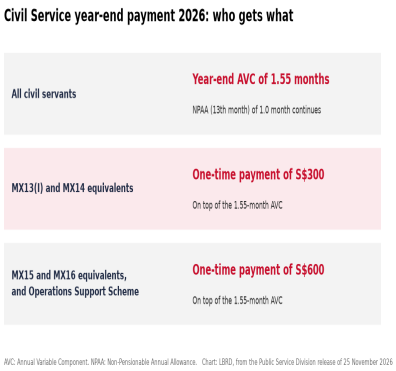


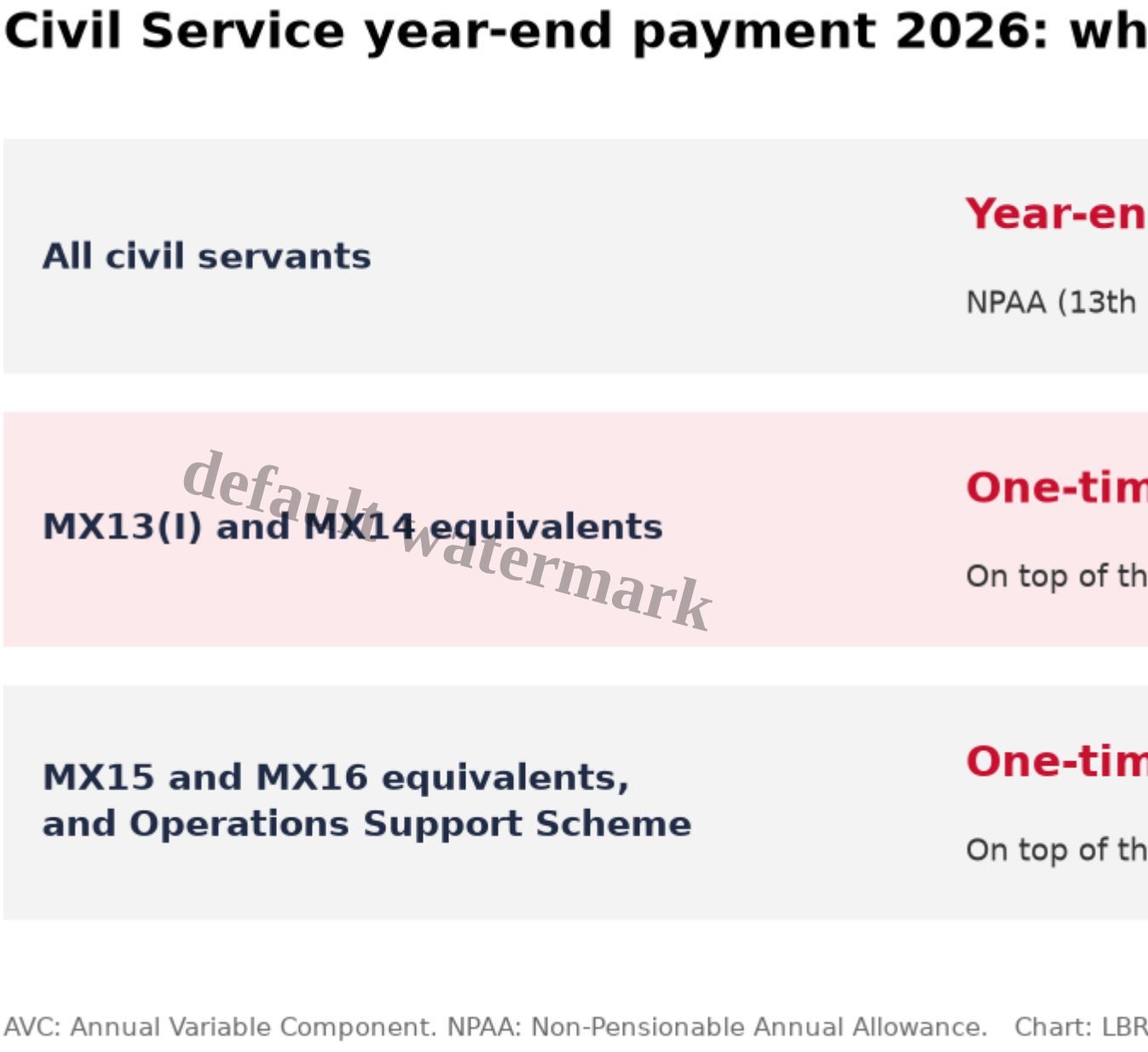
Civil servants get a 1.55-month year-end bonus in 2026, with S$300 or S$600 extra for junior grades

Description

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All civil servants will get a year-end bonus of 1.55 months, and junior-grade officers will also receive a one-time payment of S$300 or S$600. The Public Service Division (PSD) set out the Civil Service year-end payment 2026 on Wednesday 25 November, after consultation with the public sector unions.

The bonus is the year-end Annual Variable Component (AVC). It is paid on top of the Non-Pensionable Annual Allowance (NPAA), the 13th-month payment of 1.0 month, which continues for all civil servants.



The 2026 year-end payment by grade. Chart: LBRD, from the Public Service Division release of 25 November 2026

Who gets the one-time payment

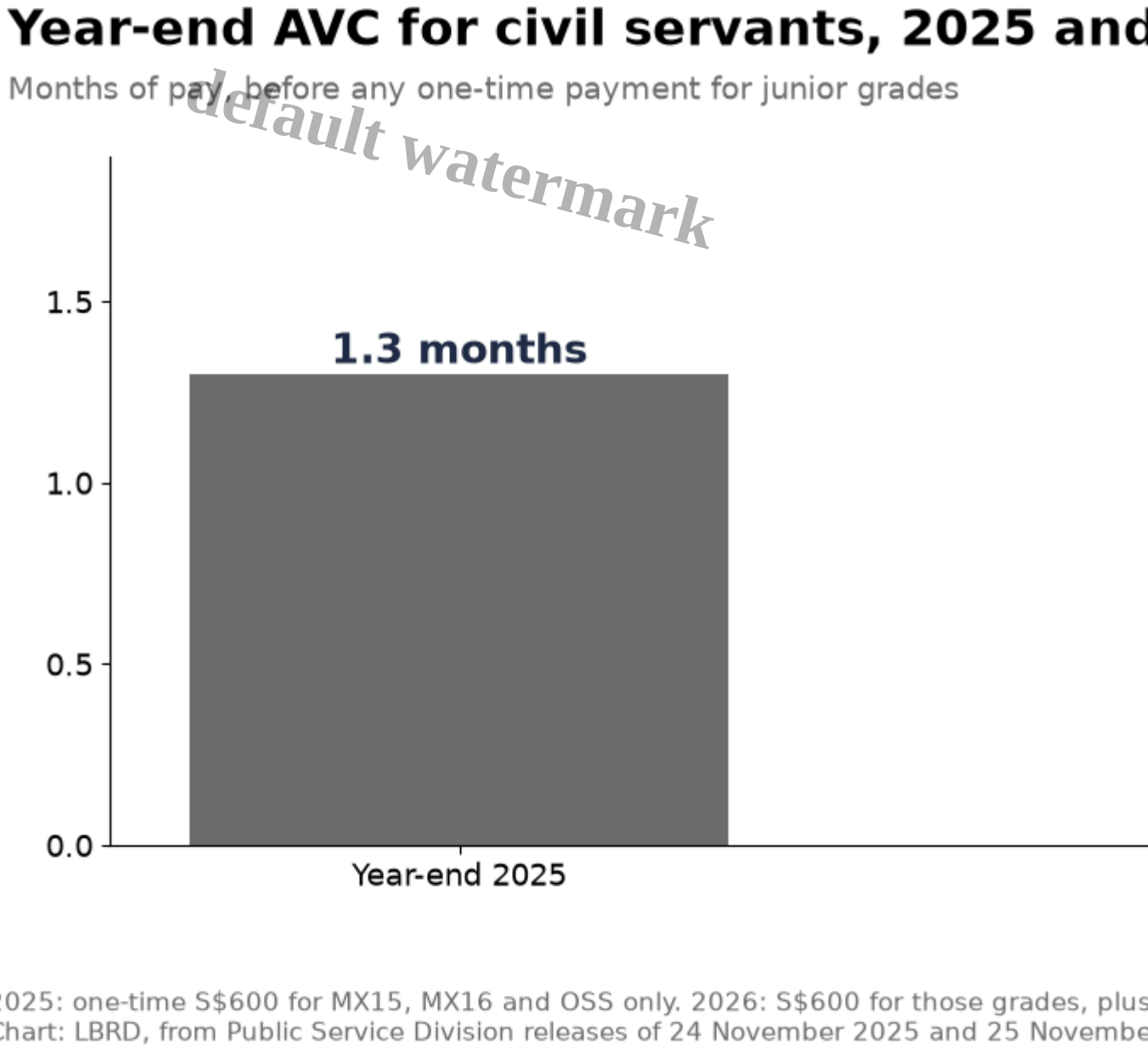
The extra lump sum goes only to the more junior grades, in two bands:

- MX13(I) and MX14, and equivalent grades: S$300
- MX15 and MX16, and equivalent grades, plus officers in the Operations Support Scheme (OSS): S$600

Officers in more senior grades receive the 1.55-month AVC and the 1.0-month NPAA, without a lump sum. PSD calls this a â??progressive approachâ?•, in line with the National Wages Councilâ??s recommendations to uplift the wages of lower-wage workers. The councilâ??s 2026/2027 guidelines are in our NWC wage guide for lower-wage workers.

Bigger than last year

The year-end AVC is up from 1.3 months in 2025. Last yearâ??s year-end one-time payment of S$600 went to MX15, MX16 and OSS officers only, so the S$300 year-end band for MX13(I) and MX14 is new this year.



The year-end AVC rises from 1.3 months to 1.55 months. Chart: LBRD, from Public Service Division releases of 24 November 2025 and 25 November 2026

PSD says the payment takes into account Singaporeâ??s updated growth forecast of â??around 6.0 per centâ?• for 2026, which reflects a better-than-expected first three quarters and the expectation that the global boom in AI-related investment will continue. It also considers the NWCâ??s 2026/2027 guidelines, which encourage a positive approach to wage increases given the stronger economy. The September outlook from private-sector economists was lower; our report on the MAS survey forecast has that figure.

On jobs, PSD points to the Ministry of Manpowerâ??s advance release for the third quarter of 2026: unemployment and retrenchments edged up slightly, while employment growth was stronger.

What it adds up to for the full year

The year-end payment comes on top of the mid-year payment PSD announced on 23 June. That was a 0.45-month AVC for all civil servants, with one-time payments of S$250 for MX13(I) and MX14 grades and S$400 for MX15, MX16 and OSS officers. At the time, the 2026 growth forecast stood at 2.0 to 4.0 per cent, and PSD said the year-end payment would be calibrated to how the economy turned out.

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Put the two together and every civil servant gets 2.0 months of AVC in 2026, against 1.7 months in 2025. One-time payments for the year total S$550 for MX13(I) and MX14 grades and S$1,000 for MX15, MX16 and OSS officers. The 1.0-month NPAA is separate from these figures.

What the release leaves out

The announcement covers civil servants only. It does not cover statutory boards, and it does not give a payment date.

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