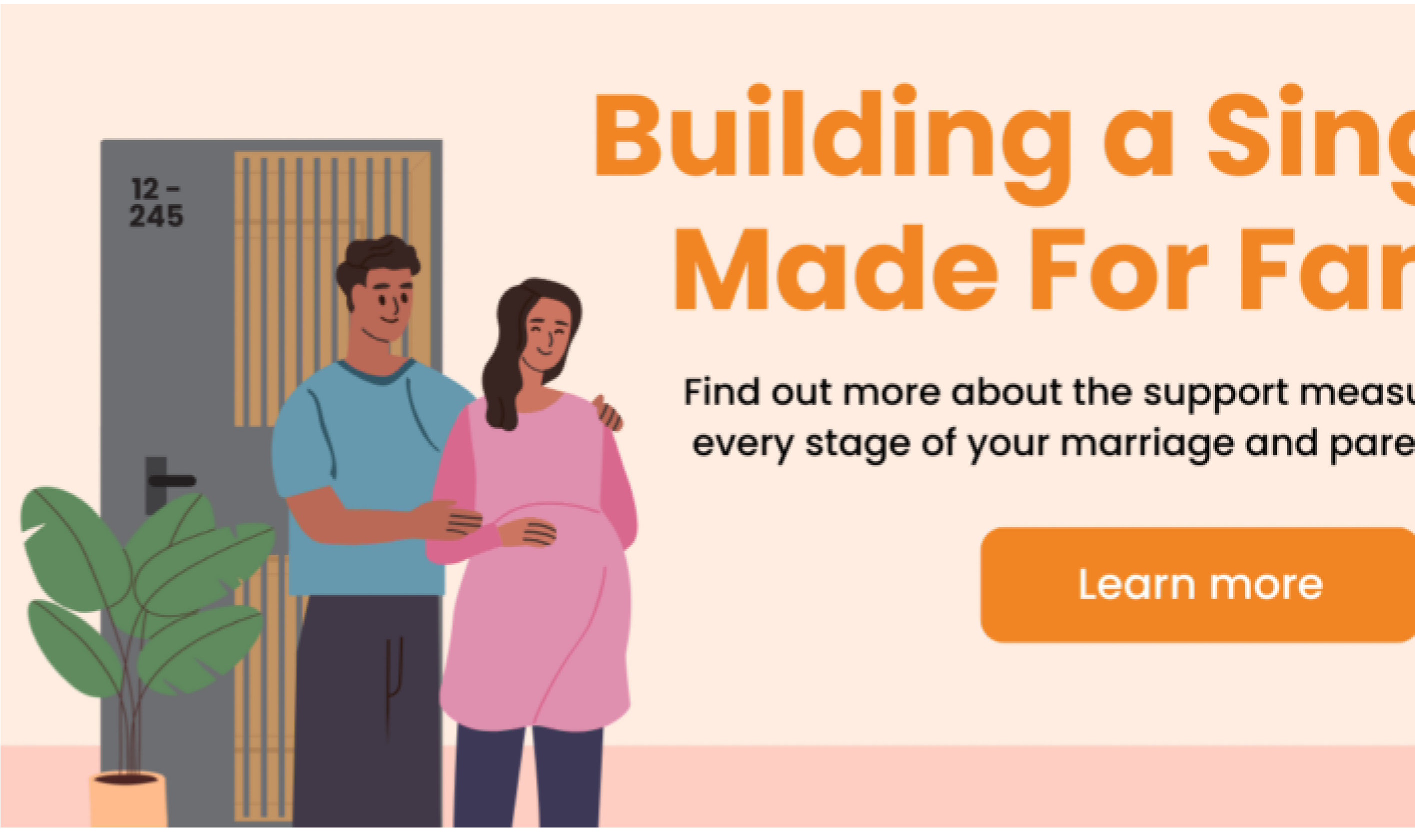
30 Weeks Of Paid Parental Leave In 2026: How To Actually Split It

Description

Shared parental leave 2026 is the piece most couples get wrong, and it is worth more than anything else in the stack. If your child was born on or after 1 April 2026, you have 10 weeks to share between you. Add 16 weeks of maternity leave and 4 weeks of paternity leave and a Singaporean couple now has **30 weeks of paid leave** in their childâ??s first year.

The catch is that the default split is 50/50, and the default arrangement is one continuous block within 26 weeks of the birth. Neither default is what most families actually want. Both can be changed, and there is a four-week window where changing is easy.



Source: Made For Families, Singapore

Work out which bracket you are in first

The date that matters is your childâ??s date of birth, estimated delivery date, or formal intent to adopt date.

- On or after 1 April 2026: **10 weeks** of shared parental leave
- 1 April 2025 to 31 March 2026: 6 weeks
- 1 July 2017 to 31 March 2025: the older 2013 scheme, with its own rules

There is an edge case that catches early arrivals. If your EDD was on or after 1 April 2026 but the baby came before that date, you may still qualify for the full 10 weeks. You have to contact MSF using the form link in the birth registration acknowledgement email on LifeSG. Nobody will do this for you.

Twins get the same entitlement as a single birth, which surprises people every time.

The 30 weeks, broken down

- Government-Paid Maternity Leave: 16 weeks, if the child is a citizen, the mother served at least three continuous months before the birth, and gave four weeksâ?? notice
- Government-Paid Paternity Leave: 4 weeks, fully mandatory for children born on or after 1 April 2025
- Shared Parental Leave: 10 weeks, split between both parents

Paternity leave being mandatory is newer than most people realise. Before 1 April 2025 it was two weeks mandatory plus two weeks at the employerâ??s discretion. That discretion is gone. It is also now an offence for an employer to dismiss an employee while he is on paternity leave.

Fathers do have one extra condition. You must be, or have been, lawfully married to the mother between conception and birth, or within 12 months of the birth. Mothers qualify regardless of marital status.

How to change the split, and when it gets harder

The sharing arrangement is submitted on LifeSG, either during birth registration or later through the Manage SPL Sharing Arrangement service. Timing changes what you need:

- Within 4 weeks of the birth or FIA date: change it freely, no employer documentation required
- After 4 weeks: you must upload written agreement from the employer, using the form at go.gov.sg/spl-agreement

Sit down and decide in that first month, even in the fog of newborn week. Chasing an HR department for a signed letter at month four is a different experience entirely.

On timing, the default is one continuous block within 26 weeks of the birth, with four weeksâ?? notice to your employer, which the employer can waive or shorten. By mutual agreement it can be broken up and taken any time within 12 months of the date of birth. Shared parental leave has to be taken after maternity, paternity or adoption leave is fully used up.

Who pays, and what is capped

Employees do not claim anything. Your employer pays your salary as usual, then claims reimbursement through the Government-Paid Leave Portal. You apply for the leave through your companyâ??s normal leave process.

- Shared parental leave: reimbursed at up to $2,500 a week, all weeks
- Paternity leave: up to $2,500 a week, all four weeks, capped at $10,000
- Maternity leave, first and second child: employer pays the first 8 weeks, government reimburses the last 8, capped at $20,000
- Maternity leave, third child onwards: government reimburses all 16 weeks, capped at $40,000

Self-employed parents claim directly on the portal, with payment computed from income lost using the relevant IRAS Notice of Assessment. Every claim must go in no later than three months after the last day of leave. Miss that and there is no reimbursement.

Source: Made For Families, Prime Ministerâ??s Office

What changed at the National Day Rally

On 23 August 2026, PM Lawrence Wong announced two things that affect this directly. Childcare leave is being overhauled, and the government will fully fund all child-related leave.

Childcare Leave and Extended Childcare Leave are being merged into a single scheme for parents of citizen children aged 12 and below, tiered by how many children you have:

- One child: 8 days per working parent per year, so 16 days across both
- Two children: 10 days each, 20 across both
- Three or more: 12 days each, 24 across both

Today that is 6 days when the youngest is 0 to 6, plus 2 days of Extended Childcare Leave when the youngest is 7 to 12. The start date has not been announced. Full government funding also removes the employer-borne first 8 weeks of maternity leave and the first 3 days of childcare leave, which needs legislative and systems changes before it takes effect.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Raise Families with Confi
Enhanced childcare leave, financi
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Announced at National Day Rally 202
MORE CHILDCARE LEAVE
Number of Children aged 12 years and below
CCL Days Per Working Parent Per Year
1 child
8 days
16
2 children
10 days
20
3 or more children
12 days
24
This is an increase from 6 days (youngest child aged 0–6) and 2 days (youngest child aged 7–12).
All child-related leave will be fully paid for by the Government going forward.

Source: Made For Families, National Population and Talent Division

The money side, briefly

The same rally replaced Baby Bonus and the Large Families Scheme with the SG Child Support Package, worth up to $62,000 per citizen child from birth to 17, regardless of birth order. Add the $5,000 MediSave Grant for Newborns and around $2,500 in Edusave and you are near $70,000 per child.

Two dates matter there. The $10,000 Baby Gift applies to children born on or after 1 April 2027, with a top-up by 30 April 2027 for those still on the old Baby Bonus Cash Gift. Child Credits of $2,000 a year run from age 1 to 16, and children turning 1 to 16 in 2026 receive their 2026 credits by 30 April 2027.

We covered the full package in our National Day Rally 2026 family summary, and the leave expansion itself in our piece on the move to 10 weeks. If your leave is running out around the school break, our September school holidays guide has cheaper ways to fill the days.

Do these four things

1. Check your bracket against the childâ??s date of birth or EDD. If you are near 1 April 2026, check twice.
2. Agree the shared parental leave split and submit it on LifeSG within four weeks of the birth.
3. Decide whether you want one continuous block or a broken-up arrangement, and get employer agreement in writing if it is the latter.
4. Diarise the claim deadline: three months after the last day of leave.

Ten weeks is a real amount of time. Most couples default into 5 and 5 because nobody told them there was a choice, then spend the following year wishing they had front-loaded one parent and stretched the other across the first birthday.

Date Created
25/08/2026
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