:21 AM Quote: Originally Posted by Unregistered GEO2 for 5 years is really really unusual? New BTs in my school are all still getting promoted to GEO3 in 1 year if they are male, and 2 years if they are female. I have never seen anyone stuck at GEO2 before, nor have my teaching friends in other schools either. So you're saying it's a school thing? Have you checked with those who just got out of BT ship this year? A lot of people from various schools are saying they have no promotion from GEO 2 to 3. 28-03-2025, 04:54 AM Quote: Originally Posted by Unregistered You seem like someone who had a good life your whole life and doesn't know what is hardship. You are only thinking about one person expenses for the holiday. Some people have to pay for himself/herself and 2 parents. Not all parents are still healthy and working to be able to pay for their own travel expenses, and worse if that officer is the only child of the family. Multiply a bangkok trip by 3, it's 3000 (thats like a month's pay). Do you still think 3000-4000 is a lot? If its a one off trip where you bring your parents along,what's wrong with spending a month salary. You really think that every holiday must bring the parents along and pay everything is it. Its really typical of such online conversations that when its pointed out that the pay isnt that bad, there's always some white Knight who will create the worst possible scenario to show why the salary isn't enough. Anyway you're exaggerating the numbers. Just because its 1k for a person doesn't automatically make it 3k for 3 persons. E.g. parents hotel room can share, transportation is fixed. 28-03-2025, 04:59 AM Quote: Originally Posted by Unregistered Not OP but these things you said rub me off the wrong way. Everyone wants to earn more and save more, yourself included. Why must people spend less than 1k for holiday or be restricted to ASEAN countries just cause they earn 3-4K? Not saying that people should spend frivolously but with inflation, pay cannot always be stagnant at 3-4K right? Look at the posts rhat followed the OP where they are surprised someone can be stuck at GEO2 for years because its different from their own school experience. Nothing wrong to want to earn more. But id you cannot make it,why should you be promoted? 28-03-2025, 05:06 AM Quote: Originally Posted by Unregistered So you're saying it's a school thing? Have you checked with those who just got out of BT ship this year? A lot of people from various schools are saying they have no promotion from GEO 2 to 3. I would really love to know how many BTs this OP has contacted. What does 'a lot' mean and how come this OP knows whether these BTs get promoted or not. At the end of the day, we're all working with imperfect data here. For everyone saying that promotion rates slow in their school, there's always another person talking about how its ok in theirs. 28-03-2025, 06:26 AM Quote: Originally Posted by Unregistered OP here. GEO2 for 5 years is really sad... just so unfortunate that now cohort promotion is no longer a thing. Not sure if it is also because I'm not exactly at ceiling yet (slightly less than 5k) so there's no promotion. First, I hope you really worked hard and deserved the promotion. If you are deserving g, please go to another school. Obviously, this school is not thinking of helping you move on to another grade. Other than that, we have one GEO 2 officers stuck in that grade for a long time. Claimed that it's too much to teach and lead local learning journeys. Said that it's unfair to have CCA right after his lessons because he couldn't recharge. He brought his worksheet of the wrong level to the class. He administered the, and brushed off students' complaints there and then. He only realised his mistakes after he started marking. And he asked for a retest. Each mistake , when committed alone, could be brushed off as a bad day. When all these came together, and he made the same blunders every year, it's hard to justify when compared to other GEOs. Even new BTs performed better and was promoted faster than he. When feedback was given, he kept harping that he stayed back in school after lessons to do additional work. And That should count for something. He felt overworked and said that the mistakes could be committed by some other people. We explained to him that if it's once-in-a-while blunder, we could really overwrite it. But if the dude didn't a normal grade every year but he would get really bad grade when he got promoted. Just echoing that there were really terrible teachers who gaslit themselves that there were victims. I hope the OP would be an different and change school to start again. If not, there should be some serious reflection. 28-03-2025, 06:37 AM Quote: Originally Posted by Unregistered OP here. GEO2 for 5 years is really sad... just so unfortunate that now cohort promotion is no longer a thing. Not sure if it is also because I'm not exactly at ceiling yet (slightly less than 5k) so there's no promotion. Really review your skillsets. If you think you are competitive, take the plunge and join pvt sectors. That said, not all schools slow down their promotion. I don't know how true it is. My friends from HQ said that it became really competitive for primary schools. It's really harder to move there. He was cross-deployed to one. A primary school teacher would get less opportunities to do national works unless one counts PSLE markings. In schools where teachers could bring students out and coach the, for national competitions, it's faster. Not all primary schools could do that due to their student profile. In secondary schools, there are more opportunities. In JC, teachers can be fielded to different national learning circles. Only 16 JC, each JC would need to send one. These opportunities help when we discuss promotions. That's why some posters here didn't see an issue while some felt stuck for a long time. When I compared JC teachers, sec school teachers and teachers from elite primary schools, not much of a diff. Neighbourhoods primary school teachers tend to have a disadvantage. 28-03-2025, 06:55 AM Quote: Originally Posted by Unregistered Look at the posts rhat followed the OP where they are surprised someone can be stuck at GEO2 for years because its different from their own school experience. Nothing wrong to want to earn more. But id you cannot make it,why should you be promoted? My performance grade is A. Enough or still cannot make it? Don't assume people don't get promoted just cause they're lousy. I'm telling you cohort promotion is no longer a thing. Page 21 28-03-2025, 07:26 AM Quote: Originally Posted by Unregistered My performance grade is A. Enough or still cannot make it? Don't assume people don't get promoted just cause they're lousy. I'm telling you cohort promotion is no longer a thing. Please move on to another school. Such a hard-to-get grade is rare. The school is obviously not interested in moving anyone up. Cohort promotion may not be a thing but one shouldn't be stuck in such a grade for so long a time. Go to somewhere. Two consecutive Bs will be enough to move you forward very quickly. And a school values their A-grade performers. You might get a position sooner than you think. 28-03-2025, 08:20 AM Speaking up Quote: Originally Posted by Unregistered Thanks for speaking up for ppl like us I joined teaching cause I love to teach and want to teach. I didn't join to be an event organizer or baby sitter for excursions. Yes. I understand this is part of the work but too much of it is overboard and pulls me away from teaching. Over the years, it became a game of playing the right cards, be friend the right person in school to move up the ladder. What about teaching? That's a by-product already. It makes the profession like a strategic chess play. Too complicated already. I can't say this happens in every school, but I know it happen in some and it's bad. 28-03-2025, 08:21 AM Quote: Originally Posted by Unregistered So you're saying it's a school thing? Have you checked with those who just got out of BT ship this year? A lot of people from various schools are saying they have no promotion from GEO 2 to 3. I don't claim to know about other schools but one of my own JHs just got promoted. He came in as GEO2 BT last year. Another male BT in my sch who came in with him last year also got promoted, their names were in promo list. So it's not true that all GEO2s got their promotion slowed? 28-03-2025, 09:59 AM What's the total increment for GEO 5 to SEO 1, for PB of grade A? 28-03-2025, 10:14 AM Quote: Originally Posted by Unregistered Mon ph so it's either tmr or no chance. Maybe next year... There is a standard date for all School Leaders to announce the promotion list to staff i.e. 25 March Tuesday. Thus, if you didn't hear anything on 25 March, then likely not in the list. 28-03-2025, 11:11 AM Quote: Originally Posted by Unregistered What's the total increment for GEO 5 to SEO 1, for PB of grade A? Don't know your base. But the limited info I received - you would start at 8.4 k at least. It's also linked to your CEP in some ways. If your CEP is SEO 1, then the adjustment might be lower so that you have a longer runway for adjustments. 28-03-2025, 12:31 PM Teaching track here. Was geo5 for about 4 years before getting my seo1. Perf grade this year was B. Would I expect at least a $500 bump in pay? Or is that hoping for too much? 28-03-2025, 12:32 PM Quote: Originally Posted by Unregistered Teaching track here. Was geo5 for about 4 years before getting my seo1. Perf grade this year was B. Would I expect at least a $500 bump in pay? Or is that hoping for too much? Forgot to add that I'm drawing in the high $7k range 28-03-2025, 12:39 PM Quote: Originally Posted by Unregistered I joined teaching cause I love to teach and want to teach. I didn't join to be an event organizer or baby sitter for excursions. Yes. I understand this is part of the work but too much of it is overboard and pulls me away from teaching. Over the years, it became a game of playing the right cards, be friend the right person in school to move up the ladder. What about teaching? That's a by-product already. It makes the profession like a strategic chess play. Too complicated already. I can't say this happens in every school, but I know it happen in some and it's bad. I don't understand why people complain about office politics. Its basic human nature to be that way. We're talking about rank and money.why do people think that teaching will be immune to politicking? The only way we can avoid all this is if robots taught everything. 28-03-2025, 12:42 PM Quote: Originally Posted by Unregistered Don't know your base. But the limited info I received - you would start at 8.4 k at least. It's also linked to your CEP in some ways. If your CEP is SEO 1, then the adjustment might be lower so that you have a longer runway for adjustments. Thats assuming that the GEO5 is at the ceiling of their grade though. If they're still mid way through GEO5 scale then isnt it around 500 including annual increment. .. Page 22 28-03-2025, 12:42 PM Quote: Originally Posted by Unregistered Teaching track here. Was geo5 for about 4 years before getting my seo1. Perf grade this year was B. Would I expect at least a $500 bump in pay? Or is that hoping for too much? We're you already an SH while at GEO5? 28-03-2025, 01:06 PM Quote: Originally Posted by Unregistered We're you already an SH while at GEO5? I'm an ST. Hence on teaching track. 28-03-2025, 01:43 PM Quote: Originally Posted by Unregistered Thats assuming that the GEO5 is at the ceiling of their grade though. If they're still mid way through GEO5 scale then isnt it around 500 including annual increment. .. Normally, the GEO 5 to SEO 1 will have a good bump (600 - 800) SEO 1 to SEO 2 more.. The MI is also more than GEO. High 7k or low 8 k is the starting point for most SEO. But as usual, this forum will supply the data. Lol... waiting to see the real number as people reveal next week. 28-03-2025, 04:53 PM Quote: Originally Posted by Unregistered Teaching track here. Was geo5 for about 4 years before getting my seo1. Perf grade this year was B. Would I expect at least a $500 bump in pay? Or is that hoping for too much? Likely more. Mine last year was about 660 from GEO5 to SEO1. Similar scenario to you. GEO5 for 4 years and perf grade B. 28-03-2025, 05:51 PM Quote: Originally Posted by Unregistered Likely more. Mine last year was about 660 from GEO5 to SEO1. Similar scenario to you. GEO5 for 4 years and perf grade B. Seems like for GEO5 to SEO1 the promotion pace hasn't been slowed down at all? 4 years isnt much time for a teacher to move into the SEO ranks if they're SH or ST 28-03-2025, 06:01 PM Geo5 to seo1 Quote: Originally Posted by Unregistered Seems like for GEO5 to SEO1 the promotion pace hasn't been slowed down at all? 4 years isnt much time for a teacher to move into the SEO ranks if they're SH or ST I believe the reason is for SH and HOD to be placed in SEO grade rightfully so that ranking of geo5 officers can be more fair. Hod/SH at GEO5 is more likely to given B than a geo5 teacher. Emplacing them rightfully in the job grade is better for GEO5 teachers cause seo1 SH will get C, and they dun end up taking up the B grades for geo5 28-03-2025, 06:32 PM Quote: Originally Posted by Unregistered I believe the reason is for SH and HOD to be placed in SEO grade rightfully so that ranking of geo5 officers can be more fair. Hod/SH at GEO5 is more likely to given B than a geo5 teacher. Emplacing them rightfully in the job grade is better for GEO5 teachers cause seo1 SH will get C, and they dun end up taking up the B grades for geo5 A GEO5 HOD should be getting A lol 28-03-2025, 07:45 PM Spent 4.5 years as GEO 3 but only 3 years as GEO 4 before promoted to GEO 5 (I was appointed as SH for one year). I guess my CEP was probably bumped up while I was GEO 4? 28-03-2025, 07:49 PM Quote: Originally Posted by Unregistered I am currently in my 9th year as a GEO4. Just an average performer but no adverse grade before. I will hit my ceiling by this year. Is this even normal? So far no news of promotion coming yet.. There are people who are GEO4 for 10, 12 years with constant C grades lol, and their CEP is low too 28-03-2025, 09:21 PM Quote: Originally Posted by clarrissa Hi there, anyone can provide insights for this? I am glad to see that MOE has been increasing the starting pay for new hires in order to attract people into this profession. However, I have been discussing with the new teachers in my school, and it is really demoralising to see that their pay can almost match teachers who are in service much longer. For example, My GEO2 colleague is currently drawing 5k pay in his 2nd year of teaching. His pay can easily be close to mine after being promoted to GEO3 this year. I am currently in my 7th year of teaching, promoted to SH, GEO5 and my pay is only 6.3k. It just feels unfair to be loaded with so much work, while newer colleagues are drawing pay that can easily match existing teachers. I am not sure why the HR is not reviewing the pay scheme for the existing teachers, seems like a gap in the system. if u want faster and greater increments, it should be the private sector for u Page 23 28-03-2025, 10:43 PM Quote: Originally Posted by Unregistered There are people who are GEO4 for 10, 12 years with constant C grades lol, and their CEP is low too Stuck for so many years is it because haven hit ceiling yet? Will they only consider after you had hit the ceiling? 29-03-2025, 07:12 AM Would appreciate advice from seniors here. I'm a first year KP and I also got promoted to SEO1. I'm still finding my feet trying to understand my portfolio and yet I'm gonna be assessed against the veterans who already know their job very well and have been long in the school. It seems that my ranking would be screwed this year cause there's no way my contributions and impact could outshine them? 29-03-2025, 07:33 AM Outshine Quote: Originally Posted by Unregistered Would appreciate advice from seniors here. I'm a first year KP and I also got promoted to SEO1. I'm still finding my feet trying to understand my portfolio and yet I'm gonna be assessed against the veterans who already know their job very well and have been long in the school. It seems that my ranking would be screwed this year cause there's no way my contributions and impact could outshine them? What KP are you? ST/SH. Either way, seo1 is your rightful job grade, if you do well, that just warrants a C+ at most. As this is your first year promotion, even if u screwed up, the 'default C' mechanism likely will save you. C+ in the first year of seo1 is unlikely. Your true performance will be seen after next year. 29-03-2025, 07:46 AM Quote: Originally Posted by Unregistered What KP are you? ST/SH. Either way, seo1 is your rightful job grade, if you do well, that just warrants a C+ at most. As this is your first year promotion, even if u screwed up, the 'default C' mechanism likely will save you. C+ in the first year of seo1 is unlikely. Your true performance will be seen after next year. C+ only... not possible to get a B in the first year? How to score a B then? 29-03-2025, 08:04 AM Verified Member Join Date: Feb 2022 Posts: 27 First-Year Promotion at SEO Grade If this is your first year being promoted to the SEO grade, and depending on whether you are a Subject Head or a Head of Department (HOD), your ranking will likely fall between C and C+ since it's your first promotion at this level. But you mentioned you are first year KP: Did you skipped the SH position and become HOD directly? (Example, coming in from HQ) because due to delayed promotions implemented these few years by HR, it is rare for first year SH to get SEO 1 directly unless you reach a particular age point. . Going forward, your ranking will also depend on who else holds the same job grade as you. To illustrate, if there is a number of SHs in the same grade, they may not receive better grades compared to a HOD who typically holds a larger portfolio and more responsibilities. HOD at a SEO1 level will tend to get the better grades as they are doing a job role below the official HOD pegged level which is SEO2. Shift in Ranking Expectations at Higher Job Grades It's important to adjust your expectations as you move into higher job grades like SEO. The "A/Bs" are tougher to get especially at the SEO level. In MOE system, there are also other senior roles such as Vice Principals (VPs) and Deputy Directors who may be SEO1s. Naturally, due to the demands of these roles, they tend to receive higher rankings. In schools, if you're in the top third of your job grade, there's still a possibility of achieving a B at SEO 1, but getting a B at SEO 2 is extremely challenging. As you rise in grade, even if you keep working hard, your ranking might still hover around C or C+ unless you're involved in high-impact projects or initiatives. Impact on Remuneration Post-Promotion Be prepared for a potential drop in your total remuneration during the year of your promotion, as you may receive a C ranking. This could mean that your overall compensation for this year, including bonuses, may not surpass what you earned at the GEO grade with an A or B rating. However, a silver lining is that SEO grades tend to have higher bonus percentages (+0.5 compared to equivalent grades at GEO) but that applies from the 2nd year of promotion onwards. Keep in mind, though, that the final bonus amount depends on how your Principal allocates bonus points—two individuals with a C rating could receive significantly different amounts based on where which part of the sticks they are at. Cross-Referencing Between SEO1 and SEO2 There's also a concept called cross-referencing, where we assess whether SEO 2s are consistently outperforming SEO 1s in terms of job scope and impact. If their contributions are similar, SEO 2s may not receive higher rankings (such as B or C+). In that case, more B and C+ ratings could be allocated to SEO 1s. This cross-referencing process works similarly at the GEO level, but at that grade, there's generally more flexibility and a higher percentage of individuals receiving A/B/C+ ratings. 29-03-2025, 08:17 AM SH get B Quote: Originally Posted by Unregistered C+ only... not possible to get a B in the first year? How to score a B then? SH at SEO1 will not get B unless you are covering HOD while being a SH. SEO1 is the rightful grade for SH. Much less to say getting B in the first year of promotion to SEO1 as SH. C would be your likely grade. If you do some simple math, you will know the difference is little. For a GEO5 SH and SEO1 SH, the overall annual salary is almost the same. B at GEO5 is 2.5 months, C at SEO1 is 2 months. It's almost the same if you are at/near the GEO5 cap. The only difference is workload. SEO1 likely to be given 1 more comm or IC/2IC for extra comm. All in all, you don't get paid for nothing one la. Higher money means higher work load. 29-03-2025, 08:47 AM Quote: Originally Posted by Tinkermaster First-Year Promotion at SEO Grade If this is your first year being promoted to the SEO grade, and depending on whether you are a Subject Head or a Head of Department (HOD), your ranking will likely fall between C and C+ since it's your first promotion at this level. But you mentioned you are first year KP: Did you skipped the SH position and become HOD directly? (Example, coming in from HQ) because due to delayed promotions implemented these few years by HR, it is rare for first year SH to get SEO 1 directly unless you reach a particular age point. . Going forward, your ranking will also depend on who else holds the same job grade as you. To illustrate, if there is a number of SHs in the same grade, they may not receive better grades compared to a HOD who typically holds a larger portfolio and more responsibilities. HOD at a SEO1 level will tend to get the better grades as they are doing a job role below the official HOD pegged level which is SEO2. Shift in Ranking Expectations at Higher Job Grades It's important to adjust your expectations as you move into higher job grades like SEO. The "A/Bs" are tougher to get especially at the SEO level. In MOE system, there are also other senior roles such as Vice Principals (VPs) and Deputy Directors who may be SEO1s. Naturally, due to the demands of these roles, they tend to receive higher rankings. In schools, if you're in the top third of your job grade, there's still a possibility of achieving a B at SEO 1, but getting a B at SEO 2 is extremely challenging. As you rise in grade, even if you keep working hard, your ranking might still hover around C or C+ unless you're involved in high-impact projects or initiatives. Impact on Remuneration Post-Promotion Be prepared for a potential drop in your total remuneration during the year of your promotion, as you may receive a C ranking. This could mean that your overall compensation for this year, including bonuses, may not surpass what you earned at the GEO grade with an A or B rating. However, a silver lining is that SEO grades tend to have higher bonus percentages (+0.5 compared to equivalent grades at GEO) but that applies from the 2nd year of promotion onwards. Keep in mind, though, that the final bonus amount depends on how your Principal allocates bonus points—two individuals with a C rating could receive significantly different amounts based on where which part of the sticks they are at. Cross-Referencing Between SEO1 and SEO2 There's also a concept called cross-referencing, where we assess whether SEO 2s are consistently outperforming SEO 1s in terms of job scope and impact. If their contributions are similar, SEO 2s may not receive higher rankings (such as B or C+). In that case, more B and C+ ratings could be allocated to SEO 1s. This cross-referencing process works similarly at the GEO level, but at that grade, there's generally more flexibility and a higher percentage of individuals receiving A/B/C+ ratings. Thank you for the very detailed response! I am an SH but I do appreciate you sharing about the possible implications and the differences between HOD and SH. Teaching is my second career, I worked in the private sector for 3 years before deciding to join MOE. So my age could explain why I get SEO1 despite being a first year SH. Yes,the fact that there are HODs and even VPs in the same rank as me is something that I am well aware of. I guess my concern is that I'm not even gonna get a C but drop to a C- if I mess up along the way in this new role. 29-03-2025, 09:05 AM Quote: Originally Posted by Unregistered C+ only... not possible to get a B in the first year? How to score a B then? It's hard to get a B, or even a C+, as an SEO1 SH as you are ranked against other SEO1s in your school and cluster who might be HODs and VPs. However, this is compensated to some extent by how SEO PB quantums are one grade higher than GEOs. A 'C' SEO's PB range is the same as a 'C+' GEO's PB range. This also means that a high 'C' grade at SEO1 can get you almost the same quantum as a low 'B' grade at GEO5. 29-03-2025, 09:13 AM Quote: Originally Posted by Tinkermaster First-Year Promotion at SEO Grade If this is your first year being promoted to the SEO grade, and depending on whether you are a Subject Head or a Head of Department (HOD), your ranking will likely fall between C and C+ since it's your first promotion at this level. But you mentioned you are first year KP: Did you skipped the SH position and become HOD directly? (Example, coming in from HQ) because due to delayed promotions implemented these few years by HR, it is rare for first year SH to get SEO 1 directly unless you reach a particular age point. . Going forward, your ranking will also depend on who else holds the same job grade as you. To illustrate, if there is a number of SHs in the same grade, they may not receive better grades compared to a HOD who typically holds a larger portfolio and more responsibilities. HOD at a SEO1 level will tend to get the better grades as they are doing a job role below the official HOD pegged level which is SEO2. Shift in Ranking Expectations at Higher Job Grades It's important to adjust your expectations as you move into higher job grades like SEO. The "A/Bs" are tougher to get especially at the SEO level. In MOE system, there are also other senior roles such as Vice Principals (VPs) and Deputy Directors who may be SEO1s. Naturally, due to the demands of these roles, they tend to receive higher rankings. In schools, if you're in the top third of your job grade, there's still a possibility of achieving a B at SEO 1, but getting a B at SEO 2 is extremely challenging. As you rise in grade, even if you keep working hard, your ranking might still hover around C or C+ unless you're involved in high-impact projects or initiatives. Impact on Remuneration Post-Promotion Be prepared for a potential drop in your total remuneration during the year of your promotion, as you may receive a C ranking. This could mean that your overall compensation for this year, including bonuses, may not surpass what you earned at the GEO grade with an A or B rating. However, a silver lining is that SEO grades tend to have higher bonus percentages (+0.5 compared to equivalent grades at GEO) but that applies from the 2nd year of promotion onwards. Keep in mind, though, that the final bonus amount depends on how your Principal allocates bonus points—two individuals with a C rating could receive significantly different amounts based on where which part of the sticks they are at. Cross-Referencing Between SEO1 and SEO2 There's also a concept called cross-referencing, where we assess whether SEO 2s are consistently outperforming SEO 1s in terms of job scope and impact. If their contributions are similar, SEO 2s may not receive higher rankings (such as B or C+). In that case, more B and C+ ratings could be allocated to SEO 1s. This cross-referencing process works similarly at the GEO level, but at that grade, there's generally more flexibility and a higher percentage of individuals receiving A/B/C+ ratings. This is the most professional and comprehensive post. It makes so much sense. 29-03-2025, 09:17 AM Quote: Originally Posted by Unregistered C+ only... not possible to get a B in the first year? How to score a B then? Sorry to be a party pooper. A C or a C+ is a norm for SEO1 and above unless you are a super performer as an SH (different for HOD or VPs). The only exception, thus far, was a JC in the west that awarded my friend B the first year he was promoted to SH, and in subsequent years (he is still an SEO SH now). But then his boss was an infamous lady who would not rest until the SLs gave in. If you don't have a boss like that, be like the normal people lah... When you reach to the higher end of the salary range, you do enjoy a higher salary lah... Cheer up! Page 24 29-03-2025, 10:06 AM Quote: Originally Posted by Unregistered Sorry to be a party pooper. A C or a C+ is a norm for SEO1 and above unless you are a super performer as an SH (different for HOD or VPs). The only exception, thus far, was a JC in the west that awarded my friend B the first year he was promoted to SH, and in subsequent years (he is still an SEO SH now). But then his boss was an infamous lady who would not rest until the SLs gave in. If you don't have a boss like that, be like the normal people lah... When you reach to the higher end of the salary range, you do enjoy a higher salary lah... Cheer up! Your description is so specific, very obvious who you are referring to as that infamous lady boss lol. Now you make me wonder whether we have that SH as a mutual friend 29-03-2025, 11:15 AM Quote: Originally Posted by Tinkermaster First-Year Promotion at SEO Grade If this is your first year being promoted to the SEO grade, and depending on whether you are a Subject Head or a Head of Department (HOD), your ranking will likely fall between C and C+ since it's your first promotion at this level. But you mentioned you are first year KP: Did you skipped the SH position and become HOD directly? (Example, coming in from HQ) because due to delayed promotions implemented these few years by HR, it is rare for first year SH to get SEO 1 directly unless you reach a particular age point. . Going forward, your ranking will also depend on who else holds the same job grade as you. To illustrate, if there is a number of SHs in the same grade, they may not receive better grades compared to a HOD who typically holds a larger portfolio and more responsibilities. HOD at a SEO1 level will tend to get the better grades as they are doing a job role below the official HOD pegged level which is SEO2. Shift in Ranking Expectations at Higher Job Grades It's important to adjust your expectations as you move into higher job grades like SEO. The "A/Bs" are tougher to get especially at the SEO level. In MOE system, there are also other senior roles such as Vice Principals (VPs) and Deputy Directors who may be SEO1s. Naturally, due to the demands of these roles, they tend to receive higher rankings. In schools, if you're in the top third of your job grade, there's still a possibility of achieving a B at SEO 1, but getting a B at SEO 2 is extremely challenging. As you rise in grade, even if you keep working hard, your ranking might still hover around C or C+ unless you're involved in high-impact projects or initiatives. Impact on Remuneration Post-Promotion Be prepared for a potential drop in your total remuneration during the year of your promotion, as you may receive a C ranking. This could mean that your overall compensation for this year, including bonuses, may not surpass what you earned at the GEO grade with an A or B rating. However, a silver lining is that SEO grades tend to have higher bonus percentages (+0.5 compared to equivalent grades at GEO) but that applies from the 2nd year of promotion onwards. Keep in mind, though, that the final bonus amount depends on how your Principal allocates bonus points—two individuals with a C rating could receive significantly different amounts based on where which part of the sticks they are at. Cross-Referencing Between SEO1 and SEO2 There's also a concept called cross-referencing, where we assess whether SEO 2s are consistently outperforming SEO 1s in terms of job scope and impact. If their contributions are similar, SEO 2s may not receive higher rankings (such as B or C+). In that case, more B and C+ ratings could be allocated to SEO 1s. This cross-referencing process works similarly at the GEO level, but at that grade, there's generally more flexibility and a higher percentage of individuals receiving A/B/C+ ratings. Thank you so much for your very comprehensive post! I'm.a first year SH who is just finding my feet in the portfolio and is getting a bit overwhelmed by the portfolio and the expectation of being an SEO1. My age could be a factor cause I joined MOE after working in the private sector for 3 years. I'm just concerned that because of this I'm gonna mess up somewhere and then find myself with a C- due to my inexperience but higher expectations. 29-03-2025, 04:24 PM Enhanced Posting and Facilitated HQ Posting Hi seniors here, can I check: - For the enhanced posting exercise, it is only meant for HQ officers going back to school? What about seconded officers going back to school? - If one is offered a FHQ posting, does that mean one's CEP is relatively high? 29-03-2025, 05:01 PM Enhanced

posting Quote: Originally Posted by Unregistered Hi seniors here, can I check: - For the enhanced posting exercise, it is only meant for HQ officers going back to school? What about seconded officers going back to school? - If one is offered a FHQ posting, does that mean one’s CEP is relatively high? Yes, enhanced posting is strictly for HQ going back school. Seconded will be opening posting or close posting. For FHQ, CEP is not adjusted yet. It only get adjusted when u are in HQ alr, and towards the end before you come out 29-03-2025, 05:14 PM Verified Member Join Date: Feb 2022 Posts: 27 Keep learning, both from your own experiences and from others as well as other schools. Be active to research on what is required for your role and how other schools do those areas. As long as you're willing to put in the hard work, you'll do well. It's also important not to focus all your energies solely just on your job role and do not be nonchalant in the other parts by other KPs too. Schools tend to value impactful work from KPs who are able to collaborate with others in their areas and align with the school's strategic goals. Building strong relationships with your KP colleagues and teachers matters too. Have fun! 29-03-2025, 05:55 PM Question I'm sorry but I am relatively new to teaching. What is FHQ and FLP? And how do they affect a teacher's career progression? 29-03-2025, 05:56 PM Quote: Originally Posted by clarrissa Hi there, anyone can provide insights for this? I am glad to see that MOE has been increasing the starting pay for new hires in order to attract people into this profession. However, I have been discussing with the new teachers in my school, and it is really demoralising to see that their pay can almost match teachers who are in service much longer. For example, My GEO2 colleague is currently drawing 5k pay in his 2nd year of teaching. His pay can easily be close to mine after being promoted to GEO3 this year. I am currently in my 7th year of teaching, promoted to SH, GEO5 and my pay is only 6.3k. It just feels unfair to be loaded with so much work, while newer colleagues are drawing pay that can easily match existing teachers. I am not sure why the HR is not reviewing the pay scheme for the existing teachers, seems like a gap in the system. Wow 7th year and you're already GEO5? and SH to boot? When did you attain those milestones? 29-03-2025, 06:20 PM Quote: Originally Posted by Unregistered Yes, enhanced posting is strictly for HQ going back school. Seconded will be opening posting or close posting. For FHQ, CEP is not adjusted yet. It only get adjusted when u are in HQ alr, and towards the end before you come out I see. Seems like MOE rate HQ officers higher than seconded officers.. 29-03-2025, 06:41 PM Posting Quote: Originally Posted by Unregistered I see. Seems like MOE rate HQ officers higher than seconded officers.. I rather don’t go for enhanced posting. Usually enhance posting schools are high needs schools where either many years without KP or KP keeps rotating (enhance posting needs to be and hold the position for at least 3 years). But HQ officers are made to go for enhanced posting because the thinking is that they are working in HQ, they know the MOE’s direction and motivation so they are in a better position to help such schools. But of course, they will entice the HQ officers by offering KP roles in such schools. 29-03-2025, 08:52 PM Quote: Originally Posted by Unregistered I'm sorry but I am relatively new to teaching. What is FHQ and FLP? And how do they affect a teacher's career progression? FHQ postings are meant for scholars (a given) and non-scholars who are identified by their Principals to have high potential. The principals will submit their names to HR and HR then will make the final call. If all is well, the teachers will then be given the facilitated HQ posting. They have first dips on the various openings available at HQs before the OPE period. FLP is the future leaders programme. Take this as a step up from FHQ. Teachers in FLP will already have their CEP adjusted. Page 25 30-03-2025, 10:26 AM Quote: Originally Posted by clarrissa Hi there, anyone can provide insights for this? I am glad to see that MOE has been increasing the starting pay for new hires in order to attract people into this profession. However, I have been discussing with the new teachers in my school, and it is really demoralising to see that their pay can almost match teachers who are in service much longer. For example, My GEO2 colleague is currently drawing 5k pay in his 2nd year of teaching. His pay can easily be close to mine after being promoted to GEO3 this year. I am currently in my 7th year of teaching, promoted to SH, GEO5 and my pay is only 6.3k. It just feels unfair to be loaded with so much work, while newer colleagues are drawing pay that can easily match existing teachers. I am not sure why the HR is not reviewing the pay scheme for the existing teachers, seems like a gap in the system. 6.3k for a GEO5 SH seems strangely low. I was promoted to GEO5 5 years ago, also SH and also 7th year of teaching. My pay then was already 6.9k, and this was before the 2022 salary revision. 30-03-2025, 02:43 PM Quote: Originally Posted by Unregistered 6.3k for a GEO5 SH seems strangely low. I was promoted to GEO5 5 years ago, also SH and also 7th year of teaching. My pay then was already 6.9k, and this was before the 2022 salary revision. 7 years, 6.3k is low? I am 12 years, 7+k and I am a HOD 30-03-2025, 07:34 PM Quote: Originally Posted by Unregistered I rather don’t go for enhanced posting. Usually enhance posting schools are high needs schools where either many years without KP or KP keeps rotating (enhance posting needs to be and hold the position for at least 3 years). But HQ officers are made to go for enhanced posting because the thinking is that they are working in HQ, they know the MOE’s direction and motivation so they are in a better position to help such schools. But of course, they will entice the HQ officers by offering KP roles in such schools. can FHQ apply for OPE or Closed posting at end of stint? 30-03-2025, 08:57 PM Quote: Originally Posted by Unregistered can FHQ apply for OPE or Closed posting at end of stint? Yes, why not? Same as everyone else in their final year of their respective HQ postings. EPS (for geo4 and above with KP/ST potential), OPE and Closed Posting. 30-03-2025, 09:11 PM Quote: Originally Posted by Unregistered Definitely mid career switch probably late 40s or faking the data. I'm in MOE HQ and I got the stats I'm a male, 33, in my 7th year of service and just got my promotion to GEO5. I'm currently drawing a pay of 6.3k. So I expect to get an increment to. About 6.8k..not too far off... 30-03-2025, 10:06 PM Quote: Originally Posted by Unregistered I'm a male, 33, in my 7th year of service and just got my promotion to GEO5. I'm currently drawing a pay of 6.3k. So I expect to get an increment to. About 6.8k..not too far off... I'm male, 33, in my 7th year of service and GEO4 (internal SH), currently drawing 5.8k. Wonder why we have that $500 difference in salary at GEO4... 30-03-2025, 11:13 PM Quote: Originally Posted by Unregistered I'm male, 33, in my 7th year of service and GEO4 (internal SH), currently drawing 5.8k. Wonder why we have that $500 difference in salary at GEO4... how many years as geo4? 31-03-2025, 08:34 AM Quote: Originally Posted by Unregistered I'm male, 33, in my 7th year of service and GEO4 (internal SH), currently drawing 5.8k. Wonder why we have that $500 difference in salary at GEO4... Maybe our merit increments? Got Good MIs ovr the years as had been performing well in the eyes of my school. Woukdnt day it's a bed of roses as I was also one of those 'suay' officers who got promoted to 4 in 2022 whje they revised the pay so took a much lower increment compared to those who were still in GEO3. Was v unhappy for a while as it meant those who were performing worse than Mr caught up with my pay quite quickly. . But I guess life is never fsjr. Have come to terms wuth it and looking forward to pay increment in GEO5. Page 26 31-03-2025, 08:53 AM Quote: Originally Posted by Unregistered Maybe our merit increments? Got Good MIs ovr the years as had been performing well in the eyes of my school. Woukdnt day it's a bed of roses as I was also one of those 'suay' officers who got promoted to 4 in 2022 whje they revised the pay so took a much lower increment compared to those who were still in GEO3. Was v unhappy for a while as it meant those who were performing worse than Mr caught up with my pay quite quickly. . But I guess life is never fsjr. Have come to terms wuth it and looking forward to pay increment in GEO5. I'm curious, are you an appointed KP? 31-03-2025, 09:40 AM Why are some KPs who are HODs stuck in SEO1 for many years and others promoted so quickly within 2-5 years? Is it because of performance or different CEP? What are the factors involved in determining promotion? Does performance come into greater play here at SEO? Is it then better to be at SEO1 as easier to get better PB as HOD than SEO2? 31-03-2025, 09:45 AM Quote: Originally Posted by Unregistered I'm curious, are you an appointed KP? Yes. Am a LH. 31-03-2025, 09:58 AM Why are some KPs who are HODs stuck in SEO1 for many years and others promoted so quickly within 2-5 years? Is it because of performance or different CEP? What are the factors involved in determining promotion? Does performance come into greater play here at SEO? Is it then better to be at SEO1 as easier to get better PB as HOD than SEO2? 31-03-2025, 10:11 AM Quote: Originally Posted by Unregistered Why are some KPs who are HODs stuck in SEO1 for many years and others promoted so quickly within 2-5 years? Is it because of performance or different CEP? What are the factors involved in determining promotion? Does performance come into greater play here at SEO? Is it then better to be at SEO1 as easier to get better PB as HOD than SEO2? That's a silly remark. It's always better to get promoted. Clock in YIS, but base pay higher. Bonus is not guaranteed but salary base pay is... 31-03-2025, 10:36 AM After 7 years, salaries can diverge a lot. Size of merit increments can vary by a lot during the non-covid years especially. It can be as low as 170, as high as 310 at the lower subgrades. Promotion year from geo3 to geo4 matters a lot for these few cohorts. If you were promoted to geo4 just before the Oct'22 salary revision, you lose out a lot. The biggest difference can be observed between officers getting this promotion in Apr 2022, vs those getting it in Apr 2023. The latter in some cases can overtake the former in salary point. Starting salary also matters. For those with 7+ YOE, they joined in the era when starting salary differed a noticeable bit based on honours class and other pre-service factors. 31-03-2025, 10:48 AM Quote: Originally Posted by Unregistered Maybe our merit increments? Got Good MIs ovr the years as had been performing well in the eyes of my school. Woukdnt day it's a bed of roses as I was also one of those 'suay' officers who got promoted to 4 in 2022 whje they revised the pay so took a much lower increment compared to those who were still in GEO3. Was v unhappy for a while as it meant those who were performing worse than Mr caught up with my pay quite quickly. . But I guess life is never fsjr. Have come to terms wuth it and looking forward to pay increment in GEO5. I'm the other 33 yr old male. Same as you, promoted GEO4 in 2022. Got one C+ (first year) then straight Bs till today, so we are similar except for the pay. It seems like good performance grade doesn't play a part in MI, otherwise we would not have that $500 difference. A colleague who got A last year received only $157 (not at ceiling). 31-03-2025, 10:58 AM Quote: Originally Posted by Unregistered Definitely mid career switch probably late 40s or faking the data. I'm in MOE HQ and I got the stats Enlighten us then. What’s with the unfairness in promotion these days for geo2-geo3? No more cohort promotion but now become selective is it? 31-03-2025, 11:01 AM Quote: Originally Posted by Unregistered I'm the other 33 yr old male. Same as you, promoted GEO4 in 2022. Got one C+ (first year) then straight Bs till today, so we are similar except for the pay. It seems like good performance grade doesn't play a part in MI, otherwise we would not have that $500 difference. A colleague who got A last year received only $157 (not at ceiling). Not OP, but your friend must be mistaken. I attained an A and an increment of 312 in geo4. In years I got Bs, increment was lower at 2XX. Perhaps.. OP had more As? 😂 Maybe his starting pay higher cos 1st/2nd upper? 31-03-2025, 11:03 AM Quote: Originally Posted by Unregistered After 7 years, salaries can diverge a lot. Size of merit increments can vary by a lot during the non-covid years especially. It can be as low as 170, as high as 310 at the lower subgrades. Promotion year from geo3 to geo4 matters a lot for these few cohorts. If you were promoted to geo4 just before the Oct'22 salary revision, you lose out a lot. The biggest difference can be observed between officers getting this promotion in Apr 2022, vs those getting it in Apr 2023. The latter in some cases can overtake the former in salary point. Starting salary also matters. For those with 7+ YOE, they joined in the era when starting salary differed a noticeable bit based on honours class and other pre-service factors. Looks like those who joined or get promoted during Covid period have it the worst. On the outside it looks like govt is doing something with the salary revision but actually the pay or increment is the lowest. Hope the OP who claimed that he/ she is from MOE HQ earlier can give us some clarity on this. 15-12-2024, 04:39 PM Quote: Originally Posted by Unregistered I received an offer but they don't allow WFH at all which is a dealbreaker for me. The policy is that there is no internet access for work laptop so work can only be done in the office. Not all PCs allow WFH. Try to apply to PCs dealing non-sensitive stuff if you want to WFH. 15-12-2024, 11:05 PM Junior Member Join Date: Jul 2023 Posts: 9 Someone else will take this up then. Quote: Originally Posted by Unregistered I received an offer but they don't allow WFH at all which is a dealbreaker for me. The policy is that there is no internet access for work laptop so work can only be done in the office. 16-12-2024, 12:11 AM Junior Member Join Date: Apr 2023 Posts: 3 Quote: Originally Posted by Unregistered I received an offer but they don't allow WFH at all which is a dealbreaker for me. The policy is that there is no internet access for work laptop so work can only be done in the office. I've not heard of any PCs that strictly have no WFH arrangements... Anyone care to share which PC this is? 16-12-2024, 01:42 PM Quote: Originally Posted by lol I've not heard of any PCs that strictly have no WFH arrangements... Anyone care to share which PC this is? You serious? With the classified email, labs, development network all in office, what can you do if you work-from-home ? surf net , watch TV and get high pay ? Heavenly! Makes me wonder whether govt officials know that there are many S’poreans struggling to find a proper job. Worry No work rather than no work from home 16-12-2024, 02:01 PM Junior Member Join Date: Apr 2023 Posts: 3 Quote: Originally Posted by Unregistered You serious? With the classified email, labs, development network all in office, what can you do if you work-from-home ? surf net , watch TV and get high pay ? Heavenly! Makes me wonder whether govt officials know that there are many S’poreans struggling to find a proper job. Worry No work rather than no work from home I don't doubt that there are specific job scopes that require more office time like using SNET, OSN or any other development networks. Personally I get my work done even with around one day of WFH per week. But shouldn't that be up to each staff to manage their own working modalities? I've really not heard of a blanket PC policy to 100% WFO, especially when the broader DSTA and public service policy promotes WFH. 17-12-2024, 10:10 AM Quote: Originally Posted by lol I've not heard of any PCs that strictly have no WFH arrangements... Anyone care to share which PC this is? Think Info is strictly WFO 18-12-2024, 05:18 PM Quote: Originally Posted by Unregistered I received an offer but they don't allow WFH at all which is a dealbreaker for me. The policy is that there is no internet access for work laptop so work can only be done in the office. If WFH matters to you so much, try GovTech. Last time I was there, there's hardly anyone in office. LOL 19-12-2024, 08:00 AM Quote: Originally Posted by Unregistered If WFH matters to you so much, try GovTech. Last time I was there, there's hardly anyone in office. LOL Yah, can stay home & do your personal project, make a name for yourself on Git 22-12-2024, 10:27 PM Quote: Originally Posted by Bankai Banks, Public Service, and alot of MNCs all have hybrid working arrangement MNCs alr going back to WFO Dyson, Amazon, Grab, ByteDance… Page 2 22-12-2024, 11:24 PM Junior Member Join Date: Jul 2023 Posts: 9 WFH doesn't work now esp in gov. Too easy to slack and things get slowed. I think only at most 20% of the people can self motivate to WFH. My experience (in other orgs) most of the time during online meetings, can hear MRT beeping, child care background noise, car reverse sound or simply unable to contact someone ... 23-12-2024, 08:23 AM WFH is rare nowadays. May be WFH on eve of Xmas or New Year or Lunar New Year. That's coz it is half day. 23-12-2024, 09:30 PM Younger generation entitled, cannot work hard. Must WFH and get high pay. Back in our day we work hard and get low pay but we earn every cent we get. 24-12-2024, 07:48 AM Some people cannot be trusted to WFH. Bosses know it through stupiak videos by the lazy bums. That's why WFO is the norm now. 29-12-2024, 09:59 AM DIS vs DSTA What is difference between DSTA and DIS? 29-12-2024, 03:18 PM Quote: Originally Posted by Unregistered What is difference between DSTA and DIS? DIS need to wear uniform DSTA need to bend over for your non technical managers 14-01-2025, 01:47 PM Quote: Originally Posted by Unregistered Think Info is strictly WFO don’t join info PC 15-01-2025, 10:34 PM Interview at Dsta anyone got called up for interview at Dsta ? they seemed to have stop hiring 18-01-2025, 10:22 AM Quote: Originally Posted by Unregistered DSTA need to bend over for your non technical managers Who happen to wear uniforms? The cosplay is very serious. 18-01-2025, 10:55 PM What’s the typical time frame for promotion from E1 to E2 and E2 to E3? How does appraisal affect this time frame? Page 3 23-01-2025, 06:41 PM Dont join EDS My best advise is not to join this department called EDS. 23-01-2025, 06:45 PM Quote: Originally Posted by Unregistered What’s the typical time frame for promotion from E1 to E2 and E2 to E3? How does appraisal affect this time frame? For scholar is 2 years. For non-scholar is around 2.5 to 4 years. Your grading is dependent on the above. Dont understand? Go figure out 23-01-2025, 06:48 PM Quote: Originally Posted by Unregistered For scholar is 2 years. For non-scholar is around 2.5 to 4 years. Your grading is dependent on the above. Dont understand? Go figure out You're definitely not from GovTech. You must have read the forums about scholars then anyhow assume the progression is like that. 24-01-2025, 07:17 AM Quote: Originally Posted by Unregistered You're definitely not from GovTech. You must have read the forums about scholars then anyhow assume the progression is like that. Then what is correct? 05-02-2025, 10:48 AM Quote: Originally Posted by Unregistered You're definitely not from GovTech. You must have read the forums about scholars then anyhow assume the progression is like that. What has this got to do with Govtech? 07-02-2025, 10:36 AM Any tips on how to feel happy working at dsta? Can’t help but feel drained with the high workload and constant pressure from users, waste energy doing things to protect ourselves instead of trying to deliver better systems together. What motivates you and makes you want to do good work? 07-02-2025, 05:24 PM Quote: Originally Posted by Unregistered Any tips on how to feel happy working at dsta? Can’t help but feel drained with the high workload and constant pressure from users, waste energy doing things to protect ourselves instead of trying to deliver better systems together. What motivates you and makes you want to do good work? Focus on the lateral. Automate as possible. If everything else fail, take on more debts, you will love your job. 😉 07-02-2025, 05:36 PM Quote: Originally Posted by Unregistered Focus on the lateral. Automate as possible. If everything else fail, take on more debts, you will love your job. 😉 automate need approval and manual verification so no point 07-02-2025, 05:39 PM Quote: Originally Posted by Unregistered automate need approval and manual verification so no point More bills! No approval required. 11-02-2025, 09:14 AM Quote: Originally Posted by Unregistered You're definitely not from GovTech. You must have read the forums about scholars then anyhow assume the progression is like that. This is not the gooftech thread. Don't assume that that goofy things also happen in DSTA. Page 4 11-02-2025, 11:48 AM Quote: Originally Posted by Unregistered applying as a senior engineer or manager, does dsta still look at class of honours and peg your salary to it? yes, also they will request your O level cert and ns transcript during interviews so be prepared. 12-02-2025, 07:30 PM Quote: Originally Posted by Unregistered yes, also they will request your O level cert and ns transcript during interviews so be prepared. NS transcript confirmed as they are smart. If the SAF cannot get them to perform well, then DSTA got no hope. 13-02-2025, 04:28 PM Quote: Originally Posted by Unregistered Recently got promoted from E1 > E2, Was working for 2 Years. considered the fastest track. my boss gave me a B for my appraisal saying i was doing outstanding work. No i am not a scholar. Just have a good team and a good boss. E1 grading is easy la Try getting that for E2 or E3 13-02-2025, 08:18 PM Quote: Originally Posted by Unregistered Recently got promoted from E1 > E2, Was working for 2 Years. considered the fastest track. my boss gave me a B for my appraisal saying i was doing outstanding work. No i am not a scholar. Just have a good team and a good boss. Gxgx, how much base pay now? 19-02-2025, 11:10 AM good departments and departments to avoid hi all ill be joining under the procurement function and was wondering what departments are gd (with nice boss and wfh) and what departments to avoid.... appreciate any response, thanks in advance 19-02-2025, 03:19 PM Quote: Originally Posted by Unregistered hi all ill be joining under the procurement function and was wondering what departments are gd (with nice boss and wfh) and what departments to avoid.... appreciate any response, thanks in advance All are good. Most do not WFH. 22-02-2025, 09:01 AM any farmers here able to shed light on CEP / "leadership potential"? isit must take up cca to 'boost' this value and/or ur appraisal grading? Page 5 24-02-2025, 12:04 PM Any one has any idea how much is the salary cap for E3? I am current a E2 and I should be reaching E2 cap after increment this year. What should I do? I doubt I will be promoting to E3. 24-02-2025, 03:32 PM Quote: Originally Posted by Unregistered Any one has any idea how much is the salary cap for E3? I am current a E2 and I should be reaching E2 cap after increment this year. What should I do? I doubt I will be promoting to E3. Tell your RO straight on and tell him u want a promotion. You don't say how will he know 24-02-2025, 10:25 PM Quote: Originally Posted by Unregistered Tell your RO straight on and tell him u want a promotion. You don't say how will he know Said but nothing changes. 25-02-2025, 10:41 PM Usually how and when will we be informed when we are promoted? 26-02-2025, 08:47 AM Quote: Originally Posted by Unregistered Usually how and when will we be informed when we are promoted? Immediately after they decide to promote. Why? Just in case you find another job. 26-02-2025, 11:11 AM Quote: Originally Posted by Unregistered Any one has any idea how much is the salary cap for E3? I am current a E2 and I should be reaching E2 cap after increment this year. What should I do? I doubt I will be promoting to E3. What is salary cap for E2? 26-02-2025, 07:28 PM 28-02-2025, 02:58 PM This. If you’re asking this then you’re not ready. Not trolling because it’s true. You can benchmark yourself with those who got promoted. Quote: Originally Posted by Unregistered Give u advice, we all know who are the good ones vs the chui ones vs the lie flat ones. If you are good don't worry u will go farther and faster. 03-03-2025, 07:34 PM Quote: Originally Posted by Unregistered Gxgx, how much base pay now? high 7, got a 30% increment Page 6 03-03-2025, 09:39 PM Starting salary this year Is there any adjustment made to fresh grad salary this year? 04-03-2025, 04:27 PM Quote: Originally Posted by Unregistered Fresh grads already 6500 still want adjustments? Company should raise the salary cap for each grades. This amount is base exclusive of the technical allowance? I am considering taking up a scholarship with them so curious 😮 04-03-2025, 06:57 PM Quote: Originally Posted by Unregistered Fresh grads already 6500 still want adjustments? Company should raise the salary cap for each grades. So little? 04-03-2025, 07:26 PM Quote: Originally Posted by Unregistered high 7, got a 30% increment Honestly, I thought it would be higher 04-03-2025, 09:52 PM Junior Member Join Date: Apr 2023 Posts: 3 Quote: Originally Posted by Unregistered high 7, got a 30% increment 30% increment in a year? or compared to your starting pay? 05-03-2025, 08:06 AM Quote: Originally Posted by Unregistered is this verified with hr? i know people earning more than 8.7k but E2 05-03-2025, 12:56 PM Quote: Originally Posted by Unregistered is this verified with hr? i know people earning more than 8.7k but E2 8.7k before tech allowance. Including will be 9.1k 06-03-2025, 10:09 PM Usually how long does it take to promote from E2 to E3? And what’s the longest someone can be stuck in E2? 07-03-2025, 08:16 AM Quote: Originally Posted by Unregistered Usually how long does it take to promote from E2 to E3? And what’s the longest someone can be stuck in E2? I've seen people stuck at E2 for 9 years Page 7 07-03-2025, 08:36 AM Quote: Originally Posted by Unregistered I've seen people stuck at E2 for 9 years Hentakaki at $9.1 k sounds good. 08-03-2025, 12:19 AM Quote: Originally Posted by Unregistered Hentakaki at $9.1 k sounds good. LOL $9.1k isn't alot bro, don't kid yourself 08-03-2025, 01:31 AM Quote: Originally Posted by Unregistered LOL $9.1k isn't alot bro, don't kid yourself Ya somemore the performance bonus for average E2 performer is like 1 month nia...not much diff from fresh grad annual salary... 08-03-2025, 03:25 PM Quote: Originally Posted by Unregistered LOL $9.1k isn't alot bro, don't kid yourself So it's true that DSTA doesn't pay that well? Even after annual increments???? 08-03-2025, 03:34 PM Quote: Originally Posted by Unregistered So it's true that DSTA doesn't pay that well? Even after annual increments???? Better go to govtech if u want better pay 09-03-2025, 02:22 PM Quote: Originally Posted by Unregistered Better go to govtech if u want better pay All the same la 09-03-2025, 10:37 PM Quote: Originally Posted by Unregistered *2023 bonus payout & increment %* PMT E1 (B): 3.34, 5% E2 (C+): 1.83, 4.345% E2 (B): 3.4, 5% E3 (C): 2.0, 3.8% E3 (C+): 2.82, 4.3% E3 (B): 4.74, 5% E3 (B): 4.74, 11.2% (Promotion) E4 (C+): 2.77, 4.8% E4 (B): 4.61, 5.3% PRM C6 (B): 3.73 C6 (A): 4.0, 10% (Promotion) C7 (A): 4.2, 7.3% C7 (C+): 2.07, 4.3% C8 (B): 4.48, 6.1% C9 (B): 4.52, 6.1% C9 (B): 4.52, 11.1% (Promotion) Hopefully this year got better performance bonuses. 10-03-2025, 10:45 AM Quote: Originally Posted by Unregistered Hopefully this year got better performance bonuses. E3 (C): 2.0, 3.8% E3 (C+): 2.82, 4.3% E3 (B): 4.74, 5% E3 (B): 4.74, 11.2% (Promotion) E4 (C+): 2.77, 4.8% E4 (B): 4.61, 5.3% E4 is quite a sucky grade to be in Better to stay E3 with higher performance bonus and lesser responsibilities 10-03-2025, 10:59 AM Quote: Originally Posted by Unregistered LOL $9.1k isn't alot bro, don't kid yourself It depends. If you are unemployed, it is a lot. Page 8 10-03-2025, 03:34 PM Quote: Originally Posted by Unregistered E3 (C): 2.0, 3.8% E3 (C+): 2.82, 4.3% E3 (B): 4.74, 5% E3 (B): 4.74, 11.2% (Promotion) E4 (C+): 2.77, 4.8% E4 (B): 4.61, 5.3% E4 is quite a sucky grade to be in Better to stay E3 with higher performance bonus and lesser responsibilities But I heard E3 ceiling is only slightly above 10k. Most will hit ceiling quite fast if stuck at E3. 13-03-2025, 09:10 PM Quote: Originally Posted by Unregistered But I heard E3 ceiling is only slightly above 10k. Most will hit ceiling quite fast if stuck at E3. That is still 180k annual with 6 months bonus based on B grade and 13th month I’ll take it 14-03-2025, 06:58 AM Quote: Originally Posted by Unregistered That is still 180k annual with 6 months bonus based on B grade and 13th month I’ll take it How long does it even take to get to E3 as a non scholar vs scholar though...feels like most people will peak at this grade? 14-03-2025, 07:20 AM Quote: Originally Posted by Unregistered How long does it even take to get to E3 as a non scholar vs scholar though...feels like most people will peak at this grade? Some non scholars are stuck in E2 even in their 40sz Many scholars who joined in 2020 promoted to E3 since last year July. 14-03-2025, 02:00 PM Quote: Originally Posted by Unregistered Some non scholars are stuck in E2 even in their 40sz Many scholars who joined in 2020 promoted to E3 since last year July. PSC scholar, dsta scholar or dsta merit scholar oso got different promotion timelines...not all scholars promote to E3 in 5 years one. 16-03-2025, 12:39 PM Quote: Originally Posted by Unregistered Some non scholars are stuck in E2 even in their 40sz Many scholars who joined in 2020 promoted to E3 since last year July. SCSC - some can, some cannot. 16-03-2025, 02:19 PM Quote: Originally Posted by Unregistered That is still 180k annual with 6 months bonus based on B grade and 13th month I’ll take it You think you still can get B when you hit ceiling? Likely C if they don’t intend to promote you. That’s just 160k annual. 16-03-2025, 04:33 PM Recently got offered dsta merit scholarship, 1 year of bond per year of sponsorship, is it worth taking up? 17-03-2025, 10:36 PM Got mac this yr? 18-03-2025, 05:13 PM Quote: Originally Posted by Unregistered Got mac this yr? Don't think there is...Try again next year hahas Page 9 20-03-2025, 11:41 PM Quote: Originally Posted by Unregistered Got mac this yr? For breakfast giveaway more likely lol 24-03-2025, 09:23 PM Quote: Originally Posted by Unregistered Got mac this yr? Should have. Announcing next week. 24-03-2025, 09:49 PM MAC is in the form of salary increment or bonuses? I am new to civil service 25-03-2025, 06:05 PM Quote: Originally Posted by Unregistered Should have. Announcing next week. Talk cock 10char 25-03-2025, 08:16 PM army style DSTA is same as SAF. They use army style management even for software engineering. 25-03-2025, 08:21 PM regrets As a computer science fresh graduate who join recently in 2024, I totally regretted my choice to join DSTA. Please don't join this **** company. 25-03-2025, 08:52 PM Quote: Originally Posted by Unregistered As a computer science fresh graduate who join recently in 2024, I totally regretted my choice to join DSTA. Please don't join this **** company. Why do u regret the choice? I am planning to join also... 26-03-2025, 12:27 AM Quote: Originally Posted by Unregistered As a computer science fresh graduate who join recently in 2024, I totally regretted my choice to join DSTA. Please don't join this **** company. Why u no quit? 29-03-2025, 02:31 PM Quote: Originally Posted by Unregistered I have no balls and the pay is too good to leave How much are you getting for you to stay? Page 10 30-03-2025, 03:45 PM Quote: Originally Posted by Unregistered I have no balls and the pay is too good to leave Not true. My friends in Meta, ByteDance, and finance make more. 30-03-2025, 05:10 PM Quote: Originally Posted by Unregistered Not true. My friends in Meta, ByteDance, and finance make more. They make more if comparing monthly base but DSTA pays higher overall if you look at annual 30-03-2025, 05:22 PM Quote: Originally Posted by Unregistered They make more if comparing monthly base but DSTA pays higher overall if you look at annual Nah not possible they can get 200k after 3 years and it only go up exponentially from there. Here we start high but rise SLOWLY year after year 30-03-2025, 05:39 PM Quote: Originally Posted by Unregistered Nah not possible they can get 200k after 3 years and it only go up exponentially from there. Here we start high but rise SLOWLY year after year I'm sure HR and Ops in Bytedance can make 200k after 3 years 30-03-2025, 07:03 PM Quote: Originally Posted by Unregistered I'm sure HR and Ops in Bytedance can make 200k after 3 years Ya, nobody join civil service for money. Pick your poison wisely. LOL. 01-04-2025, 11:54 AM Quote: Originally Posted by Unregistered Are you surrendering your MAC now? 01-04-2025, 02:41 PM Quote: Originally Posted by Unregistered Are you surrendering your MAC now? Did the MAC come out already? 02-04-2025, 11:25 AM When will promotions for July 25 be notified? How long in advance will individuals be notified? 04-04-2025, 02:03 AM Quote: Originally Posted by Unregistered Are you surrendering your MAC now? No MAC for me how to surrender Page 11 05-04-2025, 09:56 AM Quote: Originally Posted by Unregistered Maybe OP is too lazy to grind LC / cmi to jump to these coys... and also probably their work exp end up all is project management instead of software engineering lol! @ OP, actually I think you can find interesting projects / things to learn about / zai people to learn from in this place in terms of software engineering. But must really go network around lmo bad time to join faang now though with global trade war coming soon Dpm already come out give warning liao. I'll take it seriously if I were u guys and hold on to my iron rice bowl 08-04-2025, 01:53 PM Quote: Originally Posted by Unregistered DSTA pays higher overall if you look at annual keep telling yourself that, i left DSTA for a 50% pay raise lmao 15-04-2025, 03:50 PM Why do E1-E3 keep receiving MAC but none for E4-E6? Considering they are more capable and can work independently, are they not in demand in the market? 16-04-2025, 07:24 PM Quote: Originally Posted by Unregistered Why do E1-E3 keep receiving MAC but none for E4-E6? Considering they are more capable and can work independently, are they not in demand in the market? E1-E3 receive MAC because they are paid alot lesser lol. Not like they increased it this year anyways. 18-04-2025, 09:57 PM Quote: Originally Posted by Unregistered E1-E3 receive MAC because they are paid alot lesser lol. Not like they increased it this year anyways. Tbf E1-E3 are being paid extremely well. I know of many E4 who are paid even lesser than their E3 colleagues, both salary and total package Not sure about E6 but E4 and E5 are definitely underpaid for the level of responsibility they hold and amount of workload. 19-04-2025, 09:27 AM Quote: Originally Posted by Unregistered Tbf E1-E3 are being paid extremely well. I know of many E4 who are paid even lesser than their E3 colleagues, both salary and total package Not sure about E6 but E4 and E5 are definitely underpaid for the level of responsibility they hold and amount of workload. Can always go private lor if u think u deserve more 19-04-2025, 11:34 AM Anyone able to provide the salary ranges for E1-E6? Or able to provide the forum pg where it's listed? 24-04-2025, 06:08 PM Junior Member Join Date: Apr 2025 Posts: 1 Thanks for sharing this—it’s really helpful to know the pay difference and how bonuses work! It’s interesting how much variation there is between roles like executive and engineer. On a side note, if you're ever helping with corporate gifts or events, you might want to check out custom pins in Singapore—they’re a nice way to build team identity or reward achievements! 13-05-2025, 05:25 PM security clearance after provisional offer hi all - have just accepted the provisional offer and am pending security clearance (heard that i need to be cat1 cleared for the dept i will be joining). HR have informed that the process will likely take 4-6 weeks and advised me against throwing letter at my current place until everything is settled and they send a final confirmation offer. can i check if the clearance process is really that long (1-1.5 months)? cannot wait to throw letter liao sia Page 12 14-05-2025, 08:08 PM Summary for today’s staff conference: 1. No salary adjustment 2. Good CCAs are for scholars 3. Level 2 got pee smell 14-05-2025, 08:30 PM Quote: Originally Posted by Unregistered Summary for today’s staff conference: 1. No salary adjustment 2. Good CCAs are for scholars 3. Level 2 got pee smell Time to look elsewhere 16-05-2025, 08:46 AM Quote: Originally Posted by Unregistered Time to look elsewhere Ok... Applying to SIA. 😐 20-05-2025, 07:30 PM SES season is here Do our views really matter? Or just another opportunity for our supervisor to brush us off again 20-05-2025, 08:35 PM My boss hinted me about my promotion. When will I receive confirmation? 20-05-2025, 10:43 PM Quote: Originally Posted by Unregistered My boss hinted me about my promotion. When will I receive confirmation? From what grade to what grade? 21-05-2025, 10:30 PM Quote: Originally Posted by Unregistered From what grade to what grade? Junior grade. But does it matter? 27-05-2025, 07:57 AM Quote: Originally Posted by Unregistered hi all - have just accepted the provisional offer and am pending security clearance (heard that i need to be cat1 cleared for the dept i will be joining). HR have informed that the process will likely take 4-6 weeks and advised me against throwing letter at my current place until everything is settled and they send a final confirmation offer. can i check if the clearance process is really that long (1-1.5 months)? cannot wait to throw letter liao sia same situation as u, accepted provisional offer and submitted G50 1 month + ago but still no news yet, wonder how deep do they really dive in terms of background checks 27-05-2025, 09:09 AM Quote: Originally Posted by Unregistered same situation as u, accepted provisional offer and submitted G50 1 month + ago but still no news yet, wonder how deep do they really dive in terms of background checks if you singaporean, parents singaporean/PR, and dont work for other country government or have direct links to other country government it should be ok. dont worry! Page 13 27-05-2025, 04:53 PM Quote: Originally Posted by Unregistered if you singaporean, parents singaporean/PR, and dont work for other country government or have direct links to other country government it should be ok. dont worry! yes yes am sgrean and parents are singaporean too. have also previously submitted G50 during NS days.. just getting worried cus i got a friend who also applied for dsta and he cleared his security clearance in 1.5 weeks sia hahaha 02-06-2025, 11:27 PM Heard from HR friend there will special bonus for SG60 for all 08-06-2025, 10:07 PM Quote: Originally Posted by Unregistered Heard from HR friend there will special bonus for SG60 for all Even SG50 also don’t have, what makes SG60 so special 12-06-2025, 10:16 AM is MSD side facing a big backlog of G50 clearance? submitted 1.5 months ago and still not yet cleared.. Page 14 23-01-2019, 10:33 PM Junior Member Join Date: Jan 2019 Posts: 3 CSA (Cyber Security Agency) Hi, Anyone working at Cyber Security Agency (CSA) can advise? What is the pay like and how is the culture over there? 24-01-2019, 05:39 PM They seem to be parked under Ministry MCI, so should be similar pay to Ministry schemes? 25-01-2019, 06:03 AM For your own sake, don't step into CSA 25-01-2019, 06:05 PM Quote: Originally Posted by Unregistered For your own sake, don't step into CSA What's wrong with CSA? 25-01-2019, 07:06 PM Should be good right? Cybersecurity is the IN thing. 25-01-2019, 08:50 PM Quote: Originally Posted by Unregistered Should be good right? Cybersecurity is the IN thing. lol only paperwork in csa. cyber security is the IN thing but definitely not paper work security lol 25-01-2019, 09:55 PM jokers heard there is a special cybersecurity scheme? anyone on it care to share more? 25-01-2019, 11:03 PM Junior Member Join Date: Jan 2019 Posts: 3 Quote: Originally Posted by Unregistered lol only paperwork in csa. cyber security is the IN thing but definitely not paper work security lol What kind of paperwork? Can't be everyday look at computer right? 26-01-2019, 08:55 AM They call it Cyber Security Professional Scheme. You can google that term. I'm not sure I can say much. 26-01-2019, 11:10 AM Quite crappy scheme, termed to be for cybersecurity professionals but doesnt pay a dime for cybersecurityrelated certifications renewal / memberships. HR here needs to be replaced with someone that has hired cybersecurity folks before to understand the needs of professionals. Page 15 10-10-2012, 12:38 PM Verified Member Join Date: Oct 2012 Posts: 16 LTA (Land Transport Authority) Is anybody ever Interviewed for LTA engineer post? Is it difficult? What question they will ask normally? It's always hard to know what to expect when going in for that interview with gov like LTA -- and preparation can make all the difference? What is the interview process like at Land Transport Authority

manages to produce something deployable. 08-10-2021, 07:39 PM Anyone recently join HTX?, How long it takes?.. starting salary for freshie got $4k? 18-10-2021, 02:36 AM HTX S&T Associate Programme Anyone recently joined the S&T associate programme or interviewed for it? What is your experience like? Page 5 Quote: Originally Posted by Soul Hi j@x, Thanks for your reply 1) My last role was a team lead role in retail banking serving the high net worth client space (e.g. for example within the portfolio, we managed AUM ranging from from 200k to 10m). Generally the duties would include sales and advisory of investments, business development efforts for client acquisition, training, AML oversight, KYC and ensuring regulatory compliance of documentation. 2) Applied for role in Business Development under Financial Sector Development 3) by the looks of the car and landed property, I'm quite certain my friend who works at MAS isn't in a junior role maybe different departments have a different pay scale or grade? However that isn't my rationale for wanting to join MAS. Hmm... seems like you were a priority / private banker previously. Not sure what exactly is your motivation for joining MAS, but I'm fairly certain they will not be able to come close to matching your remuneration, so I hope you are prepared for some serious pay cut. I can see some skill portability in terms of experience, but am not very sure MAS exact requirement for this job, so I would say there's a decent chance although my personal opinion is they are a little apprehensive over people from foreign banks. They are also quite into the nature of your degree, so your chances will be better if it's the 3 local U or the Tier 1 U in Australia & it is Finance related. I don't want to speculate on how your friend finances his car & property, but I am fairly certain AD is a junior position in MAS, this is applied uniformly throughout all departments. Many departments don't even have managerial grade, it's Associate straight to AD. The high potentials would have already reached AD in their late 20s. In fact based on your experience you should also be applying for an AD level position as well. If you have applied for something below like Manager / Associate, they are likely to scrutinize and probe you on your over qualifications and your motivation to take a paycut & job downgrading. Page 6 vBulletin Message There are no threads newer than the previous one. Click the back button in your browser to return to it. Powered by vBadvanced CMPS v3.2.2 All times are GMT +8. The time now is 01:44 PM.