

early childhood development centres

# CODE OF PRACTICE

THIRD EDITION (2024)



a  
good  
start  
for every  
child

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# 1 INTRODUCTION

The Code of Practice for Early Childhood Development Centres (“Centres”), hereinafter referred to as (the “Code”), is issued by the Early Childhood Development Agency (“ECDA”). The Code is approved by the Chief Licensing Officer (“CLO”) under Section 36(1)(b) of the Early Childhood Development Centres Act 2017 (the “Act”).

The Code spells out requirements for licensees, key personnel and potential operators in areas such as the conduct of licensees, the measures necessary for licensees to deal with any outbreak of infectious diseases, etc., the management, operation and administration of any Centre, and the provision and quality of early childhood development services. These are the minimum requirements that must be met to ensure the safety and well-being of children and infants in the Centres. The Code also highlights various provisions in the Act and the Early Childhood Development Centres Regulations 2018 (the “Regulations”).

A failure to follow the Code could warrant regulatory actions by the CLO, or be used as evidence in any related court proceedings.



# 2 LICENCE OF A CENTRE

## 2.1 Classes of Licence

### Licence Conditions

In granting or renewing a licence to any person to operate an early childhood development centre, the Chief Licensing Officer may impose such conditions as the Chief Licensing Officer considers requisite or expedient having regard to the purpose of this Act.

The Chief Licensing Officer may impose —

- (a) conditions generally applicable to all licences;
- (b) conditions specifically applicable to a class of licences; or
- (c) conditions specifically applicable to a particular licence.

*[Sections 10(1) and (2) of the Act]*

2.1.1 The licensee of a Centre must comply with the description(s) of the respective class(es) of licence stated in the following table.

**Table 1: Classes of Licence**

Description of Types of Licences	Class A (formerly known as Infant Care Services)	Class B (formerly known as Child Care Services)	Class C (formerly known as Kindergarten Services)
<b>Periods of Operation</b>	<ul style="list-style-type: none"> <li>• Monday to Friday (7am to 7pm)</li> <li>• *Saturday (7am to 2pm)</li> </ul> <p>Operates 5½ days a week throughout the year, except on Sundays and public holidays.</p> <p><i>*Some Centres may not operate on Saturdays due to no demand for services. Starting from 1 January 2024, Saturday service will also not be required for new enrolments to Centres, and new Centres starting operations. Please see paragraph 9.3.</i></p> <p>From January 2025:</p> <ul style="list-style-type: none"> <li>• Monday to Friday (7am to 7pm)</li> </ul> <p>Will operate 5 days a week throughout the year, except on weekends and public holidays.</p>		<p>Monday to Friday.</p> <p>Operates during school terms, according to Ministry of Education (“MOE”)’s academic calendar, with the exception of Centres which follow international curriculum and academic year.</p>
<b>Age Range of Children and Infants</b>	2 to 18 months old	18 months to below 7 years old	18 months to below 7 years old

Description of Types of Licences	Class A (formerly known as Infant Care Services)	Class B (formerly known as Child Care Services)	Class C (formerly known as Kindergarten Services)
<b>Programme Types(s)</b>	<ul style="list-style-type: none"> <li>Full day</li> <li>May provide half day and/or flexible options (at least 12 to 24 hours a week, and 3 hours per session)</li> </ul>		<ul style="list-style-type: none"> <li>Half day (Single, dual, triple sessions)</li> </ul>
<b>Space for Gross Motor Development Activities (“GMA”)</b>	Not Applicable	1/6 of Centre’s capacity at 4m <sup>2</sup> per child or 40m <sup>2</sup> , whichever is more.	1/10 of Centre’s capacity at 4m <sup>2</sup> per child or 40m <sup>2</sup> , whichever is more.
<b>Programme Hours</b>	Operational hours	Typically 9am to 5pm. <ul style="list-style-type: none"> <li>Centres can determine their programme hours (subject to ECDA’s approval).</li> <li>Centres need to display the daily programme schedule.</li> </ul>	Programme hours are typically 6 hours or less, unless otherwise stated (subject to the CLO’s approval).
<b>Non-programme Hours</b>	Not Applicable	Arrival, departure and rest	Not Applicable

2.1.2 The licensee must only operate one of the following:

- Class A only
- Class B only
- Class C only
- Class A and B
- Class A and C

2.1.3 Should a licensee intend to operate a second class of licence in addition to its current class of licence (e.g. operate Class A in addition to current Class B or C), the licensee must make an application to the CLO and pay the prescribed application fee.

2.1.4 Centres or infants must not be in the Centre for more than 24 hours continuously. A licensee that contravenes this may be criminally liable under Regulation 22(3) of the Regulations.

2.1.5 Centres must not be used for any purpose which is detrimental to the interests of Singapore and/or the public. This may include but is not limited to the use of a centre’s premises to conduct activities or disseminate content that is contrary to Singapore’s laws, or to prevailing family values and social norms.



## 2.2 Accommodation Capacity

- 2.2.1 All Centres will be given a licensed accommodation capacity, which will state the number of children and infants who can be enrolled at the Centre.
- 2.2.2 The accommodation capacity is computed based on the areas dedicated for teaching and learning use, and it excludes service areas (e.g. toilets, pantry, kitchen, office, store, staircase landing, corridors).
- 2.2.3 For Class A Licence, the accommodation capacity is computed based on 5m<sup>2</sup> floor space area for each infant.
- 2.2.4 For Class B Licence, the accommodation capacity is computed based on 3m<sup>2</sup> floor space area for each child.
- 2.2.5 For Class C Licence, the accommodation capacity is computed based on 1.88m<sup>2</sup> floor space area for each child.
- 2.2.6 For Class B Licence, the Centre must have safe access to an appropriate outdoor play space for GMA. The space must minimally be  $\frac{1}{6}$  of the Centre's capacity at 4m<sup>2</sup> per child or 40m<sup>2</sup>, whichever is more. If an appropriate outdoor space suitable for GMA is available and the outdoor space meets the requirements above, the indoor space area will be considered in the computation of accommodation capacity. Otherwise, it will be excluded from the computation of accommodation capacity.
- 2.2.7 For Class C Licence, the Centre must have safe access to an appropriate outdoor play space for GMA. The space must minimally be  $\frac{1}{10}$  of the Centre's capacity at 4m<sup>2</sup> per child or 40m<sup>2</sup>, whichever is more. If an appropriate outdoor play space suitable for GMA is available and the outdoor play space meets the requirements above, the indoor space area will be considered in the computation of accommodation capacity. Otherwise, it will be excluded from the computation of accommodation capacity.
- 2.2.8 The number of children or infants enrolled at the Centre, including children or infants enrolled on a trial basis, must not exceed the accommodation capacity, unless otherwise approved by the CLO.
- 2.2.9 If the licensee intends to enrol children or infants beyond the licensed accommodation capacity, the licensee must submit an application to the CLO and obtain the CLO's approval to do so. Such applications are considered on a case-by-case basis.
- 2.2.10 For Centres with children diagnosed with developmental needs, the Centre must only enrol these children up to 15% of the Centre's accommodation capacity (excluding the accommodation capacity for infants), unless otherwise specified by the CLO. If there is a need to exceed 15%, Centres must seek the CLO's approval. This is to ensure the Centre provides sufficient resources to support all children.

## 2.3 New Licence Application

### No operation of early childhood development centre without licence, etc.

A person must not operate (whether solely or jointly with any other person) an early childhood development centre unless the person —

- (a) Is authorised to do so by a licence under this Act;
- (b) Is exempt from this subsection by or under this Act in relation to that centre; or
- (c) Is directed by the Chief Licensing Officer under section 18 to do so despite the expiry or revocation of the licence for that centre.

[Section 6(1) of the Act]

- 2.3.1 A new licence application must be made by the intended licensee of the Centre to the CLO and submitted electronically via the GoBusiness Licensing Portal at <https://www.gobusiness.gov.sg/licences>.
- 2.3.2 The intended licensee(s) must be (i) registered either with the Accounting and Corporate Regulatory Authority (ACRA) or the Registry of Societies (ROS), (ii) a Charity or (iii) a Co-operative Society.
- 2.3.3 The intended licensee(s) and key appointment holders of the licence must both submit to the CLO the ‘*Self Declaration and Consent Form for Offences and/or Warnings For Key Appointment Holders*’ and ‘*Declaration and Consent Form on Financial Capacity For Key Appointment Holders*’.
- 2.3.4 The intended licensee must make an e-payment for an application for a licence to set up and operate a Centre via the GoBusiness Licensing Portal.
- 2.3.5 Any incomplete submission or false declarations will not be accepted.
- 2.3.6 The intended licensee must comply with all requirements stated in the ‘*Guide to Setting Up an Early Childhood Development Centre*’.
- 2.3.7 The intended licensee must submit the licence application and the complete set of required documents before the Licensing Officer’s scheduled visit to the Centre.
- 2.3.8 The new premises must be ready for operations before a site visit is made by the Licensing Officer.
- 2.3.9 Unless otherwise approved by the CLO, the intended licensee must not begin operations of the Centre or accept monetary payments related to enrolment of children or infants until the application to operate a Centre pursuant to a class of licence has been approved by the CLO.
- 2.3.10 The licence will be issued within 14 working days from the date of licensing visit, upon the complete submission of documents or the licensee having met all regulatory requirements, whichever is the latest.
- 2.3.11 The licence and the ‘*Declaration of Tenancy Agreement*’ must be displayed at a prominent location of the Centre premises accessible to the public.

## 2.4 Licence Renewal

### Application for or to renew licence

An application must be made to the Chief Licensing Officer in accordance with this section.

An application must —

- (a) be in the form and manner required by the Chief Licensing Officer;
- (b) be accompanied by a non-refundable application fee (if prescribed) paid in the manner required by the Chief Licensing Officer; and
- (c) be accompanied by any information that the Chief Licensing Officer requires to decide on the application.

*[Section 7(1)(2) of the Act]*

- 2.4.1 The licensee must submit an online application to renew the Centre's licence no later than 1 month before the licence expires. There will be a penalty for late application for licence renewal.
- 2.4.2 The licensee must make an e-payment for the application to renew a licence and for the new licence via ECDA's online system, hereinafter referred to as ("the CMS"), before the licence is issued.
- 2.4.3 The licensee must comply with the requirements stated in Annex A on 'Workflow on Licence Renewal for Centres'.
- 2.4.4 For the purpose of licence renewal, the licensee must update if there are any changes to documents relating to the operational matters of the Centre [e.g. Centre's Standard Operating Procedures (SOPs) for safety, health and hygiene matters, Centre's handbook for parents, and statutory approvals] before they submit the application for licence renewal.
- 2.4.5 Each Centre will be required to undergo and pass an audit to assess its compliance with the provisions of the Act, the Regulations, the conditions of the licence, this Code of Practice as well as the Regulatory Standards before the CLO decides if the Centre's licence may be renewed.
- 2.4.6 Notwithstanding the licensing criteria in the Regulatory Standards, the CLO may take into account matters and evidence as may be relevant, as provided for under Section 8(5) of the Act. This includes but is not limited to the Centre's compliance with the Regulatory Standards, and any lapses which constitute a breach of the Act and Regulations that may have occurred during the duration of the licence.
- 2.4.7 Centres will be issued with a 6, 12, 24, or 36-month licence tenure, which will be determined at the CLO's discretion.
- 2.4.8 The 36-month licence tenure is only applicable to a Centre's existing class of licence and the Centre must have at least:
  - Attained two consecutive 24-month licences and met the licensing criteria for a third consecutive 24-month licence during the licence renewal; or
  - An existing 36-month licence and met the licensing criteria for a 24-month licence during the licence renewal.

- 2.4.9 Centres with two consecutive 6-month licence tenures must minimally attain a 12-month licence tenure at the subsequent renewal of licence. Failure to do so will lead to non-renewal of the Centre's licence, i.e. the Centre has to cease operations.
- 2.4.10 The licensee must acknowledge the licence visit report provided by the Licensing Officer.
- 2.4.11 The licensee must rectify and address any regulatory non-compliance by the deadline given by the Licensing Officer.

## 2.5 Cessation of Operations

### **Voluntary cessation of operation or surrender of licence**

A licensee must not, without giving the Chief Licensing Officer prior notice —

- (a) Wholly and permanently cease operating the early childhood development centre specified in the licensee's licence; or
- (b) For any reason surrender the licence.

*[Section 14(1) of the Act]*

- 2.5.1 Licensees must provide at least 6 months' written notice to parents or guardians, and the CLO before they cease operating the Centre specified in the licensees' licence or surrender their licence (for whatever reason), unless otherwise approved by the CLO. The following information must be included in the notification:
- Discussions with the landlord pertaining to the tenancy agreement (if cessation of operations is due to tenancy issues), and
  - Intended closure / other plans (if any).
- 2.5.2 Notwithstanding paragraph 2.5.1, parents or guardians, and the CLO must be informed once the licensee is notified of the possibility of non-renewal of tenancy agreement and/or clearances from regulatory authorities or governmental agencies, e.g. Change of Use by the Urban Redevelopment Authority ("URA").
- 2.5.3 The licensee must again update the CLO and parents or guardians 2 months before closure of the Centre. The update must include the confirmation of the Centre's closure and progress of the licensee's plans in preparation for cessation of the Centre's operations. The update to the CLO may include information such as parents' sentiments on the upcoming closure, whether enrolled children have found alternative Centres, etc.
- 2.5.4 For any cessation of operations, the licensee must complete all arrangements with parents or guardians in terms of settlement of any outstanding fees and deposits before the last day of operations.
- 2.5.5 The licensee must assist parents or guardians with alternative care arrangements, if required by the parents or guardians.

# 3 CHANGES TO LICENCE

## 3.1 Permanent Relocation to New Premises

- 3.1.1 Licensees, who intend to relocate the Centre to a new premises permanently, must submit an application to the CLO and obtain the CLO's approval to do so.
- 3.1.2 The licensee must inform the parents or guardians, and the CLO at least 6 months before the targeted commencement date of operations at the new premises.
- 3.1.3 The new premises must be ready for operations, and the following information must be submitted to the Licensing Officer before the site visit:
- A copy of the letter to parents or guardians regarding the relocation plans
  - Targeted effective date of operations at new premises
  - Current enrolment
  - Estimated capacity of new premises
  - Self-assessment checklist of the new premises, as provided in the guide '*Guide to Setting Up an Early Childhood Development Centre*'
  - Approved Use of Premises from URA or the Housing Development Board ("HDB") for the use of the new premises as a Centre
  - Fire Safety Certificate / Temporary Fire Permit from the Singapore Civil Defence Force ("SCDF")
  - Certificate of Statutory Completion / Temporary Occupation Permit from the Building and Construction Authority ("BCA")
  - Validation of Legal Entity / Registration (e.g. ACRA, ROS Registration, Charities Registration, IPC Registration, Co-Operatives Societies Registration)
  - Tenancy agreement for the new premises
  - Floor plan with breakdown of floor areas, as endorsed by a Qualified Person ("QP") as defined under the Building Control Act
  - Letter from the QP to certify that the floor plan submitted to the CLO is the same as the one submitted to SCDF
- 3.1.4 The licence for the new premises will be issued within 14 working days after the CLO has received all the documents, the Licensing Officer has conducted the site visit to the new premises and the CLO is satisfied that the new premises meets all requirements for a licensed Centre.
- 3.1.5 The licence for the new premises must be approved by the CLO before the licensee can move the children and infants to the new premises.
- 3.1.6 The licence must be displayed at a prominent location of the new premises accessible to the public.
- 3.1.7 The licensee must make e-payment for the above application via CMS before the licence is issued.

## 3.2 Cessation of Current Class of Licence and Application for a New Class of Licence in the Same Premises

- 3.2.1 Licensees who intend to cease the current class of licence and apply for a new class of licence (e.g. cease Class C and apply for a new Class B licence), must submit an application to the CLO in writing at least 6 months before the targeted effective date of the new class of licence. The licensee must not effect a new class of licence without the CLO's approval.
- 3.2.2 A licensee may submit the application only if the Centre has an existing licence tenure of at least 12 months.
- 3.2.3 The licensee must inform the parents or guardians of the impending cessation of the current class of licence and application for a new class of licence, in writing at least 6 months before the targeted effective date of the new class of licence, and state that the change(s) is/are subject to the CLO's approval. Proof that the licensee has informed the parents or guardians must be submitted to the CLO together with the licensee's application for a new class of licence.
- 3.2.4 The licensee must ensure that the Centre's provision of care and education to children and infants is not compromised during the transition period between the time of the licensee's application and the effective date of the new class of licence.
- 3.2.5 Each Centre will be required to undergo and pass an audit to assess its compliance with the provisions of the Act, the Regulations, the conditions of the current licence, this Code of Practice as well as the Regulatory Standards before the CLO decides if a new class of licence may be granted.
- 3.2.6 Centres which cease operations for an existing class of licence and apply for a new class of licence at the same premises may be issued a 12 or 24-month licence tenure, at the CLO's discretion.

## 3.3 Transfer of Licence

### **Transfer of licence**

A licence, and any right, benefit or privilege under the licence, is not transferable to any other person unless the Chief Licensing Officer approves in writing the transfer.

*[Sections 13(1) of the Act]*

- 3.3.1 All applications for a transfer of licence must be made by the current licensee of the Centre to the CLO for approval at least 3 months before the targeted effective date of transfer. This includes any transfer of any right, benefit or privilege under the licence to another person, whether or not it involves a change in the Unique Entity Number ("UEN") or name / type of legal entity.
- 3.3.2 If the Centre is located in HDB premises, the current licensee must approach HDB to seek their approval for any changes to the tenancy agreement. The current licensee shall obtain a valid tenancy agreement that reflects the intended licensee's name from HDB before ECDA can approve the transfer of licence.



- 3.3.3 If the Centre is located in a site which requires URA's Grant of Written permission, the intended licensee must obtain a Grant of Written Permission from URA to operate an Early Childhood Development Centre ("ECDC") on the site (even if a Grant of Written Permission had been previously obtained by another party and/or the current licensee in respect of the same site).
- 3.3.4 The licensee must be in possession of at least a 12-month licence with at least 7 months remaining on the licence tenure at the point when the application for a transfer of licence is submitted to the CLO.
- 3.3.5 The current licensee and intended licensee must not put into effect any transfer of licence without the CLO's approval.
- 3.3.6 The licensee must ensure that the Centre's provision of care and education to children and infants is not compromised during the transition period between the time of the application for a transfer and the effective date of the transfer.
- 3.3.7 The intended licensee will take over the remaining licence tenure and the Centre's operations (e.g. fee structure, programmes), and become the new licensee of the Centre upon the CLO's approval.
- 3.3.8 Any change(s) which the new licensee intends to make can only take place after the transfer is effected, subject to the Centre meeting the minimum notification period for the respective change(s) as specified in Annex B. This includes but is not limited to change in Centre name, change in programme plan and curriculum, fee increase.
- 3.3.9 The current licensee must inform the parents or guardians of the impending transfer of licence in writing at least 3 months before the targeted effective date of transfer and state that this change is subject to the CLO's approval. Proof that the licensee has informed the parents or guardians must be submitted to the CLO together with the licensee's application for a transfer of licence.
- 3.3.10 The current licensee must state the following in the written notification to parents or guardians:
- The application for a transfer of licence is subject to the CLO's approval.
  - The licensee continues to be responsible for the Centre's management and operations until the transfer is effected.

## 3.4 Extension of Bays

- 3.4.1 All applications for the extension of bays of the Centre must be made by the licensee of the Centre.
- 3.4.2 For an application for extension of bays within 100 to 300 metres apart (distance between the two furthest bays), the Centre must meet the following requirements:
- Each bay must be self-contained with provision of sanitary facilities within the bay.
  - An L2 certified senior educator must be appointed for each bay. For bays which provide only infant services, at least an EY1 certified senior infant educator must be appointed. This is to ensure that a senior personnel is present to assist the Principal in the Centre's operations. The senior educator or senior infant educator can be counted towards the Centre's qualified staff-child ratio.

- The Centre must comply with the requirements and procedures for road crossing<sup>1</sup>, if children need to cross roads, where applicable.

3.4.3 For an application for extension of bays within 300 to 400 metres apart (distance between the two furthest bays), the Centre must meet the following requirements:

- Each bay must be self-contained with provision of sanitary facilities within the bay.
- An L2 certified Key Personnel must be appointed. The Key Personnel is defined as any staff in the Centre other than the Principal, who holds a leadership role in the Centre and is able to make important decisions in the absence of the Principal. The Key Personnel cannot be counted towards the qualified staff-child ratio.
- An L2 certified senior educator must be appointed for each bay. For bays which provide only infant services, at least an EY1 certified senior infant educator must be appointed. This is to ensure that a senior personnel is present to assist the Principal in the Centre's operations. The senior educator or senior infant educator can be counted towards the Centre's qualified staff-child ratio.
- The Centre must comply with the stipulated requirements and procedures for road crossing, if children need to cross roads, where applicable.
- There must also be additional measures to enable the Principal to supervise the operations across extended distance (e.g. installation of closed circuit television, intercom systems).

3.4.4 The new bays are only allowed to begin operations upon the CLO's approval.

### 3.5 Change of Key Appointment Holders ("KAHs")

#### **Change of licensee's particulars**

Where a licensee is a person other than an individual and there is a change in any of the members of the board of directors or committee or board of trustees or other governing board of the licensee, or any of the partners of the licensee (as the case may be) the licensee must, at least 1 month before the change

- (a) notify the Chief Licensing Officer in writing of the change; and
- (b) notify the parents and guardians of the children attending at the licensee's centre in writing of the change.

*[Regulation 20(2) of the Regulations]*

3.5.1 All notifications on the change of KAHs must be made by the licensee of the Centre.

3.5.2 The licensee must notify the CLO of any change of KAHs at least 1 month before the change.

3.5.3 KAHs are defined as the following:

- a member of the board of directors or committee or board of trustees or other governing board of the applicant or licensee (as the case may be)
- a partner of the applicant or licensee (as the case may be)
- any other person, by whatever name called, who has general management or supervision of the business of the Centre, i.e. anyone who will make decisions on matters such as expansion or cessation of business, change in fees, relocation, etc.

<sup>1</sup> Refer to Section 5

- 3.5.4 The inclusion or removal of KAHs may or may not effect a change in the licensee, and/or the status / type of the legal entity and/or the UEN. Please note that should there be a change in the licensee, an application for a transfer of licence must be submitted to the CLO.
- 3.5.5 For changes in KAHs, the following requirements must be met:
- a) Provide written notice to parents or guardians and the CLO at least 1 month before the change of KAHs.
  - b) Submit to the CLO
    - A copy of the letter to parents or guardians informing them of the change
    - Supporting documents (e.g. copy of the updated ACRA, letter from the committee)
    - A completed copy of the 'Self Declaration and Consent Form for Offences and/or Warnings For Key Appointment Holders' by new key appointment holders
    - A completed copy of the 'Declaration and Consent Form on Financial Capacity For Key Appointment Holders' by new key appointment holders
    - Documentation of the Centre's communication plans with parents or guardians and efforts to maintain quality of care
  - c) Previous and current KAHs must respond to concerns raised by the CLO.

### 3.6 Change in Centre's Name

#### Change of licensee's particulars

A licensee must seek the Chief Licensing Officer's consent to change the name of the licensee's centre.

*[Regulation 20(5) of the Regulations]*

- 3.6.1 All applications for a change in the Centre's name must be made by the licensee of the Centre to the CLO.
- 3.6.2 The licensee must obtain the CLO's approval on the change in the Centre's name.
- 3.6.3 For licensees that intend to change the Centre's name, the following requirements must be met:
- a) Provide written notice to parents or guardians, the CLO and staff of the Centre at least 1 month before the change in Centre's name
  - b) Submit to the CLO
    - A copy of the letter to parents informing them of the change
    - Supporting documents (e.g. copy of the updated ACRA, letter from the committee)
    - Documentation of the Centre's communication plans with parents and efforts to maintain quality of care

### 3.7 Change in Licensee's Name

- 3.7.1 The licensee must notify the CLO and parents or guardians on the change in the licensee's name (in cases whereby the licensee is a registered company) at least 1 month before the change.

- 3.7.2 The notification to the CLO must include the following documents:
- A copy of the letter to parents informing them of the change
  - Supporting documents (e.g. copy of the updated ACRA)
  - Documentation of the Centre's communication plans with parents and efforts to maintain quality of care
- 3.7.3 The change in the licensee's name may or may not effect a change in the licensee, and/or the status / type of the legal entity and/or the UEN. Please note that should there be a change in the licensee, an application for a transfer of licence must be submitted to the CLO.

### 3.8 Change in Centre's Particulars

- 3.8.1 All applications for a change in particulars of the Centre must be made by the licensee of the Centre.
- 3.8.2 The licensee must obtain the CLO's approval on any change in the Centre's particulars. This includes the following:
- Change in operating hours
  - Change in accommodation capacity
  - Change in class of licence
  - Addition / Deletion of age group / programme
- 3.8.3 The licensee must notify the CLO on any change in the Centre's particulars. This includes the following:
- Change in licensee's address (applicable only where the licensee is a registered company or society)
  - Change in the Centre's details (e.g. contact number, email address, GST Registration)
- 3.8.4 For any change in the Centre's contact number and/or email address, the licensee must notify parents and the CLO immediately. This information is to enable the CLO to contact the Centre quickly in the event of any emergencies.
- 3.8.5 The licensee must provide the required written notice to parents or guardians, and the CLO for the respective type of change, and can only effect the changes upon the CLO's approval. Please refer to Annex B for more information.

# 4 STAFF

## 4.1 Staff Deployment and Qualifications

### Approval for performance of, and deployment of individuals to perform, prescribed duties

A licensee of an early childhood development centre must not perform, and must not deploy an individual to perform, at that centre any prescribed duty or prescribed class of duties relating to —

- (a) the provision of care or education to children at that centre; or
- (b) the operation of that centre, unless the performance by that licensee of, or deployment of that individual to perform (as the case may be), the prescribed duty or prescribed class of duties at that centre is with the approval of the Chief Licensing Officer.

*[Section 23 of the Act]*

4.1.1 All programme staff of the Centre must meet the following requirements:

- Hold the required qualifications (Refer to Table 2).
- Make a declaration through the '*Self Declaration and Consent Form for Offences and/or Warnings*'.
- Be certified medically fit to work with young children and infants by a medical practitioner during pre-employment medical check. Refer to Annex E for medical examination requirements.
- Has obtained the CLO's approval.

4.1.2 All non-programme staff of the Centre must meet the following requirements:

- Make a declaration through the '*Self Declaration and Consent Form for Offences and/or Warnings*'.
- Be certified medically fit to work with young children and infants by a medical practitioner during pre-employment medical check. Refer to Annex E for medical examination requirements.
- Has obtained the CLO's approval.

4.1.3 The licensee must ensure that all staff (with the exception of Singapore Citizens (SCs) and Permanent Residents (PRs) born before 1 January 1975 being exempted<sup>2</sup>) provide documentary proof<sup>3</sup> that -

- Staff has received two doses of measles vaccination; or

<sup>2</sup> MOH has indicated that close to 100% of this exempted group (i.e. SCs and PRs born in Singapore before 1 January 1975) have high immunity against measles as measles was prevalent in Singapore before the introduction of measles vaccination in 1976.

<sup>3</sup> Documentary proof refers to Health Booklet records, immunisation records downloaded from the Health Hub App or certificate of vaccination issued by a General Practitioner (GP) in Singapore, a serological test result stating that the individual has immunity against measles or a laboratory test result stating that the individual is infected by measles. Vaccination records from foreign countries which have been translated into English by the foreign Embassy or a Notary Public will be accepted.

- Staff has previously been diagnosed by a registered medical practitioner as being infected by measles, and the staff has since recovered from the disease; or
  - Staff has taken a serological test and the serological test shows that he or she has immunity against measles; or
  - Staff has taken a serological test and has received two doses of measles vaccination<sup>4</sup> for which the serological test shows he or she has no immunity against.
- 4.1.4 The licensee must exercise all due diligence and ensure that staff records are verified to the best of their knowledge before submission for the CLO's approval.
- 4.1.5 All staff's records must be maintained, for verification and inspection as and when required by the CLO.
- 4.1.6 The licensee must ensure that all staff (including relief staff and non-programme staff such as cleaner, cook and administrative workers) are briefed on the SOPs relating to safety, health and hygiene in the operations of a Centre. Please refer to Annex C for more information on the required SOPs.
- 4.1.7 The licensee must put in place measures to ensure the safety of children and infants when its Centre staff are deployed in the care and supervision of children and infants. This could include:
- Briefing staff on appropriate practices in their interactions and management of children and infants.
  - Familiarising staff on safety protocols so that immediate attention can be rendered to children or infants who are unwell or injured.
  - Having programme staff to supervise non-programme staff when the latter are deployed in the care and supervision of children and infants.
- 4.1.8 The requirements for programme staff training levels must be met, as stated in Table 2.

**Table 2: Programme Staff Training Levels**

Employment Title	Minimum qualifications required	Roles / Class they can be deployed to
<b>Principal</b>	<ul style="list-style-type: none"> <li>• Advanced Diploma in Early Childhood Centre Leadership ("ADECL"), or</li> <li>• Approved alternatives with at least 4 years of teaching experience as an L2 certified educator (unless otherwise approved by the CLO)</li> </ul>	Principal
<b>Preschool Educator</b>	L2 certified* or equivalent, and as approved by the CLO	Teach in Playgroup to Kindergarten 2 classes
<b>Early Years Educator (Nursery)</b>	L1 certified* or equivalent, and as approved by the CLO	Teach in Playgroup to Nursery classes

<sup>4</sup> Measles vaccination refers to the Measles, Mumps and Rubella (MMR) vaccination which is available in Singapore.



Employment Title	Minimum qualifications required	Roles / Class they can be deployed to
<b>Assistant Preschool Educator</b>	<ul style="list-style-type: none"> <li>Advanced Certificate in Early Childhood Care &amp; Education <u>or</u></li> <li>Higher Nitec in Early Childhood Care &amp; Education</li> </ul>	Assist in Playgroup to Kindergarten 2 classes
<b>Early Years Educator (Playgroup and Pre-Nursery)</b>	<ul style="list-style-type: none"> <li>EY2 certified* <u>or</u></li> <li>Advanced Certificate in Early Years or equivalent, and as approved by the CLO</li> </ul>	<ul style="list-style-type: none"> <li>Teach in Playgroup</li> <li>Teach in Pre-Nursery</li> <li>Care for infants and toddlers aged 2 to 18 months</li> </ul>
<b>Assistant Early Years Educator</b>	<ul style="list-style-type: none"> <li>Fundamentals or Basic Certificate in Early Childhood Care &amp; Education <u>or</u></li> <li>Educator Aide Training</li> </ul>	Assist in Playgroup to Nursery classes
<b>Infant Educator</b>	<ul style="list-style-type: none"> <li>EY1 certified* <u>or</u></li> <li>Higher Certificate in Infant Care / Certificate in Infant &amp; Toddler Care <u>or</u></li> <li>State Registered Nurse and attended Early Years Development Framework</li> </ul>	Care for infants and toddlers aged 2 to 18 months
<b>Programme Helper</b>	No professional qualifications in early childhood	Additional manpower in classes

\*Definitions of EY1, EY2, L1 and L2 and classes for the different age groups can be found in Annex D

## 4.2 Qualifications and Responsibilities of Principal

4.2.1 The licensee must ensure that there is a Principal deployed to oversee a designated Centre, as approved by the CLO.

4.2.2 The Principal must be employed on a **full-time basis** to oversee a designated Centre. The Principal's responsibilities would include, but is not limited to:

- **Overseeing Centre operations** (e.g. implementing safety, health and hygiene practices, and overseeing administration and provision of meals)
- **Fostering a child-safe environment** (e.g. providing guidance and supervision to staff on their practices, ensuring appropriate child management practices, putting in place processes for staff to report inappropriate practices, promptly addressing any issues observed or surfaced, and reporting to ECDA, where required)
- **Managing manpower resources** (e.g. staff deployment to meet required staff-child ratios, staff orientation and induction)
- **Driving quality programmes and services** (e.g. having regular walkabouts to observe Centre's operations, staff-children interactions and staff-parent interactions, and ensuring conducive classroom environments, delivery of quality programmes and activities that are developmentally appropriate)
- **Overseeing programme and curriculum** (e.g. providing guidance to staff in design and implementation of lesson plans)
- **Building of stakeholder relationships and partnerships** (e.g. parent engagement, and handling parents and public queries)

- **Uplifting staff’s professional practice** (e.g. conducting regular meetings to brief staff on policies and processes, and sharing of good practices, in-house and external training for staff’s professional and personal development)

4.2.3 The Principal of the Centre must meet the following requirements:

- Hold the required qualifications (Refer to Table 2).
- Make a declaration through the ‘*Declaration of Offences or Warnings*’.
- Be certified medically fit to work with young children and infants by a medical practitioner during pre-employment medical check. Refer to Annex E for medical examination requirements.
- Has obtained the CLO’s approval.

4.2.4 Centres are allowed to deploy a staff who is undergoing ADECL training as a Principal (Conditional) [C] of the Centre. The deployment can be computed towards meeting the licensing requirement. This provision is allowed until 30 April 2025. Staff must meet the following conditions in order to be appointed as a Principal [C]:

- The Principal [C] attending ADECL course must complete at least 50% of the course;
- The Principal [C] attending ADECL course must be guided by an appointed personnel / HQ staff (to inform the CLO in writing);
- The Principal [C] must complete the ADECL course within 2 years from his/her approved appointment; and
- Appointment of Principal [C] is centre-specific and subjected to the CLO’s approval.

4.2.5 Principals are not computed towards programme staff to child ratio and qualified programme staff-child ratio during programme hours.

4.2.6 Principals must not hold a regular teaching load.

### 4.3 Staff to Child Ratio

4.3.1 Programme staff to child ratio refers to the Centre having a sufficient number of programme staff deployed to take care of the children or infants, in accordance with the ratios as stipulated in the Regulations.

4.3.2 Qualified programme staff to child ratio refers to the Centre having a sufficient number of programme staff, who have the Letter of Notification (“LON”) to confirm that they are qualified to teach children or infants, in accordance with the qualifications and ratios as stipulated in the Regulations.

4.3.3 For Class A Licence, the staff to infant ratio must be met in addition to the following conditions:

- At least 50% of the required programme staff are Infant Educators.
- At least 2 programme staff are present at all times, out of which 1 must be an Infant Educator.

**Table 3: Class A Licence – Programme Staff to Infant Ratio**

Level	No. of Programme Staff	No. of Infants
<b>Infant (2 to 18 months)</b>	1 Infant Educator or 1 Programme Helper	5

- 4.3.4 For Class B Licence, the programme hours are typically from 9am to 5pm, while non-programme hours are typically from 7am to 9am and 5pm to 7pm. Centres must meet the requirements for programme staff to child ratio as stated in the following table (refer to Table 4).
- 4.3.5 For Class C Licence, programme hours are typically operational hours. Centres must meet the requirements for programme staff to child ratio as stated in the following table (refer to Table 4).

**Table 4: Class B and C Licence – Programme Staff to Child Ratio**

For Class B and C Licence					
Programme Hours			Non-Programme Hours		
Level	No. of Qualified Programme Staff	No. of Children	Level	No. of Programme Staff	No. of Children
<b>K2</b>	1	25	<b>K2</b>	1	30
<b>K1</b>	1	20	<b>K1</b>	1	25
<b>Nursery</b>	1	15	<b>Nursery</b>	1	20
<b>Pre-Nursery</b>	1	12	<b>Pre-Nursery</b>	1	18
<b>Playgroup</b>	1	8	<b>Playgroup</b>	1	12

- 4.3.6 Qualified programme staff to child ratio must be met during programme hours. If the Centre deploys additional staff such as Assistant Preschool Educators or Assistant Early Years Educators during programme hours, the ratio is stated in Table 5.

**Table 5: Class B and C Licence – Qualified Programme Staff to Child Ratio**

Programme Hours (indoors)		
Level	No. of Qualified Programme Staff	No. of Children
<b>K2</b>	1 Preschool Educator	25
	1 Preschool Educator + 1 Assistant Preschool Educator	30
<b>K1</b>	1 Preschool Educator	20
	1 Preschool Educator + 1 Assistant Preschool Educator	25
<b>Nursery</b>	1 Early Years Educator (L1)	15
	1 Early Years Educator (L1) + 1 Assistant Early Years Educator	20
<b>Pre-Nursery</b>	1 Early Years Educator (EY2)	12
	1 Early Years Educator (EY2) + 1 Assistant Early Years Educator	18
<b>Playgroup</b>	1 Early Years Educator (EY2)	8
	1 Early Years Educator (EY2) + 1 Assistant Early Years Educator	12

- 4.3.7 For outdoor learning experiences for children and infants (e.g. play, learning experiences, excursions, etc.), the following staff requirements must be met:
- Qualified programme staff to child ratio as per during programme hours; and
  - There must be at least 2 adults present at all times, out of which one must be a qualified programme staff.

## 4.4 Child First Aid Certification

- 4.4.1 The Key Personnel / Principal must have obtained the Child First Aid Accreditation (“CFA”) certification.
- 4.4.2 For Centres with Class A Licence only, there must be at least 3 programme staff (for infants only) who have obtained the CFA certification present in the Centre during operating hours, one of whom must be a Key Personnel or Principal. For Centres with more than 50 infants at any one time, there must be an additional staff, during operating hours, who has obtained the CFA certification for every 50 infants or part thereof.
- 4.4.3 For Centres with Class A Licence, together with Class B or C Licence, there must be at least one Infant Educator or Programme Helper (for infants only) who has obtained the CFA certification present in the Centre during operating hours for the Class A Licence. For Centres with more than 50 infants at any one time, there must be an additional staff during operating hours, who has obtained the CFA certification for every 50 infants or part thereof.
- 4.4.4 For Centres with Class B or C Licence (regardless of whether it holds Class A Licence), there must be at least three staff who have obtained the CFA certification present in the Centre during programme hours. For Centres with more than 150 children per session at any one time, there must be an additional programme staff who has obtained the CFA certification for every additional 50 children or part thereof.
- 4.4.5 For Centres with Class B or C Licence (regardless of whether it holds Class A Licence), there must be at least one staff who has obtained the CFA certification present in the Centre during non-programme hours<sup>5</sup>.

## 4.5 Trainee Programme Staff

- 4.5.1 Centres are allowed to employ staff undergoing early childhood education training. Their deployment can be computed towards meeting the licensing requirement. This provision is allowed until 31 December 2025.
- 4.5.2 All trainee programme staff undergoing training must meet the following requirements:
- Make a declaration through the ‘*Self Declaration and Consent Form for Offences and/or Warnings*’.
  - Be certified medically fit to work with young children and infants by a medical practitioner during pre-employment medical check. Refer to Annex E for medical examination requirements.
  - Has obtained the CLO’s approval.

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<sup>5</sup> For Centres with Class B or C Licence only, paragraphs 4.4.4 and 4.4.5 apply. For Centres offering Class B or C Licence together with Class A Licence, paragraph 4.4.3 applies to the infant care area of the Centre, while paragraphs 4.4.4 and 4.4.5 apply to the non-infant care area of the Centre.

- 4.5.3 For Centres with Class B and/or Class C licence, programme staff undergoing training must not be more than 25% of the minimum number of staff required (including Assistant Preschool Educators and Assistant Early Years Educators) to meet qualified programme staff-child ratio.
- 4.5.4 Programme staff undergoing training must not be more than the number of qualified staff per level (applicable only for Centres with more than one class per level).
- 4.5.5 Programme staff undergoing training must be assessed by the Centre on suitability to be deployed in the classes.
- 4.5.6 Programme staff undergoing training must meet one of the criteria stated in the following table:

**Table 6: Programme Staff Undergoing Training**

Criteria	Prior Early Childhood Teaching Experience (minimally 1 year)	Prior Early Childhood Qualifications Obtained	Period of Course Attended (to be recognised)
<b>A</b>	Yes	No	50%
<b>B</b>	No	Yes	50%
<b>C</b>	Yes	Yes	Any
<b>D</b>	No	No	100%

## 4.6 Relief Staff

- 4.6.1 Centres may engage relief staff to temporarily cover duties of programme staff, who are absent.
- 4.6.2 Relief staff must meet the following requirements:
- Make a declaration through the 'Self Declaration and Consent Form for Offences and/or Warnings'
  - Be certified medically fit to work with young children and infants by a medical practitioner during pre-employment medical check. Refer to Annex E for medical examination requirements.
- 4.6.3 Relief staff's particulars must be submitted to the CLO.
- 4.6.4 Relief staff will not be computed towards qualified programme staff-child ratio, unless they hold the relevant early childhood care and education qualifications.
- 4.6.5 Relief staff must be supervised by a Principal, Key Personnel or Preschool Educator / Early Years Educator (L1).
- 4.6.6 The records for relief staff must be maintained for verification and inspection as and when required by the CLO.

## 4.7 Provision of Continuing Professional Development (“CPD”) Days (only applicable to Class A and/or B Licence)

- 4.7.1 Up to a maximum of 4 days per calendar year can be designated as CPD days but the Centre must remain open on these days to provide care and supervision to children and infants enrolled in the Centre. CPD days can be used consecutively at a maximum of 2 days, or as 1-day sessions. Unused CPD days will not be carried forward to the next calendar year.
- 4.7.2 For new Centres, the number of CPD days will be pro-rated (by calendar year), depending on the commencement date of services.
- 4.7.3 Programme staff-child ratios for all classes must be met on CPD days.
- 4.7.4 A minimum of 50% of the number of programme staff required (based on enrolment) must remain in the Centre during CPD days, to ensure there is sufficient staff present who are familiar to the children and infants.
- 4.7.5 Centres may deploy Assistant Preschool Educators / Assistant Early Years Educators and/or qualified relief Preschool Educators / Early Years Educators to conduct developmentally-appropriate activities (similar to non-programme hours), with a focus on provision of care and supervision. Qualified relief Preschool Educators / Early Years Educators include ex-preschool educators who hold early childhood education qualifications, or completed the relief staff programme in early childhood.
- 4.7.6 Either the Principal or senior teacher must remain in the Centre during CPD days.
- 4.7.7 Parents or guardians, and the CLO must be informed at the beginning of the calendar year on the Centre’s CPD days and the provision of care arrangements on those days.
- 4.7.8 Parents or guardians must be reminded at least 1 month in advance before the CPD day.
- 4.7.9 Parents or guardians must be informed at least 1 month in advance of any changes to the CPD days.
- 4.7.10 Parents or guardians of newly enrolled children and infants must be informed of designated CPD days and care arrangements on these days, during registration and orientation.



## 4.8 Inclusion Coordinator (“ICO”)

- 4.8.1 The licensee must ensure that there is an ICO appointed in each Centre (not applicable to Centres with Class A licence only). The licensee may appoint a staff or Learning Support Educator (LSed) from the Centre or its Headquarters (HQ) as an ICO. If the appointed ICO is an LSed or from HQ, he/she can oversee up to 5 Centres, provided that he/she has the capacity to do so<sup>6</sup>.
- 4.8.2 The ICO must meet the following requirements:
- Is L2(EL) certified or equivalent as approved by the CLO;
  - Is employed full-time at the Centre (i.e. EC educator) or HQ (i.e. LSed and HQ staff);
  - Has at least 2 years relevant teaching experience in an early childhood setting; and
  - Has attained Competent (C) status for Pre-Appointment Training for Inclusion Coordinators<sup>7</sup>.
- 4.8.3 The responsibilities of the ICO, with the support of the Principal and educators as stated in Annex I, are to:
- Work with educators to identify children who may potentially require early intervention support;
  - Guide educators and parents to appropriate early intervention support or resources; and
  - Work with the Principal to establish centre processes that can support the enrolment and monitor the progress of children with developmental needs.
- 4.8.4 The licensee must appoint another ICO within 3 months, should the existing ICO withdraw from this role or leave the Centre/operator.

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<sup>6</sup> Licensee must submit an application for ECDA’s approval, prior to appointment of HQ staff or LSed as ICO.

<sup>7</sup> Learning Support Educator (“LSed”) on the Development Support and Learning Programme (“DS-LS programme”) who are appointed as ICOs are not required to undergo the pre-appointment training.

# 5 SAFETY

## Safety and wellbeing

During the hours of operation of a centre, the licensee of the centre, and every member of the licensee's staff who is deployed to supervise a class, must ensure —

- (a) The safety and wellbeing of every child attending the class; and
- (b) That every child attending the class is at all times under the supervision by a member of the licensee's staff, whether the child is within or outside the centre.

*[Regulation 49 of the Regulations]*

## 5.1 Premises

- 5.1.1 The premises of the Centre must be secured to prevent any unauthorised personnel from accessing and entering the Centre.
- 5.1.2 The Centre must have procedures to check and record the entry and exit of all persons in the Centre.
- 5.1.3 Areas, facilities and equipment that may pose as safety risks must be secured and rendered inaccessible to children and infants. This includes installing a physical barrier at the entrance of the kitchen or pantry.
- 5.1.4 Staircase handrails must be installed at children's height so that children can use them while climbing the stairs.
- 5.1.5 Keys for the window or window grilles must be kept out of children's and infants' reach, but made accessible to all staff.
- 5.1.6 Suitable fencing / barriers must be put in place for playgrounds which are located above ground level. Fencing of at least 1.8 metres in height must be installed. Any deviation from the fencing requirement of 1.8 metres in height will be subject to CLO's approval.
- 5.1.7 All fixtures and furnishings must be in good condition, child-friendly and appropriate for the age and needs of the children and infants.
- 5.1.8 Furniture such as cupboards, shelves and cubby holes must be sturdy and/or secured properly (e.g. anchored or bolted to the wall or ground) to prevent it from tipping over when it is used or knocked into, which may cause injury to children and infants.
- 5.1.9 The licensee must plan for and provide resources for the regular maintenance, preventive maintenance, replacement and repair of the premises, furnishings, fixtures and equipment. This is to ensure that the Centre is safe, clean and conducive for children and infants' care and learning.

- 5.1.10 Sufficient indoor space for children and infants must be provided to prevent overcrowding. This includes taking into consideration the different age groups, class sizes and types of learning experiences.

## 5.2 Outdoor Learning Experiences

- 5.2.1 Weather conditions (rain or heat) must be taken into consideration when planning outdoor learning experiences. Minimise outdoor activities directly under the sun between 11am and 4pm.
- 5.2.2 The staff to child and infant ratio must be met as follows:
- Qualified programme staff to child ratio as per during programme hours; and
  - There must be at least 2 adults present at all times, out of which one must be a qualified programme staff.

## 5.3 Crossing of Roads

- 5.3.1 For Centres which require children to cross roads to move between bays or access outdoor spaces, licensees must conduct a risk assessment and put in place necessary measures to ensure safety which includes the following requirements.

### ***Assessment on suitability of planned route***

- 5.3.2 There must be a designated crossing area (e.g. traffic light, zebra crossing).
- 5.3.3 Children must not cross roads at T-junctions or cross-junctions.
- 5.3.4 Centres must assess the traffic conditions to determine if the road is safe for children. The considerations include:
- Whether heavy vehicles utilise the road often;
  - The speed limit of the road.
- 5.3.5 Centres must review and re-assess the route when necessary, as traffic conditions may vary.

### ***Staff-child ratio***

- 5.3.6 The staff-child ratio for outdoor learning experiences must be met.
- 5.3.7 For a group of 7 or more children: at least 3 adults must accompany the group when crossing the road. If the children need to cross the road in small groups, there must be sufficient adults for each group.
- 5.3.8 In addition to the required staff-child ratios, the adults can include volunteers (i.e., parents, caregivers, etc.).
- 5.3.9 There must be an adult both in front of and behind the group.

**Procedures**

- 5.3.10 Staff must follow traffic rules and practise road safety. Good practices on road safety are as follows:
- Stop before crossing, look for vehicles and practise kerb drill: “Look Right, Look Left, Look Right Again.”
  - Check to see that there are no vehicles or that vehicles have come to a stop.
  - All staff and the children to keep one hand raised while crossing the road. The objective is to be seen.
  - Always use footpaths and walkways and never walk along the roads where possible.
  - Do not cross the road at road bends and in between stationary vehicles.
- 5.3.11 Staff must be able to contact the Centre quickly during an emergency.
- 5.3.12 Children must be easily identifiable (e.g. school uniforms, hats or name tags, etc.).
- 5.3.13 Staff must be alert, careful and exercise discretion to ensure the safety of children. Staff can carry a whistle or use other means to get children’s attention quickly.
- 5.3.14 Centres must develop a set of SOPs for crossing of roads which is shared with all staff.

**Educating children**

- 5.3.15 Staff must teach children simple road safety messages and remind them about safety rules before leaving the Centre.

**5.4 Care of Infants**

- 5.4.1 For Centres providing infant care services, sufficient number (ratio of 1:10) of sinks with running water next to the diaper change tables (ratio of 1:10) must be provided.
- 5.4.2 Diaper change tables must have 4 raised sides of at least 3 inches high each, when measured from the top of the pad (i.e. interior). This is to prevent the infant from rolling and falling off the diaper change table.
- 5.4.3 The following practices must be carried out to safeguard the wellbeing of infants:
- Space is demarcated between locomotive and non-locomotive infants.
  - Infants are held during bottle feeding.
  - Infants are fed with semi solids or solids in an upright position (not lying down).
  - If bathing of infants is needed, Centres must ensure infants’ safety (e.g. checking of water temperature or use safety devices to prevent scalding).
  - If bathing is needed to clean older infants (those who can stand), Centres must ensure infants’ safety by carrying out necessary risk assessments and putting in place additional measures (e.g. ensure infant is seated, or use a standing shower instead of sink where applicable).

- 5.4.4 Periods for naptime must be provided for infants according to their individual needs. During naptime, Centres must ensure the following:
- Sleeping area is safe and conducive for infants' sleep. Cots and mattresses should not be placed near curtain cords.
  - Infants who fall asleep in the activity area are carried into the sleeping area.
  - Infants are brought out of the sleeping area after they wake up.
  - An infant's head and face must not be covered during sleep (e.g. with a cloth, pillow etc).
  - Cots are free of objects that can increase the risk of entrapment, suffocation or strangulation. This includes pillows, pillow-like toys, blankets and bumper pads.
  - Infants who sleep in cots must be moved to mattresses once they are able to climb out of the cot.
  - Playpens and rockers must not be used for infants' sleep.
- 5.4.5 For infants placed on low chairs, Centres must ensure that their feet are able to touch the ground. For infants placed on high chairs, Centres must ensure that the infants' feet can rest on the footrest.
- 5.4.6 Centres must not place infants in restrained or buckled seats for extended periods of time.
- 5.4.7 All milk bottles and containers of expressed milk or milk powder must be clearly labelled with the infant's name.
- 5.4.8 Feeding of expressed and/or formula milk must be in accordance with the instructions of the parent or guardian of the infant. No infant should be given expressed and/or formula milk which is not meant for the infant.

## 5.5 Business Continuity Plan ("BCP")

- 5.5.1 The licensee is to develop and update its BCP for its Centres that can sustain the continuity of care for enrolled children and infants in the event of significant operational disruptions including, but not limited to, incidents caused by fire, flood, or a public health situation such as a pandemic. Centres are required to have BCP in place by 1 January 2025, and to review the plans periodically thereafter.
- 5.5.2 The licensee is to ensure that all staff are briefed and familiar with the BCP.

## 5.6 Emergency Evacuation Procedures

- 5.6.1 The licensee must ensure that emergency evacuation exercises for all children, infants and staff are conducted regularly with not more than 6 months between two exercises. This is to ensure that staff and children will be better prepared and able to respond quickly to emergency situations, including but is not limited to fire, blackout, an intruder in the premises, acts of terrorism or bomb threat.
- 5.6.2 Centres must alternate the 6-monthly evacuation exercise for children and infants with one fire drill and one security-related emergency exercise (e.g. intruder in the Centre, suspected bomb threat in the Centre), and adhere to the SGSecure advisories.
- 5.6.3 For Centres providing infant care services, a separate emergency evacuation procedure for infants must be followed
- 5.6.4 For Centres located in zoned Business 1 industrial premises, the licensee must be represented as a stakeholder in the building's Fire Safety Committee; and work with the building management on emergency responses and evacuation procedures for the safety of the children, infants and staff at the Centre.
- 5.6.5 Emergency evacuation routes must be displayed at a prominent location of the premises to facilitate evacuation by staff, children and other persons, in the event of an emergency.

## 5.7 Documentation of Records for Daily Operations

### ***Record-keeping***

- 5.7.1 The following records must be maintained in the Centre:
- Arrival time of the children and infants
  - Attendance of the children and infants
  - Signing out records of parents or guardians when they pick up their children or infants. Measures are in place to ensure that the children or infants leave the Centre with their authorised persons only
  - Visitors' log
  - Accidents and incidents in the Centre
  - Illnesses and outbreaks of diseases
  - Any deviation from the regular programme
  - Special activities / field trips conducted for the children or infants



## 5.8 Closed Circuit Television (“CCTV”) Cameras

5.8.1 **From 1 July 2024, Centres will be required to comply with the following requirements** to implement CCTV in their premises:

- a) CCTV cameras must be placed in the following areas which are used by children:
  - Entrances / Exits to the Centre
  - Corridors and walkways used by children
  - Teaching and learning areas (e.g. classrooms, activity rooms, sick bay)
  - Common dining areas
  - Indoor / outdoor play areas that are within the Centre’s premises
  - Infants’ napping room (additional requirement for Class A Licence)
- b) Cameras must not be placed in toilets, changing rooms and staff rest areas to protect the privacy of children and staff.
- c) For security purposes, cameras at all entry and exit points (including emergency exits), and within the premises must capture and record real time footage during and after operational hours.
- d) Cameras must be able to capture and record full, unobstructed views of the relevant areas, with clear images that allow identification of individuals in the footage.
- e) Cameras must be able to record and store at least 30 days of footage.
- f) The date and timestamp on every camera must be set correctly, to accurately show the day and time of an incident.
- g) The CCTV system and its cameras must be properly maintained and be in good working condition.
- h) Where requested by ECDA or other public agencies, the actual recorded CCTV footage must be provided to facilitate investigation of incidents. Actions will be taken against the licensee and/or any individual if:
  - The footage that was requested for is destroyed,
  - The footage that was requested for cannot be retrieved, due to a failure to turn on or maintain the CCTV cameras or otherwise,
  - The footage furnished is not the actual recorded footage that was requested for,
  - The footage furnished has been tampered with, or
  - The request is not complied with for any other reason.
- i) Centres must comply with the requirements under the Personal Data Protection Act (“PDPA”) 2012 on the collection, use, disclosure and usage of individuals’ personal data.

5.8.2 ECDA will adopt an advisory approach for the requirements stated in this section for the first six months of implementation, i.e. from 1 July 2024 to 31 December 2024. ECDA will commence enforcing Centres’ compliance with these requirements after the advisory period, i.e. from 1 January 2025.

# 6 HEALTH AND HYGIENE

## 6.1 Immunisation of Children and Infants for Enrolment

- 6.1.1 All children and infants enrolled in the Centre must have been immunised for diphtheria and measles, which are compulsory under the Infectious Diseases (Diphtheria and Measles Vaccination) Regulations 2021.
- 6.1.2 All infants transiting from infant care to child care services must have been immunised for diphtheria and measles.
- 6.1.3 A copy of the child's or infant's immunisation records for diphtheria and measles must be obtained from the parent or guardian, including additional vaccine doses for these diseases. Refer to the Health Promotion Board ("HPB")'s website for the recommended childhood immunisation schedule.

## 6.2 Health Checks

- 6.2.1 Daily temperature and health checks must be conducted for all children, infants, staff and visitors upon arrival.
- 6.2.2 The temperature and health checks must be recorded and maintained.

## 6.3 Premises

- 6.3.1 The premises must be clean and pest free, in accordance with the requirements of the Environmental Sanitation ("ES") Regime for Preschools<sup>8</sup> under the National Environment Agency ("NEA")'s Environmental Public Health Act.
- 6.3.2 The indoor premises must be adequately ventilated. Centres must also put in good indoor air quality practices, in accordance with the requirements under the ES Regime for Preschools.
- 6.3.3 Centres should take measures to ensure good ventilation and indoor air quality. These include but are not limited to the following:
  - For naturally ventilated spaces, open windows regularly in a safe manner. For spaces with mechanical ventilation, ensure ventilation systems are in good working order.
  - Open windows or use exhaust fans in bathrooms. This is to control moisture in the environment to prevent the growth of mould, mildew and bacteria. Keep windows and other openings (e.g. back door) around exhaust fans closed to avoid short-circuiting of air flow.
  - Open windows or use exhaust fans in kitchens. This is to increase ventilation and reduce food odours.
  - Ensure air conditioners and air purifiers are equipped with high-efficiency filters (at least MERV14 or F8 for air conditioners and HEPA filters for air purifiers).
  - Clean or replace filters in air conditioners and air purifiers regularly, according to the manufacturer's instructions.

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8 You can refer to the ES Regime's requirements at <https://www.nea.gov.sg/our-services/public-cleanliness/ESR>.

- Clean and remove dust with a damp cloth regularly.
- Replace any mouldy furniture and materials and address any dampness issues on walls, which may have been caused by condensation or damaged water pipes.

## 6.4 Provision of Basic Amenities

- 6.4.1 Basic amenities must be provided and easily accessible to children in the toilets. This includes the provision of hand washing liquid soap and hand-drying facilities. Every toilet cubicle must, at all times, have a sufficient supply of toilet paper, which is easily accessible to children.
- 6.4.2 Children and infants' personal effects must be maintained individually in a hygienic manner. This includes personal items such as toothbrushes, mugs, mattresses, mattress covers and combs.

## 6.5 Meals

- 6.5.1 Centres that provide food to children or infants must ensure that the food is nutritious, balanced and varied, as per HPB's guidelines<sup>9</sup>.
- 6.5.2 There must be at least 2 different sets of weekly menu on rotation, and food served must be in accordance with the menu of the day.
- 6.5.3 For Class A Licence, the 2 different sets of weekly menu on rotation must be suited to the age range of each group of infants aged 7 – 9 months, 10 – 12 months and 13 – 18 months respectively.
- 6.5.4 When introducing new food to infants, Centres must not introduce more than one food item at a time. When in doubt, Centres must check with parents or guardians of the infant before introducing new food.
- 6.5.5 Parents or guardians, and the CLO must be given at least 1 month's notice in writing regarding any significant change(s) in the written menu.
- 6.5.6 Ad-hoc deviations of food served from the written menu must be duly recorded.
- 6.5.7 Menus must be displayed at a prominent location within the premises.
- 6.5.8 There must be sufficient variety and quantity of food and drink proportionate to the age of children and infants.
- 6.5.9 Children must be provided access to drinking water at all times.
- 6.5.10 Where children assist in the preparation of food, they must be supervised by staff. Centres must take the necessary safety and hygiene precautions to prevent accidents, injury or illness:
- Always be aware of the dangers of heat, or when handling hot or boiling food / liquids.

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<sup>9</sup> You can refer to HPB's guidelines at <https://www.hpb.gov.sg/schools/school-programmes/health-promoting-programmes-for-pre-schools/healthy-meals-in-pre-schools-programme>.

- If children have had vomiting or diarrhoea, they should not assist in the preparation of food until they have been symptom-free for 48 hours.
- If the Centre has recently had, or is currently experiencing an outbreak of gastroenteritis, activities that involve children in the preparation of food should not be held.

## 6.6 Food Hygiene

### **Food Handlers**

- 6.6.1 Any person who handles and prepares food and beverages in the Centre, must have a valid certificate for the Basic Food Hygiene Course (“BFHC”) or Food Safety Course Level 1 (“FSCL1”) with training providers approved by the Singapore Food Agency (“SFA”), before commencing work.
- 6.6.2 Food handlers must complete refresher trainings regularly as stated in the following table:

**Table 7: Refresher Course for Food Handlers**

Refresher Course	Frequency
1 <sup>st</sup> refresher training	By the 5 <sup>th</sup> year from the date of first passing the BFHC / FSCL1 course
2 <sup>nd</sup> and subsequent refresher training	Every 10 <sup>th</sup> year from the date of passing the last refresher course

- 6.6.3 Any person who prepares food in the Centre must ensure good personal hygiene. This includes the following:
- Do not work when unwell (e.g. vomiting, diarrhoea, fever or any other illnesses).
  - Wash hands thoroughly and regularly with soap and water, before preparing food or touching ready-to-eat food and especially after handling raw food, after visiting the toilet and after handling waste / soiled diapers.

### **Food Storage and Preparation**

- 6.6.4 Food premises must be clean and pest-free.
- 6.6.5 Surfaces for food preparation, appliances and utensils must be clean and sanitised between tasks and after use.
- 6.6.6 Centres must obtain food supplies from approved sources. Upon receiving the ingredients, Centres must store them promptly at the appropriate locations and temperatures.
- 6.6.7 There must be proper procedures for food storage in the chiller and freezer. This includes the following:
- Raw food and cooked / ready-to-eat food must be stored separately.
  - Raw food must be stored in containers with tight-fitting lids to prevent spillage and placed on the lowest rack of the refrigerator, below any cooked / ready-to-eat food.
  - The temperature of the freezer must be maintained at or below  $-18^{\circ}\text{C}$  and the temperature of the refrigerator / chiller at or below  $4^{\circ}\text{C}$ .
- 6.6.8 Food that has turned bad or passed the “use-by” or “expiry” date must be discarded.

- 6.6.9 There must be written directions for handling food.
- 6.6.10 Basic principles of food preparation must be observed to avoid cross-contamination.
- Use separate chopping boards and knives for raw vegetables, raw meat and cooked / ready-to-eat food. Where possible, use separate utensils (e.g. spoons, tongs) for raw and cooked / ready-to-eat food.
  - Store chopping boards, knives and utensils for raw and cooked / ready-to-eat food separately.
  - Clean chopping boards regularly; replace them when they are worn out.
- 6.6.11 Food preparation must be conducted away from any site / source, which may lead to food contamination (i.e. near toilets or on the floor).
- 6.6.12 Food served to children and infants must be cooked within the Centre's premises or obtained from a licensed food operator, unless otherwise approved by the CLO.
- 6.6.13 Food served to children and infants must be sufficiently warm when served to prevent food pathogens from multiplying. Hot food should be kept above 60°C and cold food below 5°C until ready to be served, to reduce the risk of food poisoning. No food should be kept at room temperature for more than 4 hours.
- 6.6.14 All food served to children and infants must be cooked and/or reheated thoroughly. Use clean tongs or gloves when serving food.
- 6.6.15 There must be written directions for provision of food at all special events / celebrations held in the Centre to enable tracing of food served in the event of an outbreak of food poisoning or gastroenteritis.

### ***Preparation of Milk***

- 6.6.16 Expressed breastmilk for infants must be prepared, stored and heated appropriately.
- 6.6.17 Expressed breastmilk should be kept refrigerated (below 5°C) or frozen. All bottles of expressed milk need to be labelled with the child's name, and the date that the breastmilk was expressed.
- 6.6.18 When using formula milk, the container containing the formula milk must be labelled with the child's name and the date of expiry.
- 6.6.19 It is best to prepare fresh formula for each feed and to give it to the child as soon as it has cooled. Throw away any leftover milk. Do not freeze or reheat it.

## **6.7 Management of Children and Infants with Food Allergies**

- 6.7.1 All Centre staff must be made aware of the children and infants in the Centre with known food allergies, and the appropriate management plan.
- 6.7.2 The names of the individual children and infants, their respective classes and their known food allergies (with a photograph of the child) must be recorded and displayed in the kitchen or pantry and in food serving areas.

- 6.7.3 The cook and/or any persons preparing and serving the food must comply with food-safe practices, including appropriate hand-washing procedures before and after handling food, and ways to prevent cross-contamination when storing, preparing, cooking and serving food. Separate utensils and dishes should be used and washed thoroughly in warm soapy water.
- 6.7.4 All teaching materials used in the classroom (e.g. during art & craft sessions, science experiments, cookery activities) must be free of allergens to be safe for use by the child and infant with food allergies.
- 6.7.5 All tables and chairs used for dining must be cleaned thoroughly with hot soapy water or an “all-purpose” cleaning solution before and after meal times. Single use paper towels should be used when cleaning the tables and chairs to prevent cross contamination from cloths.
- 6.7.6 All parents or guardians, whose children are in the same class as the child or infant with food allergy, must be informed that they are not to bring any food that contains allergens that may be life-threatening to the child or infant. This applies to events like class celebrations, birthday parties and picnics.

***For Children or Infants with High-Risk Food Allergies***

*In severe cases of food allergy, anaphylaxis may occur. Anaphylaxis is a serious and life-threatening allergic reaction, where there is difficulty in breathing and a severe drop in blood pressure, resulting in giddiness and/or loss of consciousness. This reaction can be fatal if left untreated.*

- 6.7.7 When a child or infant is known to have high risk food allergies, the Centre must in addition to the above requirements request from the parent or guardian a copy of the Action Plan for Anaphylaxis that is signed by a medical practitioner. This would enable the Centre to work together with the parent or guardian to manage the child’s or infant’s condition in the Centre and provide a timely response in the event the child or infant has an allergic reaction.
- 6.7.8 The parent or guardian must be provided a list of all the food ingredients used for meals in the Centre. This is to allow the parent or guardian to make an informed decision about the Centre’s preparation of food for their child or infant. Alternatively, the parent or guardian can opt to provide food for the child or infant daily instead of consuming food prepared by the Centre.
- 6.7.9 The parent or guardian must be informed immediately in the event the child has an allergic reaction.
- 6.7.10 Prescribed medication for the child or infant must be kept at a readily accessible location (i.e. not in a locked storage space) in the event the child or infant has an allergic reaction. A cool, dark storage place is recommended. Refrigeration is not recommended.



## 6.8 Management of Infectious Diseases

### Infectious diseases

A licensee must —

- (a) ensure that the premises and operation of the licensee’s centre conform with such requirements as may be specified by the Chief Licensing Officer or in any code of practice, relating to the prevention of infectious diseases and state of hygiene and cleanliness in centres; and The safety and wellbeing of every child attending the class; and
- (b) report to a Health Officer, the Chief Licensing Officer, and the parents or guardians of all the children attending at the licensee’s centre of any suspected or known case of any infectious disease amongst the licensee’s staff or children attending at the centre in accordance with such requirements as may be specified by the Chief Licensing Officer or in any code of practice.

*[Regulation 31(1) of the Regulations]*

6.8.1 When the Centre is notified of any suspected or known case of infectious disease amongst children, infants and/or staff, both parents or guardians, and the CLO must be informed to enable early detection of disease outbreaks and implementation of measures to curb transmission. The list of infectious diseases includes but are not limited to the following:

- Chickenpox
- Dengue
- Gastroenteritis
- Hand, Foot and Mouth Disease (“HFMD”)
- Measles
- Mumps
- Respiratory illnesses
- Rubella
- Tuberculosis (“TB”)

6.8.2 The Centre must inform the Ministry of Health (“MOH”) promptly of any case of measles and clusters of:

- Gastroenteritis
- HFMD
- Respiratory illness

according to MOH’s reporting guidelines. These must be done through the electronic notification system, Communicable Diseases Live & Enhanced Surveillance (“CDLENS”). Refer to <http://www.cdLens.moh.gov.sg/cdLens> for more information.

6.8.3 The licensee must comply with the “Infection Prevention Guidelines for Schools (Primary) and Child Care Centres<sup>10</sup>” issued by MOH. This includes complying with the cleaning and disinfection recommendations made in the guidelines, such as the use of diluted bleach for disinfection. In general, high-risk areas should be subjected to routine cleaning and disinfection. The list of high-risk areas include but are not limited to the following:

- Waste disposal / collection areas
- Food preparation areas
- High-touch surfaces e.g. floor, low shelves, doorknobs, tables used by children and infants
- Toilets

6.8.4 For disinfection of contaminated surfaces, the licensee must implement the following measures:

- Use 1 part bleach to 9 parts water (e.g. 100ml bleach to 900ml water) when using aqueous chlorine solution of 5.25% to 6.15% sodium hypochlorite.
- The bleach solution should be prepared daily or when needed, kept out of sunlight and away from heat. Centres may also use any chlorine-based liquid disinfectant (containing sodium hypochlorite) or Chlorine granular disinfectant+ (containing sodium dichloroisocyanurate / NADCC), prepared in accordance with the manufacturer’s instructions.
- Have a readily available spill kit with the items listed in Table 8 below.

**Table 8: Spill Kit**

S/N	Item	Purpose
1	Disposable powder-free latex or vinyl gloves	Personal Protective Equipment (“PPE”) for staff in charge of cleaning
2	Masks	
3	Plastic aprons	
4	Plastic bags (leak-proof, sealable)	To contain the waste items
5	Refuse bags	
6	Paper towels or disposable cloths	To clean and disinfect the contaminated area
7	Tongs	
8	Chlorine-based liquid disinfectant* (should contain sodium hypochlorite) e.g. household bleach / Chlorine granular disinfectant+ (should contain sodium dichloroisocyanurate / NADCC)	
9	Detergent	

\* Disinfectants should be prepared in accordance with the manufacturer’s guide before use.

6.8.5 Cleaning equipment (e.g. mops, etc.) used for cleaning contaminated surfaces must be kept separately from cleaning equipment used for general cleaning, to prevent cross-contamination.

<sup>10</sup> Ministry of Health. (2019). Infection Prevention Guidelines for Schools (Primary) and Child Care Centres. Retrieved from [https://www.moh.gov.sg/docs/librariesprovider5/diseases-updates/infection-prevention-guidelines-for-schools-and-child-care-centre-\(2019\)\\_updated-as-of-2-mar-2023.pdf](https://www.moh.gov.sg/docs/librariesprovider5/diseases-updates/infection-prevention-guidelines-for-schools-and-child-care-centre-(2019)_updated-as-of-2-mar-2023.pdf)

- 6.8.6 Children, infants and/or staff must be monitored for symptoms of common infectious diseases. The symptoms include but are not limited to:
- Respiratory – fever, cough, runny nose, sore throat
  - Food poisoning / Gastroenteritis – diarrhoea, vomiting
  - Skin conditions – chickenpox, rash, blisters, enlarged lymph nodes
  - Oral and ocular – Conjunctivitis (i.e. red eyes), mouth ulcers
  - Other physical symptoms – poor appetite, lethargy, headache, chills, muscle ache, joint pain, chest pain
- 6.8.7 Infected children, infants and/or staff must only return to the Centre upon expiry of their medical certificate and show no symptoms of illness. In the event that there are differing views on the child’s or infant’s health condition, the licensee can request that the parents or guardians see a medical practitioner to ensure that the child is fit to return to the Centre.
- 6.8.8 The following records must be kept:
- Records of children, infants and/or staff with symptoms
  - Date when they first developed symptoms of the illness
  - Clinical diagnosis (if any)

## 6.9 Management of Haze

- 6.9.1 In the event of haze, the following requirements must be met. The CLO will take reference from NEA.

**Table 9: Guidelines for Haze Management**

24-hour PSI Index Category	Management Measures
51 - 100 (Moderate)	<ul style="list-style-type: none"> <li>• Continue with normal activities.</li> <li>• Identify children or infants with asthma, heart or respiratory problems and ensure they have their medication, such as inhalers for asthma, with them.</li> <li>• Check and ensure that air purifiers are working.</li> <li>• Prepare an <b>enclosed</b> room with air purifier(s) and air conditioners / fans turned on to temporarily accommodate children and infants who may become unwell or develop respiratory problems due to haze.</li> </ul>
101 - 200 (Unhealthy)	<ul style="list-style-type: none"> <li>• Minimise prolonged and strenuous outdoor physical activities.</li> <li>• Minimise strenuous indoor physical exercise and activities for children and infants. Indoor activities such as music and movement and gross motor activities are acceptable.</li> <li>• No physical and outdoor activities for children or infants with existing health conditions (e.g. asthma, heart or respiratory problems).</li> <li>• Have an <b>enclosed</b> room with air purifier(s) and air conditioners / fans turned on to temporarily accommodate children or infants who may become unwell or develop respiratory problems due to haze.</li> <li>• Monitor health situation of all children and infants closely. Should any child or infant fall sick or exhibit respiratory problems, the Centre should inform the parents to pick up their child as soon as possible to seek medical attention for the child or infant.</li> </ul>

24-hour PSI Index Category	Management Measures
201 - 300 (Very unhealthy)	<ul style="list-style-type: none"> <li>House children and infants in enclosed indoor spaces, with air purifiers and air conditioners / fans turned on.</li> <li>No outdoor activities for all children.</li> <li>Avoid strenuous indoor physical activities for children and infants.</li> <li>No physical and outdoor activities for children or infants with existing health conditions (e.g. asthma, heart, or respiratory problems).</li> <li>Monitor health situation of all children and infants closely. Should any child or infant fall sick or exhibit respiratory problems, the Centre should inform the parents to pick up their child as soon as possible to seek medical attention for the child or infant.</li> <li>Await further instructions from ECDA sent via SMS Alert and ECDA's generic email address: <a href="mailto:Contact@ecda.gov.sg">Contact@ecda.gov.sg</a>.</li> </ul>
> 300 (Very unhealthy)	<ul style="list-style-type: none"> <li>House children and infants in enclosed and well-ventilated indoor spaces, with air purifiers and air conditioners / fans turned on.</li> <li>Scale down lessons.</li> <li>No indoor and outdoor physical activities for all children.</li> <li>Monitor health situation of all children and infants closely. Should any child or infant fall sick or exhibit respiratory problems, the Centre should inform the parents to pick up their child as soon as possible to seek medical attention for the child or infant.</li> <li>Monitor the PSI level through the media (radio / TV / NEA website) for any updates and comply with ECDA's guidelines.</li> <li>Await further instructions from ECDA sent via SMS Alert and ECDA's generic email address: <a href="mailto:Contact@ecda.gov.sg">Contact@ecda.gov.sg</a>.</li> <li>In the event of closure, the Centre is to issue closure letter and inform parents.</li> </ul>

## 6.10 Management of Heat Stress<sup>11</sup>

6.10.1 The licensee must comply with the requirements stated in the following table to minimise the risk of heat stress and heat-related illnesses when conducting outdoor activities. In the event of a heat wave, the CLO will take reference from the Ministry of Sustainability and the Environment and NEA and provide guidance on the stepped-up measures for the licensee's compliance.

<sup>11</sup> Heat stress occurs when our body is not able to cool itself sufficiently, and excess heat builds up, which may cause damage to the body. Warmer or more humid weather could lead to an increased risk of heat stress and related illnesses, such as heat cramps, heat exhaustion and heat stroke. As young children are more vulnerable to heat stress, it is important to take additional measures to safeguard children's health and wellbeing. Heat stress information is available at [www.weather.gov.sg](http://www.weather.gov.sg).

**Table 10: Guidelines for Heat Stress Management**

Low Heat Stress WBGT <sup>12</sup> (°C) < 31	Moderate Heat Stress 31 ≤ WBGT(°C) < 33	High Heat Stress WBGT(°C) ≥ 33
<p><b>Outdoor:</b></p> <ul style="list-style-type: none"> <li>Minimise outdoor activities directly under the sun between 11am and 4pm.</li> <li>If outdoor activities are scheduled between 11am and 4pm, Centres must ensure the following               <ul style="list-style-type: none"> <li>Keep the duration for physical activities short.</li> <li>Schedule a break in shady areas for water and rest for every 15 minutes of activity.</li> <li>Wear sunscreen to prevent sunburn (as it affects the body's ability to cool down and increases the risk of dehydration).</li> <li>Monitor heat stress levels and cease all outdoor activities when there is high heat stress.</li> </ul> </li> </ul>		
<p><b>Hydration:</b></p> <ul style="list-style-type: none"> <li>Hydrate as per normal</li> </ul>	<p><b>Hydration:</b></p> <ul style="list-style-type: none"> <li>Encourage children and staff to drink water frequently; and to drink even before they ask for it (i.e. do not wait until they are thirsty).*</li> <li>Stay away from sugary drinks (as such drinks may cause greater loss of body fluids).</li> </ul> <p><i>* These general recommendations apply to children above 1-year-old. While infants above 6 months of age and who have been started on solid food may be offered sips of water as required, it is not advisable for infants less than 6 months of age to consume water. Breastmilk/formula milk remains the main source of hydration for infants less than 6 months of age.</i></p>	
<p><b>Attire:</b></p> <ul style="list-style-type: none"> <li>Wear normal attire.</li> </ul>	<p><b>Attire:</b></p> <ul style="list-style-type: none"> <li>Wear single layer of loose-fitting clothing.</li> </ul>	
<p><b>Additional measures:</b></p> <ul style="list-style-type: none"> <li>Check Meteorological Service Singapore website and myENV app for information on the current weather conditions and heat stress advisory.</li> <li>Keep classrooms ventilated.</li> <li>Preschool staff should be aware of the signs and symptoms of heat injuries, ranging from mild ones like heat cramps and rashes to major ones like heat exhaustion and heat stroke.</li> <li>Watch out for early signs of heat injury (i.e., headache, nausea, dizziness, fainting, high body temperature, rapid pulse, poor concentration, muscle ache, muscle cramps, blurred vision, loss of coordination, disorientation or confusion, seizures or fits, vomiting, decreased and dark-coloured urine), and seek medical attention if symptoms persist or worsen.</li> </ul>		

<sup>12</sup> The Wet Bulb Globe Temperature ("WBGT") provides an indication of heat stress by taking into account the combined effects of air temperature, humidity, wind speed and solar radiation.

# 7

# PROGRAMME AND CURRICULUM

## 7.1 Enrolment

7.1.1 Centres must be open to enrol all children, regardless of the child's family background, including but not limited to race, language or religion.

## 7.2 Supporting Children and Infants through Transitions

7.2.1 The licensee must allow parents or guardians, or authorised personnel to accompany their children or infants who are newly enrolled in the Centre, if requested. This is to ease separation anxiety and to help the children or infants adjust to the new environment.

7.2.2 The licensee must allow parents or guardians, or authorised personnel, to accompany enrolled children or infants who have experienced an adverse event (e.g. death of a loved one, traumatic incident). This is to provide comfort and assurance to the child or infant in coping with the grief or loss.

## 7.3 Staff-Child Interactions and Management of Children and Infants

7.3.1 Staff-child interactions must be respectful, responsive and reciprocal. This is to support children and infants' socio-emotional and psychological well-being, and acquisition of skills for life and learning.

7.3.2 Staff / Education Service Providers must use positive and developmentally appropriate methods to manage and communicate with children and infants.

7.3.3 Staff / Education Service Providers must not commit any of the following acts on any child or infant:

- Sexual exploitation or abuse
- Corporal punishment<sup>13</sup>, including:
  - Striking the child / infant, directly or with any physical object;
  - Shaking, shoving, spanking or any other form of aggressive contact (e.g. slapping, pinching, punching, kicking, pulling the child's hair, pulling the child's ear); and
  - Requiring or forcing the child / infant to repeat physical movements on the pretext of disciplining the child / infant (eg. requiring the child to do jumps, squats, etc as punishment)

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<sup>13</sup> The United Nations Convention on the Rights of the Child ("UNCRC") defines corporal punishment as "any punishment in which physical force is used or intended to cause some degree of pain or discomfort, however light".



- Giving the child / infant harsh, humiliating, belittling or degrading<sup>14</sup> response of any kind, whether it is a verbal, emotional or physical response. This includes:
  - constant shouting, making inappropriate or insensitive comments, using scare tactics to discipline a child (i.e. teacher tells a child that a ghost will catch him if he does not behave)
  - using verbal or physical threats (e.g. threaten to tie a child / infant to a chair or place a child in a cupboard or alone in a room)
  - taking off the child's or infant's clothing in the presence of other children, with the intent to humiliate him/her
  - getting a child to stand and eat his/her meals while the rest of the children are sitting, with the intent to punish or humiliate him/her
  - taping a child's or infant's mouth to keep him/her quiet
- Neglecting the child / infant, and having a deliberate absence of response (such as failing to respond or ignoring physical and emotional needs or cues e.g. cries of hunger, pleas for emotional comfort, diaper changes; or a seizure);
- Depriving the child / infant of any meal or other basic need (e.g. withhold food, water, rest or request to go to toilet, taking away rights and privileges for an extended period of time such as play time or activities with other children in the classroom or Centre);
- Isolation of the child / infant unless the child is being supervised by a member of the licensee's staff who is within sight of the child / infant, or physical restriction of any of the child's movements (such as where the acts limit or obstruct a child / infant, or prevent him/her from moving his or her body freely). This includes:
  - strapping or tying a child / infant using a string or any other form of restraint
  - placing a child / infant in a tight space
  - using physical force to prevent, restrict, or subdue the movement of any part of a child's or infant's body
  - pinning a child / infant to the ground
  - placing any object (including one's legs) over an infant when feeding milk to prevent the infant from moving
- Putting the child / infant at risk of being scalded or burnt, which includes:
  - using a lighter or heated object / substance to scare a child
- Causing psychological trauma to the child / infant;
- Force feeding the child / infant;
- Exposing the child / infant to undesirable content, including but not limited to coarse language, pornography, violence, terrorism, and other content that is inconsistent with paragraphs 7.4.1 to 7.4.3 of the Code of Practice.

7.3.4 The following SOPs related to behaviour and guidance of staff for the management of children and infants must be maintained:

- Appropriate guidance and behaviour management;
- Child-safe policies (please refer to Annex G for more information).

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<sup>14</sup> This would include acts which cause shame or embarrassment to the child/infant, or lower his or her self-esteem.

- 7.3.5 All centres must have a set of rules regulating the conduct of their staff. The rules should include, but not limited to:
- Staff to take all measures to stop or prevent any inappropriate child management practices by either staff or persons in the Centre. This is to protect a child and/or other children from immediate risk and further harm;
  - Obligations of staff to report immediately any inappropriate child management practices to the Centre’s management;
  - Processes for staff to report inappropriate child management practices to the Centre’s management and ECDA; and
  - Processes for the Centre’s management to follow up on staff’s feedback on alleged child mismanagement practices.
- 7.3.6 All staff, including Education Service Providers, must be regularly briefed on the rules of staff conduct, the SOPs on appropriate guidance and behaviour management, and the Centre’s child-safe policies (e.g. at least once a year, and when there are updates or changes).
- 7.3.7 Centres must ensure that there are measures to enforce the rules of staff conduct. Some measures may include (not exhaustive):
- Provision of rules on staff conduct and SOPs which are easy to understand and readily available to all staff.
  - Regular reiteration of expected standards of staff conduct during meetings.
  - Licensee / Principal / Senior Teachers to conduct regular walkabouts to observe, guide and supervise staff on behaviour management and interactions with children.

## 7.4 Programme Plan

- 7.4.1 The programme and curriculum for children and infants must be developmentally appropriate holistic, and aligned to prevailing family values and social norms that reflect Singapore’s multi-racial and multi-religious society.
- 7.4.2 The programme goals, objectives, and learning outcomes must support children’s learning and development.
- 7.4.3 The programme and curriculum goals must be guided by the Nurturing Early Learners (“NEL”) Framework and Early Years Development Framework (“EYDF”).
- 7.4.4 The licensee must ensure that information on any religious-affiliated elements in the Centre’s programme and curriculum (including but not limited to religious practices, rituals, iconography, and uniform) is clearly stated in the Centre’s Handbook for Parents.
- 7.4.5 Where paragraph 7.4.4 applies, the licensee must, prior to each child’s enrolment, explain to the child’s parents any religious-affiliated elements in the Centre’s programme and curriculum, and obtain their acknowledgement in writing that they have received and understood the licensee’s explanation.
- 7.4.6 The licensee must not proselytise and it must take all reasonable steps to prevent proselytising by the Centre’s staff, any education service provider or other individual or entity engaged by the licensee.

- 7.4.7 In paragraph 7.4.6, “proselytise”:-
- Includes any attempt to convert someone to another religion, for example, attempting to persuade a child of one religion that it is better to adopt another religion;
  - Does not include sharing of religious stories, singing religious songs and displaying religious icons for educational or instructional purposes only.
- 7.4.8 The licensee must not require or compel children of any religion to conform to or take part in acts of worship or practices of another religion. For example, the licensee must allow the child to not take part in religious practices, if the child or child’s parent(s) or guardian(s) does not wish for the child to do so.
- 7.4.9 Outdoor learning experiences must be carried out within the programme and curriculum. These outdoor learning experiences could support areas of learning and development (e.g. language and literacy, numeracy, social and emotional) apart from physical and motor skills.
- 7.4.10 For children enrolled in full day programme, GMA must be carried out for at least one hour daily. Out of 1 hour, at least 30 minutes must be outdoors (daily) or 45 minutes must be outdoors (thrice a week), or equivalent.
- 7.4.11 For children enrolled in half day programme, GMA must be carried out for at least half an hour, three times a week. At least 1 of the sessions must be outdoors, or equivalent.
- 7.4.12 For Centres with no access to suitable outdoor spaces, outdoor learning experiences for the children must be conducted at least once a month. This provision is only applicable to Centres as specified by the CLO.
- 7.4.13 For Centres which require children to cross roads to access outdoor spaces, licensees must comply with all the stipulated requirements and procedures.
- 7.4.14 Observation, documentations and assessment of the individual child’s learning and development must be recorded and shared with parents or guardians every 6 months. For Centres providing infant care services, this must be done every 3 months.
- 7.4.15 For Class A Licence, there must be records of individual infant’s routine needs which are communicated to parents or guardians daily. Routine needs include feeds, naps and bowel movements.
- 7.4.16 Information on the programme plan and curriculum must be submitted to the CLO, when requested. Amendments to the programme plan and curriculum must be made, when required by the CLO.
- 7.4.17 Parents or guardians, and the CLO must be given at least 1 month’s notice in writing regarding any changes in programme plan and curriculum.
- 7.4.18 The licensee must ensure its staff, and any education service provider or other individual or entity engaged by the licensee, comply with this section in delivering any programme or curriculum to children who are enrolled in the licensee’s Centre.
- 7.4.19 The licensee must not implement programme and curriculum or part of a programme and curriculum, if the CLO deems it unsuitable for children or infants.

## 7.5 Field Trips / Excursion / Concerts

- 7.5.1 Parents or guardians must be provided with an option to “opt-out” if they do not want their child to participate in these activities.
- 7.5.2 There must be provisions for programme staff to remain in the Centre to look after the children, who do not participate in such activities.
- 7.5.3 There must be procedures for supervision of children outside of the Centre premises, and safety measures for these activities.

## 7.6 Enrichment Programmes

### **Approval to engage individuals to provide educational service**

A licensee of an early childhood development centre must not engage any individual to provide, for a fee or reward, any educational service for children at that centre, unless the provision of such service by the individual is with the approval of the Chief Licensing Officer.

*[Section 29 of the Act]*

- 7.6.1 Enrichment programme(s) are additional programmes that the Centre deems relevant to complement the Centre’s curriculum. Some examples include speech and drama, computer and swimming classes.
- 7.6.2 The licensee must ensure that enrichment programme(s) cater only to children enrolled in the Centre. Any additional fee is at the Centre’s discretion.
- 7.6.3 Parents or guardians must be given the option of not enrolling their child in the enrichment programmes.
- 7.6.4 Children, who do not participate in the enrichment programmes, must be meaningfully engaged in activities during the duration of the enrichment programmes.
- 7.6.5 For Class B Licence, enrichment programme(s) must only be conducted between 4pm and 6pm. (The only exception being swimming class, which can be conducted in the morning.)
- 7.6.6 For Class C Licence, enrichment programme(s) must only be conducted before or after programme hours.
- 7.6.7 Programme staff-child ratio ratio<sup>15</sup> must be met at all times to ensure adequate supervision of children during the enrichment programme(s) hours.

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<sup>15</sup> Enrichment programme staff and/or trainers do not count towards programme staff-child ratio during programme hours.

- 7.6.8 The licensee must ensure that optional programme staff and trainers meet the following requirements:
- Make a declaration through the '*Self Declaration and Consent Form for Offences and/or Warnings*'.
  - Be certified medically fit to work with young children and infants by a medical practitioner during pre-employment medical check. Refer to Annex E for medical examination requirements.
- 7.6.9 Enrichment programme staff and trainers' particulars must be submitted to the CLO before the commencement of the enrichment programme
- 7.6.10 The parents or guardians must be given at least 1 month's notice in writing for any changes to enrichment programmes (i.e. cessation of enrichment programme vendors, engagement of new enrichment programme vendors).
- 7.6.11 Records of enrichment programmes must be maintained for the duration of the Centre's licence tenure, for verification and inspection as and when required by the CLO.

# 8

# SUBSIDY ADMINISTRATION

## 8.1 Application

- 8.1.1 The licensee must inform applicants about the subsidy schemes and additional support that are available for Singapore Citizen children and infants to defray fees charged by the Centre:
- Child Care Basic and Additional Subsidies
  - Kindergarten Fee Assistance Scheme (if enrolled in kindergartens run by MOE and Anchor Operators)
  - Child Care Financial Assistance (“CCFA”)
  - Start-Up Grant (“SUG”)
  - Child Development Account (“CDA”)
- 8.1.2 The licensee may apply for subsidies on behalf of the parent, provided the consent of the eligible parents, legal guardian, or non-parent caregiver (e.g. grandparents, foster parents, Children’s Homes) of a child or infant who is enrolled in and attending at the licensee’s Centre is obtained.
- 8.1.3 Written consent must be obtained from the main applicant, co-applicant, and relevant family members (if applying for subsidies via Per Capita Income) for ECDA to obtain / verify data with relevant Government databases.
- 8.1.4 Centre administrators may administer the subsidy application on behalf of the licensee. The licensee must ensure that the Centre administrators are sufficiently trained and briefed on the prevailing policies, Code of Practice, and procedures. Centre administrators may also be required to attend briefings on subsidy administration.
- 8.1.5 The licensee must use the latest forms for the application, verify the information in the form with the parents, and verify and upload the relevant supporting documents (if applicable) for a complete submission via CMS.
- 8.1.6 New enrolment information and subsidy applications must be submitted via CMS within 30 calendar days from the date of the child’s or infant’s enrolment. There will be no back-dating of the approved subsidy effective date if the application was submitted late.
- 8.1.7 The licensee / Centre administrator must attend the subsidy administration training conducted by ECDA if there are recurrent instances of late submission of enrolment information and subsidy applications (see paragraph 8.1.6).
- 8.1.8 The licensee is required to go through with the applicant(s) the Subsidy / KiFAS application procedure via the Acknowledgment Note on Subsidy Application (found on CMS), and to obtain the acknowledgment of the applicant(s) of this Acknowledgment Note.



## 8.2 Fees, Subsidy and Receipts

- 8.2.1 The licensee must issue an official receipt or invoice, hardcopy or electronic, for each enrolled child or infant every month or term. In the event that the receipt or invoice is not issued due to reasons such as Centres collecting fee through interbank GIRO, it must be provided upon request by the applicants or ECDA. It is optional for the licensee to issue an invoice prior to the issuance of the receipt.
- 8.2.2 The receipt or invoice must clearly state the following:
- Name and Birth Certificate / Citizenship Certificate Number of child or infant
  - Programme that the child or infant is enrolled on
  - Gross fee for programme (before discounts and subsidies)
  - Fee paid by parents
  - Approved Government subsidies and Financial Assistance, including Start-up Grant (per paragraph 8.1.1)
  - Any fee discount or special assistance provided by the Centre or offset of fee / deposit
  - Nett fee paid by the applicant
- 8.2.3 For trial programme / new enrolment, if fees payable by applicants are pro-rated, the licensee must ensure that any Government subsidies claimed are pro-rated, and based on percentage i.e. 25%, 50% or 75% of gross fee (before subsidies).
- 8.2.4 For Flexi-Care programme, a full month's fee must be paid for the enrolled child to qualify for subsidies. No subsidy claim can be made if a pro-rated fee is paid for the Flexi-Care programme.
- 8.2.5 Please refer to the applicable basic subsidy rates based on each programme and any pro-rating in Annex H.
- 8.2.6 Programme fees indicated on the subsidy application form and in CMS must be net of any applicable discounts.

## 8.3 Updates to the Subsidy Application / Applicants and Other Changes

- 8.3.1 The licensee must update the subsidy application via CMS by the 7th of the following month when notified by main / co-applicant on changes in their household circumstances and thereby requesting a reassessment of eligible subsidy by ECDA. Relevant supporting documents must be uploaded via CMS for a complete submission. There will be no back-dating of the approved subsidy effective date if the update was submitted late.
- 8.3.2 The licensee must update changes in Nationality of child or infant / subsidy applicant in CMS by the 7th of the following month when notified by main / co-applicant. Relevant supporting documents must be uploaded in the CMS for a complete submission. There will be no back-dating of the approved subsidy effective date if the update was submitted late.

8.3.3 The licensee must update the following changes via CMS by the 7th of the following month to enable reassessment of subsidy eligible for each child or infant:

- Change in programme enrolled by the child or infant
- Change in programme fee

There will be no back-dating of the approved subsidy effective date if the update was submitted late.

8.3.4 Contact details of the main and co-applicant must be up-to-date to enable timely communications.

## 8.4 Attendance

(1) Subject to paragraph (2), where a licensee has received a Government subsidy for a child for any month, the licensee must not retain any part of the Government subsidy as payment of the child's fees for the month unless —

- (a) the child is enrolled in the centre; and
- (b) the child attends the centre for at least one day in the month.

(5) Where a child in relation to whom the licensee has applied for a Government subsidy fails to attend the centre for at least one day in any month, the licensee must —

- (a) notify the Chief Licensing Officer in writing of the failure of the child to attend the centre for at least one day in the month concerned within such time and in such form and manner as may be specified by the Chief Licensing Officer; and
- (b) comply with such requirements as may be specified by the Chief Licensing Officer in relation to the child's failure to attend the centre for at least one day in the month concerned.

*[Regulations 64(1) and (5) of the Regulations]*

8.4.1 The licensee must ensure that Government subsidies are claimed only for enrolled children and infants with at least one day of attendance per month. This attendance requirement must be communicated by the licensee to the applicants / co-applicants.

8.4.2 Attendance of enrolled children and infants must be taken daily and there must not be any backdating of attendance.

8.4.3 The licensee must ensure children and infants have met 1-day attendance requirement for each month; indicate whether or not there are any discrepancies via CMS; and make necessary adjustments by the 7th of the following month.

8.4.4 Any amendments made on the attendance list must be struck off and initialled by the authorised person making the changes. There must not be any use of correction fluid or tape on the attendance list.

## 8.5 Withdrawal

- (2) Where a child is enrolled in the centre and attends the centre for at least one day in the month but is subsequently withdrawn from the centre in that month, the licensee may only retain such part of the Government subsidy as may be determined by the Chief Licensing Officer.
- (5) Where a child in relation to whom the licensee has applied for a Government subsidy fails to attend the centre for at least one day in any month, the licensee must —
- (a) notify the Chief Licensing Officer in writing of the child's withdrawal from the licensee's centre within such time and in such form and manner as may be specified by the Chief Licensing Officer; and
  - (b) comply with such requirements as may be specified by the Chief Licensing Officer in relation to the child's withdrawal from the centre.

*[Regulations 64(2) and (5) of the Regulations]*

- 8.5.1 The licensee must fill out the withdrawal form, hardcopy or otherwise, and have it signed by the applicant. Supporting documents, if applicable (e.g. for temporary withdrawal), must be appended.
- 8.5.2 Where the last payment of infant / child care fees is offset by the initial deposit, a certified true copy of the voucher / receipt issued clearly indicating the amount of infant / child care fees offset by the deposit is required.
- 8.5.3 The enrolment record of children and infants must be updated via CMS to reflect withdrawal or temporary withdrawal by the 7th of the following month. The licensee must ensure that supporting documents such as receipt of last payment, and offset of fee by the deposit are kept in the Centre for audit check conducted by the CLO.
- 8.5.4 The licensee / Centre administrator must attend the subsidy administration training conducted by ECDA if there are recurrent instances of late withdrawals (see paragraph 8.5.2).
- 8.5.5 The licensee must ensure that existing children and infants enrolled in full- or half-day programme receive only prorated subsidies, if prorated fees are paid in the month of withdrawal. The licensee must ensure that the prorated subsidies are claimed for withdrawn children and infants with at least 1-day attendance and minimum of 25% fee paid. For avoidance of doubt, full subsidies can be received if the full month fee was paid in the month of withdrawal.

## 8.6 Electronic Submission of Subsidy Forms

- 8.6.1 The licensee may opt to use the electronic version of the latest forms, and obtain parents' (and family members', if applicable) ordinary electronic signatures in the forms. If this option is taken, the licensee must comply with the following measures:
- The licensee / Centre administrator must obtain the parents' written agreement to accept the electronic submission method as an alternative to providing a hardcopy submission.
  - The licensee / Centre administrator must confirm the authority and identity of the parents and/or family members who have signed the application form (e.g. call a parent to confirm the email address or to confirm that he/she had sent the signed form and verify the email address in CMS).
  - The licensee / Centre administrator must send an acknowledgement email to the parents to confirm receipt of the signed form. The licensee / Centre administrator will sign on the form and this will constitute the complete original signed form. This original signed form will be kept by the Centre and may be circulated by the Centre to the parents or ECDA, and shared with the auditors during audit.
  - The licensee must maintain a complete electronic trail and ensure that all records are properly stored and retrievable for the entire period during which the Centre may need to rely on them (see paragraph 8.10)
- 8.6.2 The licensee / Centre administrator may also sign electronically on the form.

## 8.7 Payment of Government Subsidies

- (3) For the purposes of paragraphs (1) and (2), a licensee must —
- (a) ascertain whether the licensee has retained any Government subsidy that the licensee is not entitled to, or more Government subsidy than the licensee is entitled to for each child enrolled in the licensee's centre for each month (called in this regulation the excess amount), within such period as may be specified by the Chief Licensing Officer; and
  - (b) where the licensee has retained any excess amount, to notify the Chief Licensing Officer in writing as soon as practicable.

*[Regulations 64(3) of the Regulations]*

- 8.7.1 The licensee must verify the Government Subsidy ("GSII") reports available via CMS and indicate whether or not there are any discrepancies via CMS by the 7th of the following month. The CLO must be notified of any discrepancies immediately.
- 8.7.2 In the event that there are discrepancies and/or the attendance requirement is not met for any of the children or infants for each month, the licensee is required to make adjustment via CMS by the 7th of the following month.

- 8.7.3 ECDA may withhold Government subsidies, which include but are not limited to the following situations:
- The licensee has made an application under Section 13 of the Act to transfer the licensee's licence
  - The licensee's licence is revoked or the Centre is pending closure indefinitely
  - The licensee failed to confirm if there are discrepancies in the GSII reports by the 7th of the following month for 3 consecutive months (see paragraph 8.7.1).
  - The licensee has not submitted the annual audited report (see paragraph 8.9).
  - The licensee is under investigation by the Police or Commercial Affairs Department for allegation of fraudulent-related offences or activities.
- 8.7.4 Where Government subsidies have been withheld under paragraph 8.7.3 of the Code of Practice, a licensee must continue to only collect fee net of Government subsidies from parents.

## 8.8 Recovery of Subsidy Overpayment

(4) Upon receipt of a notice in writing under paragraph (3)(b), the Government may issue a notice in writing requiring the licensee to refund the excess amount to the Chief Licensing Officer within such period as the Chief Licensing Officer may specify in the notice.

(6) Where —

- (a) a licensee applies for a Government subsidy on behalf of a parent of a child who is enrolled in the licensee's centre;
- (b) due to the submission of incorrect or false information by the licensee to the Chief Licensing Officer, the Government subsidy is paid to the licensee in respect of the child; and
- (c) but for the submission of the incorrect or false information mentioned in sub paragraph (b), the parent of the child would not be determined by the Chief Licensing Officer as being eligible to benefit from the Government subsidy,

the Chief Licensing Officer may by notice in writing require the licensee to refund in full the Government subsidy that has been paid to the licensee in respect of the child within such period as the Chief Licensing Officer may specify in the notice.

*[Regulations 64(4) and (6) of the Regulations]*

- 8.8.1 The licensee must ensure that recovery of subsidies is promptly and accurately carried out before the deadline as stipulated by the CLO. This includes submission of the necessary supporting documents by the licensee.

## 8.9 Audit Requirements

- 8.9.1 A certified auditor must be engaged by the licensee to audit the Centre's subsidy claims annually or upon cessation of the Centre's business (including cases where the licence has been transferred to another business owner).
- 8.9.2 The audited statement and relevant supporting documents (e.g. to declare discrepancies) must be submitted and declared accurately via CMS within 3 months from the Centre's financial year end or the transfer / closure of the Centre. ECDA may take regulatory action against any licensee for non-compliance (e.g. failing to declare audit findings, incorrect declaration of audit findings).
- 8.9.3 For Centres pending licence transfer / closure, one month's worth of subsidy payment will be withheld by ECDA, until the audited statement and relevant supporting documents are satisfactorily received. All subsidies withheld shall be deemed as forfeited, if the audited statement and supporting documents are not submitted within 2 years from the date of licence transfer / closure.
- A licensee must maintain their bank accounts for at least 6 months after the date of licence transfer / closure in order to receive the payment of subsidies withheld prior to the licence transfer / closure.
- 8.9.4 The licensee must write formally to ECDA to seek an extension of deadline at least 1 month before the deadline, if he/she is unable to comply due to valid reasons. ECDA may grant extension on a case-by-case basis.
- 8.9.5 The licensee must allow entry by ECDA's appointed auditor (for on-site conduct of audits) and assist ECDA's appointed auditor in the conduct of audit of the Centre's subsidy claims by providing the following documents for inspection, photocopy and/or retention:
- Children's and infants' personal records (including enrolment / application form, withdrawal form, supporting documents accompanying the subsidy applications, applicants' contact details, applicants' consent for income screening)
  - Attendance records of the children and infants
  - Sign-out records
  - Fee receipts books / bank statements showing payment of fees via GIRO
  - Any other relevant documents as specified by ECDA or ECDA's appointed auditor

## 8.10 Record Keeping

- 8.10.1 The licensee must keep and retain original MSF / ECDA issued-forms related to the child or infant (e.g. child's or infant's application, withdrawal forms), for at least 3 years from the date on which the child or infant is withdrawn or has graduated from the Centre. Likewise, a copy (hardcopy or otherwise) of supporting documents and other relevant documents has to be kept and retained for at least 3 years from the date on which the child or infant is withdrawn or has graduated from the Centre. Licensee must retain the original audited statement and relevant supporting documents (originals not required) for at least 3 years from the year of audit completion.
- 8.10.2 The licensee must produce the records, hardcopy or otherwise, for inspection by the CLO or ECDA's appointed auditor upon request.
- 8.10.3 Where the licensee's documents are poorly maintained, ECDA may issue the licensee a reminder to rectify or address the issues, and require the licensee / Centre administrator to attend subsidy administration training conducted by ECDA.

## 8.11 Confidentiality

- 8.11.1 The licensee must maintain strict confidentiality of all personal information submitted for purpose of subsidy application. Only authorised personnel shall have access to the information.



# 9

# ADMINISTRATIVE REQUIREMENTS

## 9.1 Record Keeping

### **Record-keeping and giving information on quality of service**

A licensee must —

- (a) Keep and retain, for such period as may be prescribed, such records that are relevant for monitoring or evaluating under this Part the quality of an aspect of early childhood development services as may be prescribed; and
- (b) Give to the Chief Licensing Officer, within such period and in such manner as may be prescribed, such information that is relevant for monitoring or evaluating under this Part the quality of an aspect of early childhood development services as may be prescribed.

*[Section 35(1) of the Act]*

- 9.1.1 Proper records of the children and infants and their parents' or guardians' particulars must be maintained and updated as and when there are changes. This includes the following:
- Name of the child / infant
  - Residential address of the child / infant
  - Date of birth
  - Dates of registration and enrolment of the child / infant
  - Child's / Infant's birth certificate number / Singapore citizenship certificate number / Passport number / FIN number
  - Any known medical conditions and/or allergies of the child / infant
  - Long term medication (if any) taken by the child / infant
  - Name and contact number of family physician of the child / infant (if any)
  - Emergency contact of the child / infant
  - Parents' or Guardians' written authorisation for the Centre to take the necessary measures during an emergency, as stipulated in the Centre's standard operating procedures
  - Immunisation records of the child / infant
  - Name of the parents / guardian
  - Parents' / Guardians' identity card number / Passport no. / FIN no.
  - Employment records of the parents / guardian
  - Contact information of the parents / guardian
- 9.1.2 Centres must put in place procedures to verify the identity of parents / guardians / authorised persons to fetch the child or infant.
- 9.1.3 Records of the children and infants and their parents' or guardians' particulars must be kept and retained for a period of 3 years from the date when the children / infants are withdrawn or have graduated from the Centre.

- 9.1.4 Proper records of all staff particulars must be maintained and updated, as and when necessary. This includes the following:
- Letter of appointment / employment
  - NRIC<sup>16</sup> / Passport / FIN number
  - Copy of a valid work pass (if applicable)
  - Residential address
  - Email address
  - Contact number
  - Declaration of Offences or Warnings
  - Copy of pre-employment medical check
  - Copy of highest academic certificate (if any)
  - Copy of professional qualifications in early childhood (if any)
  - Copy of a valid child first aid certificate (if any)
  - Copy of Food Safety Course Level 1 certificate (if any)
- 9.1.5 Proper records of relief staff's particulars must be maintained and updated, as and when necessary. This includes the following:
- NRIC / Passport / FIN number
  - Copy of a valid work pass (if applicable)
  - Residential address
  - Email address
  - Contact number
  - Declaration of Offences or Warnings
  - Copy of pre-employment medical check
  - Copy of highest academic certificate (if any)
  - Copy of professional qualifications in early childhood (if any)
- 9.1.6 Proper records of enrichment programme staff's particulars must be maintained and updated, as and when necessary. This includes the following:
- NRIC / Passport / FIN number
  - Copy of a valid work pass (if applicable)
  - Residential address
  - Email address
  - Contact number
  - Declaration of Offences or Warnings
  - Copy of pre-employment medical check
  - Copy of highest academic certificate (if any)
  - Copy of relevant professional qualifications (if any)
  - Copy of professional qualifications in early childhood (if any)
  - Information on the legal entity that the enrichment programme staff is employed with
- 9.1.7 Records of staff, relief staff and enrichment programme staff must be kept and retained for a period of 1 year from the date when the staff / enrichment programme staff cease to perform any duty at the Centre.

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16 *Digital NRIC is acceptable. This applies to paragraph 9.1.5 and 9.1.6 as well.*

## 9.2 Programme Fees and Charges

- 9.2.1 Parents or guardians, and the CLO must be informed of any increase in registration fee, deposit and/or programme fees in writing, no later than 1 September of the preceding year, before the effective date of the change in fees in the following year.
- 9.2.2 For any change in incidental charges, parents and the CLO must be informed of the total estimated incidental charges by 31 January of the year. Parents who have registered their child(ren) or infant(s) in the Centre must also be informed of the change.
- 9.2.3 Incidental charges must be optional for parents.
- 9.2.4 The list of incidental charges that Centres may charge are as follows:
- Uniform and any other attire;
  - Insurance coverage for a child or infant who is enrolled in the Centre;
  - Transporting a child or infant from his or her home to the Centre, or from the Centre to his or her home, or both;
  - Attending field trips and excursions outside the Centre, including the cost of meals for the child and the cost of transporting a child to the venue of such field trips and excursions;
  - Participating in concerts organised by the licensee, including graduation ceremonies;
  - Photographs and videos taken of the Centre's children or infants and events;
  - Maintaining online communication tools and systems between the licensee and the parent or guardian of a child or infant;
  - Enrichment programmes;
  - E-learning materials
- 9.2.5 For Centres operating Class A Licence, the additional list of incidental charges that the Centre may charge are as follows:
- Diapers
  - Nappy rash cream
  - Milk bottle
  - Milk powder
  - Cot bedding and any other item which may be consumed or used by an infant
- 9.2.6 For Centres operating Class B Licence, the additional list of incidental charges that the Centre may charge are as follows:
- Use of a mattress or a stack cot
  - Mattress cover
- 9.2.7 For Centres operating Class C Licence, the additional list of incidental charges that the Centre may charge are as follows:
- Readers, academic materials, stationery, school bags and folders and art and musical materials used in providing those services; and
  - Meals that are provided to children
- 9.2.8 For Centres operating Class A and B Licences, Centres must provide parents or guardians with the option of paying school fees on a monthly basis. Any advance programme fees collected must not exceed 3 months of fees.

- 9.2.9 For Centres operating Class C Licence, the programme fees collected must not exceed fees for 1 term.
- 9.2.10 The fees collected by the Centre must be net of the Government subsidies, if any. In the event that gross fee (fee including subsidy component) is collected, the Centre should refund parents the subsidy when it is received from ECDA. This applies to collection of gross full-month fee or part thereof.
- 9.2.11 Notwithstanding paragraphs 9.2.8 and 9.2.9, the CLO reserves the right to alter the maximum quantum of fees a Centre can collect in advance.

### **9.3 Change in Saturday Services with effect from 1 January 2024** (only for Class A and/or B Licences)

- 9.3.1 Centres may cease providing Saturday services, if there is no demand (i.e. no attendance of children on Saturdays) over a period of two months.
- 9.3.2 Existing Centres that intend to stop providing Saturday service in 2024 must:
- Engage parents on the plan to cease Saturday services in 2024 if there is no demand over the last 2 months (i.e. no attendance).
  - Submit an application via the Centre Management System (CMS) at least two weeks prior to ceasing Saturday services. The application should include a copy of the notification to parents.
  - Update the Centre's operating hours for 2024 in the Parents' Handbook after ECDA has approved the Centre's application. Centres will not be required to provide ad-hoc Saturday services to parents after cessation of Saturday services is approved, even if there is demand during the year.
- 9.3.3 For new enrolments from 1 January 2024, Centres can state in their service agreement with parents that there will be no Saturday service provided. This also means that new Centres starting operations from 2024 onwards will not be required to provide Saturday services and are not required to apply to ECDA for a concession.
- 9.3.4 Operators with multiple Centres may choose to aggregate demand and operate designated Centre(s) on Saturdays to improve efficiency. Operators will need to engage parents on this arrangement and address any concerns before implementation.
- 9.3.5 For operators who wish to aggregate demand across Centres, the designated Centres providing Saturday service shall:
- Provide Saturday services only to children enrolled in Centres under the same operator.
  - Maintain a separate registry of children attending Saturday services.
  - Obtain critical information on the children (e.g. allergies, authorised persons for pick-up, emergency contact, special instructions from parents) and ensure that staff at the designated Centres are aware.

## 9.4 Annual Centre Closure for Development Days

- 9.4.1 For Class A and/or B Licences, Centres must operate throughout the year except on
- Sundays (unless Centre has CLO's approval to cease Saturday services in 2024)
  - Gazetted public holidays
  - Teachers' Day and Children's Day, aligned with MOE's practice for primary schools
  - 6 Development Days for professional development and non-teaching tasks (of which at least 2.5 days must be allocated for staff development and curriculum planning)
- 9.4.2 For any half-day morning closure, the Centres are to open from 12pm onwards.
- 9.4.3 For any half-day afternoon closure, the Centres are to close from 2pm onwards.
- 9.4.4 For Class C Licences, Centres must operate during the school terms according to MOEs academic calendar for primary schools, except that closure days in primary schools for marking of examinations will not apply. Centres which use an international curriculum, must operate during the school terms according to that academic year. Centres with Class C Licence are also given 3 Development Days for professional development and non-teaching tasks.
- 9.4.5 Parents or guardians, and the CLO must be informed by 31 January of each year, about the Centre's closure for Development Days.
- 9.4.6 Parents or guardians must be reminded at least 1 month in advance before the Centre's closure for Development Days.
- 9.4.7 Parents or guardians must be informed at least 1 month in advance of any changes to the Development Days.
- 9.4.8 Parents or guardians of newly enrolled children or infants must be informed of the Centre's intended Development Days during registration and orientation.
- 9.4.9 For new Centres, the number of Development Days is pro-rated (by calendar year), depending on the date of commencement of services.
- 9.4.10 Unused Development Days will not be carried forward to the next calendar year.

## 9.5 Renovation Works

- 9.5.1 Licensees, who intend to carry out renovation works (including cyclical maintenance) at their Centre must, provide written notice to parents or guardians, and the CLO before the commencement of works. Written notification period as follows:
- At least 1 month's written notice must be provided for renovation works with no or minimal impact to children and infants, and/or no or minimal disruption of services. Examples include minor works and no temporary relocation of the children and infants.
  - At least 3 months' written notice must be provided for renovation works with moderate to high impact to the children and infants, and/or disruption of services. Examples include major works and temporary relocation of the children and infants.

- 9.5.2 A proposal must be submitted to the CLO for approval. The proposal must include the following:
- Schedule and scope of works
  - Measures to ensure the children's and infants' safety and well-being
  - Use of space to hold the children and infants during the renovation period
  - Plans for temporary relocation (if any)
  - Food / transport arrangements during the period of relocation
- 9.5.3 Licensees, who wish to relocate their Centre temporarily, must submit an application to the CLO for the relocation and obtain the CLO's approval to do so.
- 9.5.4 Temporary relocation includes the following:
- Moving the children and infants to available spaces within another licensed Centre
  - Moving the children and infants to available spaces at a holding site that is not a licensed Centre
- 9.5.5 The space being renovated must be cordoned off and made inaccessible to the children and infants for safety reasons.
- 9.5.6 There must be sufficient space, staff, resources (e.g. materials, toys) and facilities (e.g. toilets, dining areas, teaching and learning areas) for the children and infants during the period of renovation.
- 9.5.7 Food and transport arrangements for the children and infants must be made if required.
- 9.5.8 Licensees, who intend to relocate the Centre to a holding site, must ensure that there is a letter of agreement between the licensee and the holding site to accommodate the children and infants.
- 9.5.9 Licensees, who intend to relocate the Centre to another licensed Centre temporarily, must ensure that parents or guardians of the children and infants in the holding Centre are informed at least 1 month before the start of renovation works.
- 9.5.10 Licensees, who intend to relocate the Centre temporarily to a holding site (not a licensed Centre), must ensure that the site complies with the requirements for a Centre. The licensee must provide the following:
- Consent from all parents on the relocation
  - Period of relocation
  - All relevant clearances (e.g. Fire Safety Certificate, Certificate of Statutory Completion, Change of Use / Approved Use, Letter of agreement / Tenancy agreement) for the holding site
  - Floor plan with breakdown of floor areas, as endorsed by a QP defined under the Building Control Act 1989
  - Letter from QP to certify that the floor plan submitted to the CLO is the same as the one submitted to SCDF
  - Expected enrolment during the period of relocation

- 9.5.11 Licensees must make use of the 6 annual Development Days to carry out the works, if necessary.
- 9.5.12 Licensees must inform the CLO upon completion of renovation works and/or when they move back to the Centre premises.

## 9.6 Staff Breaks During the Work Day

- 9.6.1 Operators must adhere to the Employment Act 1968<sup>17</sup> and provide staff who work for more than 8 consecutive hours with at least 45 minutes of break during the work day. This is to allow the staff to have a meal or rest and recharge.

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<sup>17</sup> Section 38 (1) of the Employment Act 1968 states that “Except as hereinafter provided, an employee must not be required under his or her contract of service to work –

- (a) more than 6 consecutive hours without a period of leisure;
- (b) more than 8 hours in one day or more than 44 hours in one week:

Provided that –

- (c) an employee who is engaged in work which must be carried on continuously may be required to work for 8 consecutive hours inclusive of a period or periods of not less than 45 minutes in the aggregate during which he or she must have the opportunity to have a meal.”



# 10 INCIDENT MANAGEMENT

## 10.1 Reporting Timeline

***Critical and Urgent Incidents: Within 3 hours; with submission of Incident Report within 24 hours***

10.1.1 The licensee must notify the CLO of serious and urgent incidents within 3 hours, and provide a full incident report within 24 hours of occurrence. These incidents include:

- A child or infant is missing from the Centre and his/her whereabouts is unknown
- Death of a child or infant
- Security-related events, such as hostage situation, bomb threat, attempted terrorist activity, racial rioting, employee arrest and physical assault resulting in serious injury / death of a staff or an individual within the Centre premises.

***Very Serious Incidents: Within 24 hours including submission of Incident Report***

10.1.2 The licensee must notify the CLO of serious incidents and provide a full incident report within 24 hours of occurrence. These incidents include:

- A child or infant is seriously injured due to actual or alleged child / infant mismanagement by any staff
- A child or infant receives treatment at a hospital emergency department for life-threatening condition as a result of an injury sustained at the Centre
- Suspected physical or sexual abuse of any child or infant by any adult, including intra-familial
- Incidents leading to temporary cessation of services e.g. seizure of Centre premises by landlord, damage to premises, fire, flooding, structural damage

***Serious Incidents: Within 24 hours; with submission of Incident Report as soon as possible***

10.1.3 The licensee must notify the CLO within 24 hours of a major incident and follow up with a full incident report as soon as possible. These incidents include:

- Incidents affecting the health and safety of the children or infants [e.g. accidents requiring medical treatment, children or infants missing from the Centre (even if temporary), children or infants suffering allergy reaction from consuming food with allergens]
- Alleged child or infant mismanagement by any staff with or without injury
- Inappropriate touch between children (e.g. any sexual contact, activity or related behaviour)
- Outbreak of contagious or infectious diseases
- Mass food poisoning (involving 3 or more persons)
- Lodging of police report (e.g. lodged against any staff or the licensee)
- Serious crimes committed in the Centre premises, even if there is no harm to educators or children and infants
- Incidents of a serious nature which, by reason of the personalities involved or the surrounding circumstances, are likely to attract public or media interest

## 10.2 Mandatory Reporting of Child Abuse

### Reporting of child abuse

Where a licensee, a member of a licensee's staff or an education service provider engaged by a licensee —

- (a) has reasonable cause to suspect that —
  - (i) physical or sexual abuse of any child who is enrolled in the licensee's centre has occurred, whether or not such abuse occurred during the centre's operating hours or within the centre; or
  - (ii) physical or sexual abuse of any child, whether or not the child is enrolled in the licensee's centre, has occurred within the licensee's centre; and
- (b) wilfully or unreasonably failed to report such occurrence to the Chief Licensing Officer, the licensee, member or education service provider (as the case may be) shall be guilty of an offence.

*[Regulation 39 of the Regulations]*

- 10.2.1 The licensee must report the following incidences of suspected or actual abuse of any child (by any staff or persons, including intra-familial<sup>18</sup>) to the CLO within 24 hours:
- Suspected physical or sexual abuse of any child who is enrolled in the licensee's Centre, whether or not such abuse occurred during the Centre's operating hours, or within the Centre; **or**
  - Suspected physical or sexual abuse of any child that occurred within the Centre, regardless of whether or not the child is enrolled in the licensee's Centre.
- 10.2.2 The licensee must maintain a set of guidelines on handling children and infants with suspected intra-familial child abuse.
- 10.2.3 The licensee must ensure that all staff are briefed on these guidelines and know that they have an obligation to report promptly if they suspect or witness any child abuse by another staff or person in the Centre, including intra-familial, and they should respond accordingly. Please refer to Annex F for more information.
- 10.2.4 When there is a case of suspected child abuse, Centres must refer to the '*Sector-Specific Screening Guide: Education*' ("SSSG"), issued by the Ministry of Social and Family Development ("MSF"), and conduct an assessment using the SSSG.
- 10.2.5 Centres must submit the following to the CLO:
- Incident report (refer to Section 10 for more information)
  - Assessment based on SSSG
  - A body diagram showing the child's injuries, if any, and a description of the extent of these injuries.

## 10.3 Submission of Incident Reports

10.3.1 The information provided to the CLO within the incident report must include (but are not limited to) the following:

- Nature of incident
- Date and time of incident
- Location of incident
- How was the incident discovered / reported
- Chronology of events
- Full names and age of people involved
- Staff response and action taken
- How was the situation brought under control
- Number and extent of injuries / death (identify victims by full name)
- Damage to the property (if any)
- Current status of the situation at the point of reporting (e.g. what is being done, what will be done next)
- Daily situation report (if necessary)
- Investigation done on the Centre's part (e.g. extent and duration)
- Findings of preliminary investigation (if any)
- Police report made (if any)
- Media interest / involvement (if any)
- Contact person and number for additional information and 24-hour contact point

# ANNEXES

## Annex A: Workflow on Licence Renewal for Centres

### **6 months before licence expiry**

Centres with an existing tenure of 36, 24 or 12 months are advised to do the following:

- Ensure all staff's particulars are updated in ONE@ECDA and ensure all staff documents are available for verification – 'Declaration of Offences or Warnings', Pre-employment medical report, X-ray report, Letter of appointment, Valid Child First Aid Certificate, Early Childhood Qualifications.
- Ensure that there is a Principal appointed in the Centre.
- Conduct a self-assessment check using the assessment tool, '*Regulatory Standards*'.



### **3 months before licence expiry**

Centres with an existing tenure of 36, 24, 12 or 6 months are advised to do the following:

- Submit the licence renewal application in CMS.
- Submit the Declaration form in CMS for availability of first aid items, meeting staff-child ratio during non-programme hours and outdoor play, and no changes to Centre's SOPs / menu / enrolment form / philosophy / curriculum / programme plan / child-safe policies and behaviour management guidelines since the Centre's previous licence renewal. Any change(s) is to be submitted to the Licensing Officer.
- Ensure that the completed staff-child ratio form is ready for the Licensing Officer's verification during the site visit.
- Make e-payment at the end of the application via CMS.
- Ensure ONE@ECDA and CMS are updated.



### **1.5 – 2 months before licence expiry**

Principal / Licensee to ensure the necessary documents are available for the Licensing Officer's inspection and/or verification.



### **3 weeks – 1 month before licence expiry**

Centres will receive their visit report (and deficiencies, if any) via CMS. Centre will need to login and acknowledge receipt of the visit report.

#### **Issuance of licence**

- Centres will be notified of the successful renewal of licence and licence tenure.
- Centres will be issued with an e-licence.
- Centres are to follow up on deficiencies and comply with the terms and conditions (if any) stipulated by the CLO.



**End**

## Annex B: Summary of Written Notification Period

S/N	Type of Change(s)	Written Notification Period (to Parents or Guardians, and the CLO)
<b>Licence of a Centre</b>		
1	Cessation of services	<ul style="list-style-type: none"> <li>At least 6 months before the effective date of cessation <b>or</b> once the licensee is notified of the possibility of closure of the Centre.</li> <li>Parents and ECDA must be updated 2 months before closure of the Centre.</li> </ul>
<b>Changes to Licence</b>		
2	Permanent relocation	At least 6 months before the targeted commencement date of operations at the new Centre premises
3	Transfer of licence	At least 3 months before the effective date of transfer
4	Change in class of licence	At least 6 months before the change
5	Change in key appointment holders	At least 1 month before the change
6	Change in the Centre's name	At least 1 month before the change
7	Change in the Licensee's name (in cases whereby the licensee is a registered company)	At least 1 month before the change
8	Change in the Centre's contact number or email address	Immediate
9	Administrative matters <ul style="list-style-type: none"> <li>Addition / Deletion of new age group / programme within a class of licence</li> <li>Change in operating hours</li> </ul>	At least 1 month before the change
10	All other administrative matters <ul style="list-style-type: none"> <li>Change in the Centre particulars (eg. GST registration)</li> </ul>	Immediate
<b>Health and Hygiene</b>		
11	Change in menu (Major change e.g. introduction of new food.)	At least 1 month before the change
12	Outbreak of infectious diseases	Inform within 24 hours when there is any reported / clinically suspected case of infectious disease

S/N	Type of Change(s)	Written Notification Period (to Parents or Guardians, and the CLO)
<b>Programme &amp; Curriculum</b>		
13	Change in programme plan and curriculum	At least 1 month before the change
<b>Administrative Requirements</b>		
14	Fee increase for registration, deposit and/or programme	By 1 September of the preceding year
15	Incidental charges	By 31 January of the year which the charges are to be levied
16	Annual Centre Closure for Development Days	<ul style="list-style-type: none"> <li>All parents are informed of annual Centre closure for Development Days by 31 January of the year.</li> <li>Remind parents 1 month before closure days.</li> </ul>
17	Renovation works <ul style="list-style-type: none"> <li>No or minimal impact to children and infants and/or disruption of services (e.g. minor works, no relocation of children and infants)</li> </ul>	<ul style="list-style-type: none"> <li>At least 1 month before the commencement of works</li> </ul>
	<ul style="list-style-type: none"> <li>Moderate to high impact to children and infants and/or disruption of services (e.g. major works, relocation of children and infants)</li> </ul>	<ul style="list-style-type: none"> <li>At least 3 months before the commencement of works, regardless of whether or not children and infants will be relocated</li> </ul>



## Annex C: List of Required Standard Operating Procedures

### STANDARD OPERATING PROCEDURES (SOPs)

The licensee must maintain SOPs relating to health, hygiene, safety, and child and infant management for all staff to follow. This is to prevent incidents and to ensure that staff are aware of the procedures in the event of an accident or emergency. These SOPs must be reviewed regularly, and all staff must be briefed on these SOPs.

#### *Safety*

Procedures related to children's and infants' safety include the following:

- Crossing of vehicular / service roads (only for Centres which require the children to cross roads to move between bays or access outdoor spaces, refer to paragraph 5.3 for more information)
- Sleeping and showering arrangements for children and infants
- Handling of safety-related incidents, major and minor injuries, death of a child or infant, and reporting to parents or guardians, and relevant authorities within 24 hours
- Supervision of children or infants when they are outside the Centre premises
- Dismissal of children and infants and measures to ensure they are dismissed to authorised persons
- Non-collection of children or infants at dismissal
- Mandatory and voluntary Centre closures
- Emergency evacuation for crisis situations, including emergency evacuation plans

For Class A Licence, the following additional SOPs are required:

- Diaper change
- Bathing
- Sterilisation of milk bottles
- Measures to prevent Sudden Infant Death Syndrome

#### *Health*

Procedures related to children's and infants' health include the following:

- Daily temperature-taking and visual health checks for the children, infants, staff and visitors
- Management and reporting in the event of an outbreak of infectious disease
- Emergency contact tracing procedures
- Management of Haze situation
- Management of Heat Stress
- Preparation and handling of food
- Management of allergies
- All special events and celebrations held in the Centre involving the provision of food
- Washing and disinfecting equipment such as toys and manipulatives, as well as contaminated surfaces (e.g. vomitus or faeces)
- Administration of medicine for the children and infants, where applicable

#### *Child and Infant Management*

Procedures related to management of children and infants include the following:

- Appropriate child and infant guidance, and behaviour management
- Child-safe policies
- Guidelines on handling children and infants with suspected intra-familial child / infant abuse



## Annex D: Letter of Notification (“LON”)

To teach in licensed Centres in Singapore, the applicant must meet the professional, academic and language requirements (or equivalent) of the respective certification category. The teacher certification level, indicated on the LON, indicates the age group of children the applicant can be employed to teach.

Generally, there are 4 certification levels assigned by the CLO to qualified educators. The professional, academic and language requirements<sup>1</sup> for each level and the corresponding deployment level are shown in the table below.

Teacher Certification Level	Professional	Academic	Language	Deployment Level
L2	Diploma in Early Childhood Care & Education – Teaching	5 GCE “O” level credits in 5 different subjects	B4 in GCE “O” Level English Language 1	Kindergarten, Nursery, Pre-Nursery & Playgroup (18 months – 6 years old)
L1	Advanced Certificate in Early Childhood Care & Education	3 GCE “O” level credits in 3 different subjects	C6 in GCE “O” Level English Language 1	Nursery, Pre-Nursery & Playgroup (18 months – 4 years old)
EY2	Advanced Certificate in Early Years	Completed Secondary 4 Education (local) <b>or</b> Completed 10 years of formal education	Workplace Literacy (WPL) SOA Level 5 (Average), including min. SOA Level 5 for Writing component	Pre-Nursery, Playgroup and Infant (2 months – 3 years old)
EY1	Higher Certificate in Infant Care	Completed Secondary 2 Education (local) <b>or</b> Completed 8 years of formal education	Workplace Literacy (WPL) SOA Level 4 (Average)	Infant (2 months – 18 months)

Application for teacher certification can be submitted through the ONE@ECDA system.

<sup>1</sup> Other factors such as recency of qualifications may be considered on a case-by-case basis for teacher certification.

## Definition of Classes

Class	Description
Playgroup	Refers to a class conducted at the Centre for children who are 18 months of age or older but are below 3 years of age
Pre-Nursery	Refers to a class conducted at the Centre for children who attain 3 years of age in the year that the class commences
Nursery	Refers to a class conducted at the Centre for children who attain 4 years of age in the year that the class commences
Kindergarten 1	Refers to a class conducted at the Centre for children who attain 5 years of age in the year that the class commences
Kindergarten 2	Refers to a class conducted at the Centre for children who attain 6 years of age in the year that the class commences

## Annex E: Medical Examination Requirements

### REGULATION 30 OF THE EARLY CHILDHOOD DEVELOPMENT CENTRES REGULATIONS

- (1) Under Regulation 30 of the Early Childhood Development Centre (ECDC) Regulations 2018, any individual who is deployed to perform any service at an ECDC is required to adhere to the following requirements:
  - (a) the individual has undergone a medical examination and a chest X-ray by a registered medical practitioner, or any other health screening or investigation as may be specified by the Chief Licensing Officer;
  - (b) the individual has been certified by a registered medical practitioner to be fit to work or provide a service in a Centre and free from active tuberculosis;
  - (c) the individual has provided a written declaration to the licensee that —
    - i. the individual has received vaccination against mumps, rubella and varicella;
    - ii. the individual has previously been diagnosed by a registered medical practitioner as being infected by any of the diseases mentioned in sub-paragraph (i), and the individual has since recovered from the diseases; or
    - iii. the individual has taken a serological test and the serological test shows that the individual has immunity against all the diseases mentioned in sub-paragraph (i).
  
- (2) Subject to paragraph (4), the following additional requirements apply to an individual who is to perform any duty at the licensee's Centre as a member of the licensee's staff:
  - (a) where the individual was not, immediately before 1 January 2021, a member of the licensee's staff at the licensee's Centre — the individual has, before the individual starts to perform any duty at the Centre at any time on or after 1 January 2021 —
    - i. provided documentary evidence to the licensee that the individual has immunity against measles; or
    - ii. subject to sub-paragraph (b), provided to the licensee a certificate issued by a registered medical practitioner stating that the individual has received one dose of measles vaccination;
  - (b) for an individual mentioned in sub-paragraph (a)(ii), the individual has, before the individual continues to perform any duty at the licensee's Centre on or after the expiry of 12 months after the date the individual received the first dose of measles vaccination, provided to the licensee —
    - i. a certificate issued by a registered medical practitioner stating that the individual has received a second dose of measles vaccination; or
    - ii. any other documentary evidence that the individual has immunity against measles;
  - (c) where the individual was, immediately before 1 January 2021, a member of the licensee's staff at the licensee's Centre —
    - i. the individual has provided a declaration of measles immunity to the licensee;
    - ii. the individual has, before the individual performs any duty relating to the conduct of infant class at the licensee's Centre on or after 1 July 2021, provided documentary evidence to the licensee that the individual has immunity against measles; and

- iii. the individual has, before the individual performs any other duty at the licensee's Centre on or after 1 January 2022, provided documentary evidence to the licensee that the individual has immunity against measles.
- (3) Subject to paragraph (4), the following additional requirements apply to an individual who is to perform any service at the licensee's Centre as an education service provider:
  - (a) where the individual was not, immediately before 1 July 2022, providing any service at the licensee's Centre as an education service provider — the individual has, before he or she starts to provide any service at the Centre at any time on or after that date —
    - i. provided documentary evidence to the licensee that the individual has immunity against measles; or
    - ii. subject to sub-paragraph (b), provided to the licensee a certificate issued by a registered medical practitioner stating that the individual has received one dose of measles vaccination;
  - (b) for an individual mentioned in sub-paragraph (a)(ii), the individual has, before he or she continues to perform any duty at the licensee's Centre on or after the expiry of 12 months after the date the individual received the first dose of measles vaccination, provided to the licensee —
    - i. a certificate issued by a registered medical practitioner stating that the individual has received a second dose of measles vaccination; or
    - ii. any other documentary evidence that the individual has immunity against measles;
  - (c) where the individual was, immediately before 1 July 2022, providing any service at the licensee's Centre as an education service provider —
    - i. the individual has provided a declaration of measles immunity to the licensee; and
    - ii. the individual has, before the individual provides any service at the licensee's Centre on or after 30 June 2023, provided documentary evidence to the licensee that the individual has immunity against measles.
- (4) Paragraphs (2) and (3) do not apply to an individual who was born in Singapore before 1 January 1975 and is a Singapore citizen or permanent resident of Singapore as at the date the individual performs any duty at the licensee's Centre as a member of the licensee's staff or provides any service at the licensee's Centre as an education service provider.
- (5) For the purposes of paragraphs (2) and (3), documentary evidence that an individual has immunity against measles includes the following:
  - (a) a certificate or other statement signed and issued by a registered medical practitioner or any other person on behalf of a healthcare licensee, the Government or the National University of Singapore stating that the individual has received 2 doses of measles vaccination;
  - (b) a record of the notification mentioned in Regulation 18 of the Infectious Diseases (Diphtheria and Measles Vaccination) Regulations (Cap. 137, Rg 3) stating that the individual has been vaccinated against measles;
  - (c) a serological test result stating that the individual has immunity against measles;
  - (d) a laboratory test result stating that the individual is infected by measles.



- (6) Licensees / Staff are required to:
- (a) upload the staff's medical information (measles vaccination only) in ONE@ECDA within 28 days of his / her commencement of employment, and
  - (b) upload the latest medical information in a timely manner in ONE@ECDA, if there is any change or when necessary.

## Annex F: Guidelines on Handling Children and Infants with Suspected Intra-Familial Child Abuse

Child abuse is defined as any continual act of commission or omission by a parent or caregiver, which would endanger or impair the child's physical or emotional well-being. Forms of child abuse include physical abuse, neglect, sexual abuse, emotional or psychological abuse.

Centres provide the first line of support to help families in the community and ensure that the children and infants are safe within their families. For the safety and well-being of all children and infants, we need Centres to stay vigilant and keep a lookout for any signs of suspected intra-familial child abuse amongst the children and infants attending your Centre. It is important that **any child protection concern is reported in a timely manner**.

In accordance with the Children and Young Persons Act 1993, where the Child Protective Service (CPS) assesses that there are serious safety or welfare concerns for a child in the home environment, CPS may need to immediately remove the child from the Centre. The licensee and any staff member must cooperate and facilitate the process for the child's immediate removal from the Centre.

In such instances, Centres are not to alert or inform the child's caregivers i.e. parents due to sensitivities of the case. If Centres anticipate that the child's caregivers may turn up before the Child Protection Officer's (CPO) arrival, the Centre may consider contacting the Police or discuss with the CPO on how to handle the caregivers' response or how to ensure the safety of the child e.g. the Centre may choose to assign a staff to accompany the child.

### Background Information

#### **Child Protective Service:**

National Anti-Violence Helpline: 1800-777-0000

Intake Email: [MSF\\_CPSintake@msf.gov.sg](mailto:MSF_CPSintake@msf.gov.sg)

#### **Acronyms Used**

CPS: Child Protective Service

CPO: Child Protection Officer

NAVH: National Anti-Violence Helpline

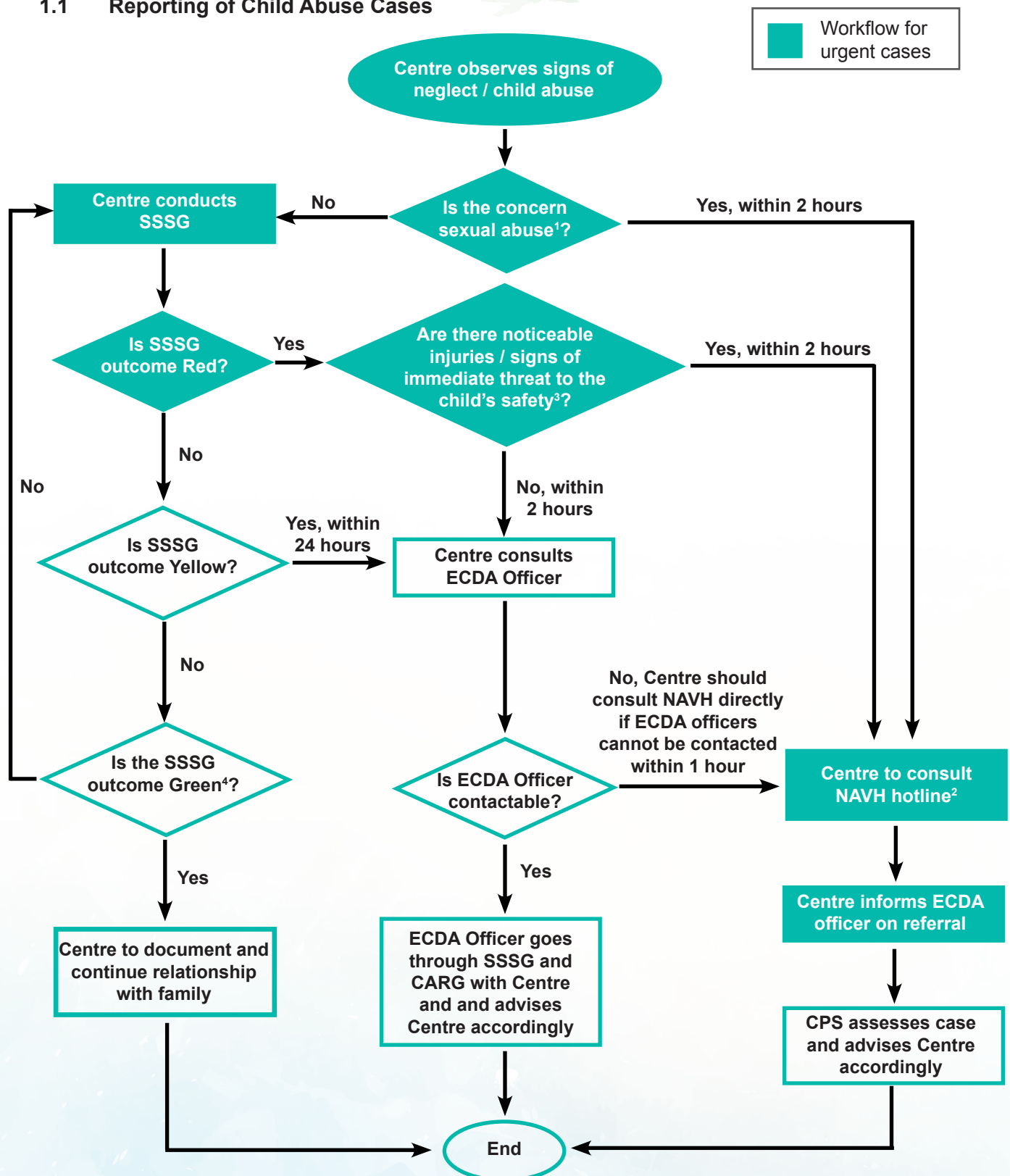
CARG: Child Abuse Reporting Guide

SSSG: Sector Specific Screening Guide

SSA: Social Service Agencies

SW: Social Worker

1.1 Reporting of Child Abuse Cases



1 Sexual abuse is defined as household member and child having contact with either's genitals for purpose of sexual stimulation.

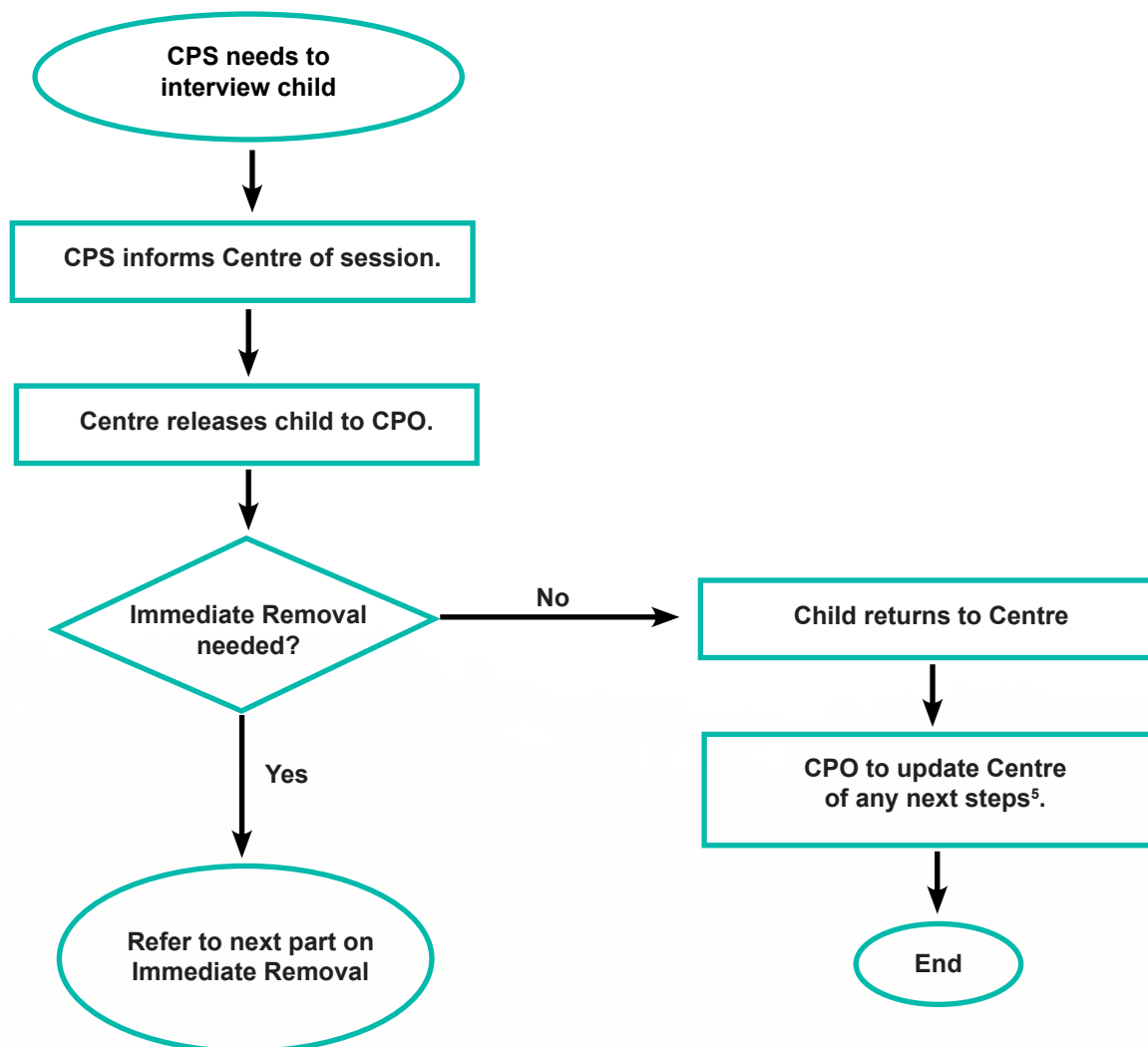
2 No contact should be made with a parent / caregiver or household member related to a concern of sexual abuse. To report suspected sexual abuse cases immediately (i.e. within 2 hours).

3 Examples include multiple and obvious cane marks, fractures, bleeding from wounds, injuries not consistent with parents' explanation, parents threatening to harm the child, etc.

4 Centres should consult their ECDA Officers if they are unsure with the SSSG outcome.



## 1.2 Facilitating CPS' Interview of the Child



### **CPS to Provide**

To Centre before visit:

- Name, age of child
- CPO name and handphone number
- Availability of court order
- Concerns over safety

During visit to Centre:

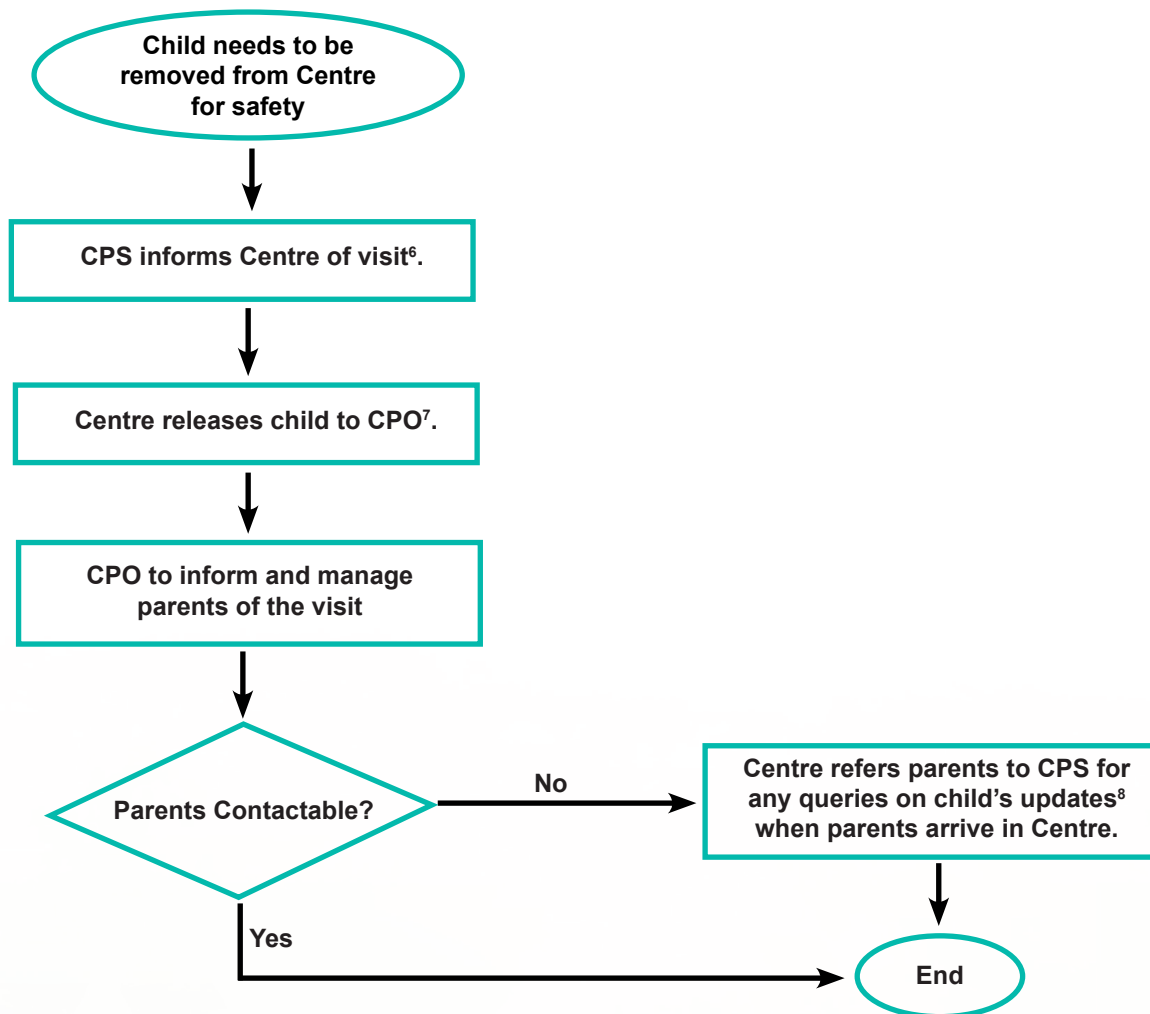
- CPO Authorisation Card
- Protector's Order (if needed)

### **Centre**

- Centre leader to concurrently update ECDA Officer, once informed of child's removal by CPS

<sup>5</sup> Centre may update ECDA Officer for info.

### 1.3 Facilitating CPS' Immediate Removal of Child from the Centre



#### **CPS to Provide**

To Centre before visit:

- Name, age of child
- CPO name and handphone number
- Availability of court order
- Concerns over safety

During visit to Centre:

- CPO Authorisation Card
- Protector's Order (if needed)

#### **Centre**

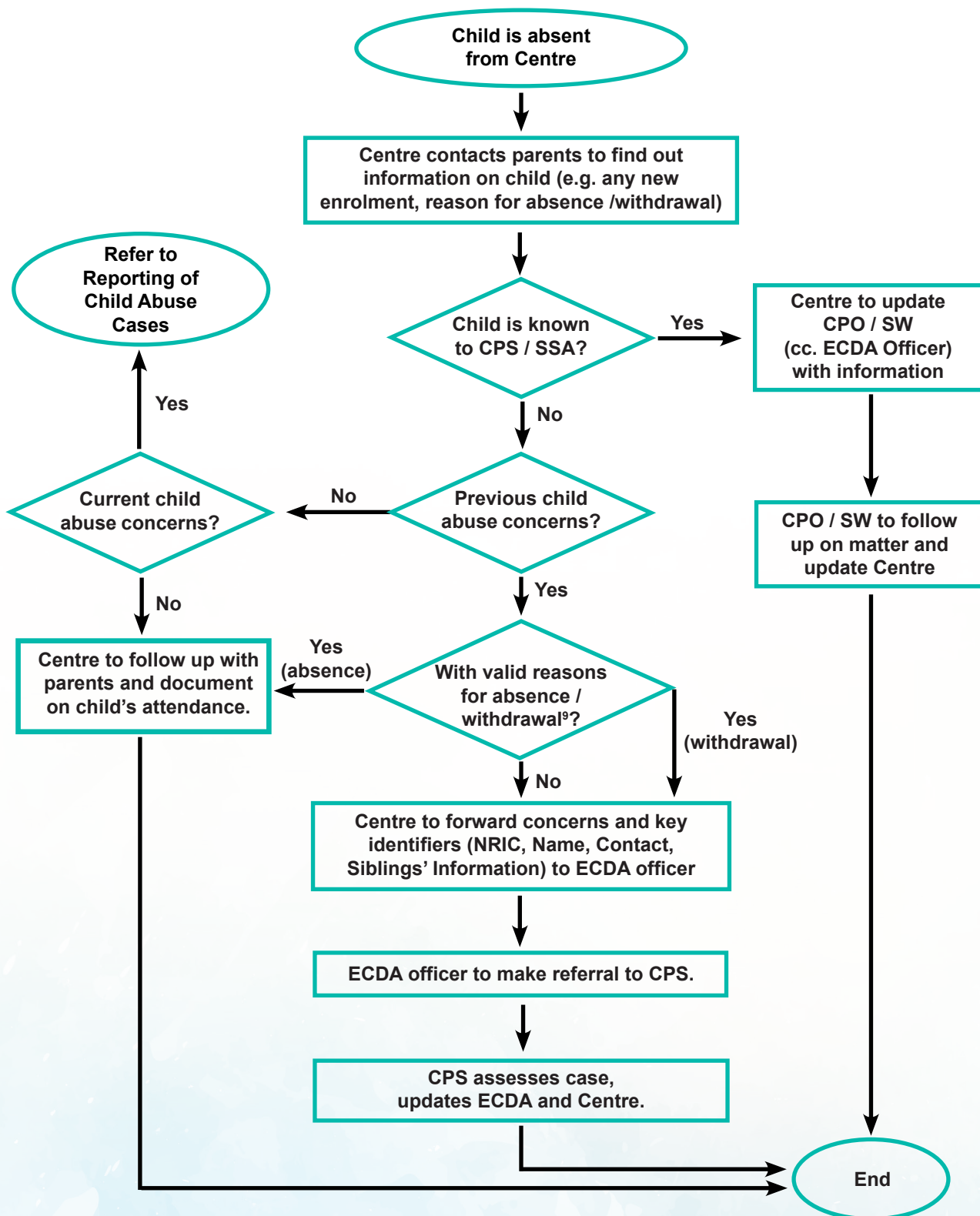
- Centre leader to concurrently update ECDA Officer, once informed of child's removal by CPS

<sup>6</sup> CPS has powers under the CYPA 1993 to immediately remove the child from the Centre, if there are serious safety or welfare concerns for the child in their home environment. The licensee and any member of its staff must cooperate and facilitate this process for CPS. Centres are not to alert / inform child's caregivers.

<sup>7</sup> Centres may choose to assign a staff to accompany the child and CPO.

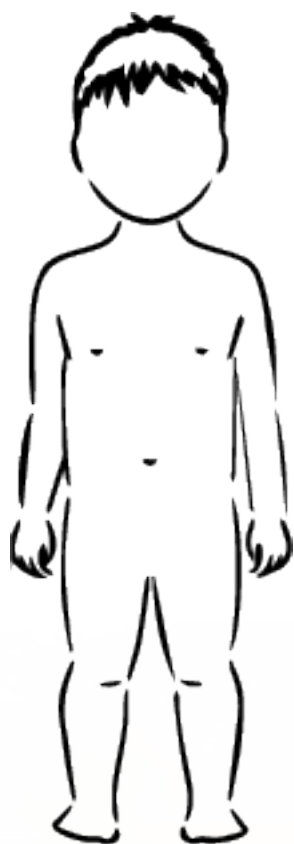
<sup>8</sup> Centre to take down CPO's contact and pass contact to parents, in the event that parents turn up at the Centre after child is removed by CPS.

#### 1.4 Reporting of Child's Absence in the Centre (Referring to children and infants known to an agency for child protection concerns)

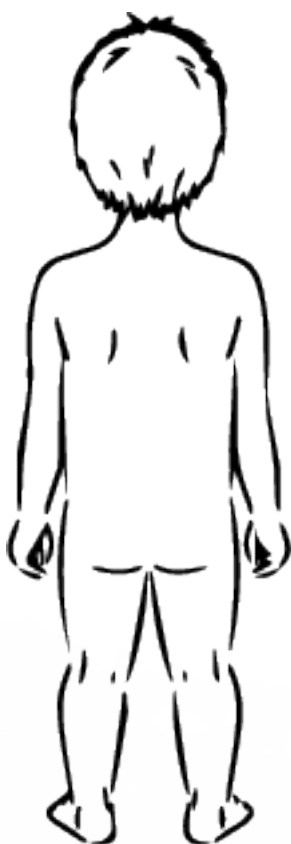


9 May also include suspicious circumstances (e.g. parents withdraw child after Centre attempted to address child protection concerns, no clear reason for withdrawal, etc.).

### 1.5 Template of Body Diagram



**FRONT**



**BACK**



**LEFT SIDE**



**RIGHT SIDE**



## Annex G: Child-Safe Policies

This checklist sets out the minimum requirements an organisation must meet to demonstrate that it has in place appropriate policies and procedures to establish and maintain a child safe environment.

A checklist can help your organisation to develop and maintain a child safe environment by:

- Informing organisational priorities
- Identifying strengths and flagging out gaps that need action
- Facilitating discussion and encouraging reflective self-assessment

N.B: The checklist is not exhaustive — further discussion may surface other areas for attention in your organisation.

### Part 1: Organisation details

1.1 Name of your organisation

---

1.2 Type of service provided

- Child care
- Student Care Centres
- SPED Schools
- Early Intervention Programme for Infants & Children (EIPIC) centres
- Voluntary Children and Young Persons' Homes (VCHs)
- Other Disability Services for Children

### Part 2: Policy

S/No	Item	Yes	No	Partially / In Progress
2	Every organisation should have a documented child safe policy that outlines its commitment to children's and infants' safety and well-being. The policy can be embedded in existing SOPs or as a separate document. The policy should be reviewed on a regular basis.  At the minimum, the child safe policy should have the following components below:			
2.1	A written statement on the Organisation's commitment to child safe principles.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.2	A documented risk management plan that guides the organisation to: <ul style="list-style-type: none"> <li>• Identify, assess and take proactive steps to minimise and prevent risk of harm to children and infants<sup>1</sup>.</li> <li>• Sets clear procedures for the handling of disclosures of harm, and support for all parties (e.g. child, parents, workers) affected by the reporting of harm.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<sup>1</sup> Harm is defined as any detrimental effect of a significant nature on the child's physical, psychological or emotional wellbeing. Harm can be caused by physical, psychological, or emotional abuse or neglect; or sexual abuse or exploitation.



Part 2: Policy				
S/No	Item	Yes	No	Partially / In Progress
2.3	A code of conduct for adults and, where applicable, children and infants that sets out expected standards of appropriate behaviours in relation to children and infants within the organisation and its activities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Part 3: Human Resource Management				
S/No	Item	Yes	No	Partially / In Progress
3.1	My organisation has a comprehensive procedure for recruiting suitable staff to work with or around children and infants. At a minimum, this includes: <ol style="list-style-type: none"> <li>Comprehensive application form</li> <li>Declaration form for offences, if any</li> <li>Pre-interview screening</li> <li>Professional and personal reference checks</li> <li>Confirmation of educational and professional qualifications</li> <li>Medical screening for infectious diseases</li> <li>Staff training in recruitment practices</li> <li>Thorough personal interview</li> </ol>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Part 4: Staff Supervision and Training				
S/No	Item	Yes	No	Partially / In Progress
4.1	My organisation provides ongoing training and development opportunities for staff to maintain their knowledge of: <ul style="list-style-type: none"> <li>Definitions and types of child abuse and family violence</li> <li>Signs and symptoms</li> <li>Child safe principles</li> <li>Managing sexualised behaviour in children</li> <li>Sector Specific Screening Guide (SSSG) and Child Abuse Reporting Guide (CARG) for child protection concerns</li> <li>Legislations involving children such as the Early Childhood Development Centres (ECDC) Act 2017 and its Regulations and the Children and Young Persons Act 1993 (CYPA)</li> <li>Section 424 of the Criminal Procedure Code 2010 on mandatory reporting requirements<sup>2</sup></li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

#### Part 4: Staff Supervision and Training

S/No	Item	Yes	No	Partially / In Progress
4.2	My organisation provides orientation programmes to induct and socialise new staff on the organisation's values, attitudes and expectations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

#### Part 5: Volunteer Recruitment

S/No	Item	N/A	Yes	No	Partially / In Progress
5.1	My organisation has a comprehensive procedure for recruiting suitable volunteers <sup>3</sup> to work with or around children and infants. At a minimum, this includes: <ol style="list-style-type: none"> <li>Thorough personal interview</li> <li>Declaration form for offences, if any</li> <li>Medical screening for infectious diseases</li> </ol>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

#### Part 6: Volunteer Supervision and Training

S/No	Item	N/A	Yes	No	Partially / In Progress
6.1	My organisation provides ongoing training and development opportunities for volunteers <sup>3</sup> to maintain their knowledge of: <ul style="list-style-type: none"> <li>Child safe principles</li> <li>Legislations involving children such as Early Childhood Development Centres (ECDC) Act 2018 and its Regulations and the Children and Young Persons Act 1993 (CYPA)</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.2	My organisation provides orientation programmes to induct and socialise new volunteers on the organisation's values, attitudes and expectations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

#### Part 7: Child Engagement

S/No	Item	Yes	No	Partially / In Progress
7.1	My organisation actively facilitates the participation of children and infants in programmes which covers: <ul style="list-style-type: none"> <li>Setting of clear boundaries and asserting right to say "NO" e.g., to any inappropriate touching</li> <li>Avenues for reporting instances of abuse</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<sup>3</sup> This applies only to volunteers who are expected to have regular contact with children and infants.



Part 8: Information-sharing and Communications					
S/No	Item	N/A	Yes	No	Partially / In Progress
8.1	My organisation conforms to the Personal Data Protection Act 2012 (PDPA)'s guidelines on releasing information, internally and externally (such as disclosure of children's and infants' personal information limited to those who need to know), to deal with requests for information from donors / media / visitors / other agencies.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8.2	My organisation conforms to PDPA guidelines on use of children's and infants' information for media reporting (e.g. interviews, photographs, voice or video recordings), such as obtaining a consent form and ensuring children and infants are portrayed appropriately.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### Part 9: Self-Reflection

In the implementation of child safe practices, please describe your organisation's:

- Improvements since the last completion of the checklist (for organisation completing this checklist for the second or subsequent time)
- Strengths / weaknesses
- Current or anticipated challenges

### References

Australian Children's Commissioners and Guardians (2013). *Submission in Response to Royal Commission into institutional Responses to Child Sexual Abuse – Issues Paper 3 – Child Safe Institutions*. Retrieved from <https://www.cyp.wa.gov.au/media/1874/2013-submission-accg-submission-to-royal-commission-issues-paper-3-child-safe-institutions-october-2013.pdf>

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Department of Education and Child Development (South Australia). *Child Safe Environments. Compliance Statement for Single Organisations*. Retrieved from <https://saera.asn.au/wp-content/uploads/2019/01/SAERA-Child-safe-environments-compliance-statement-2019.pdf>

Families SA (South Australia) (2019). *Child Safe Environments. Principles of Good Practice*. Retrieved from <https://www.childabuseroyalcommission.gov.au/sites/default/files/SA.0029.001.0502.pdf>

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## Annex H: Basic Subsidy Rates

### INFANT AND CHILD CARE BASIC SUBSIDY RATES

Infant / child care basic subsidy rates for Singapore Citizen infants and children are based on the working status of the subsidy applicant and the programme type enrolled.

To qualify as a working mother, she must work for at least 56 hours per month.

Please refer to the tables below for the infant and child care basic subsidy rates.

#### Basic Subsidy Rates for Singapore Citizen Infants and Children

Infant Care Basic Subsidy Rates		
Programme (Daily Care)	Working Mother	Non-Working Mother
Full-day Care	\$600	\$150
Half-day Care	\$300	\$150
Flexi-Care Programme by Number of Hours <u>Per Week</u>	Working Mother	Non-Working Mother
12 hours to 24 hours	\$220	\$55
Above 36 hours to 48 hours	\$440	\$150

Child Care Basic Subsidy Rates		
Programme (Daily Care)	Working Mother	Non-Working Mother
Full-day Care	\$300	\$150
Half-day Care	\$150	\$150
Flexi-Care Programme by Number of Hours <u>Per Week</u>	Working Mother	Non-Working Mother
12 hours to 24 hours	\$110	\$55
Above 36 hours to 48 hours	\$220	\$150

## ELIGIBILITY FOR PRO-RATED INFANT AND CHILD CARE BASIC SUBSIDIES

Pro-rated subsidy is given to new / trial enrolments, or existing children and infants enrolled in full day or half-day programmes for the month of withdrawal.

Children enrolled in a Flexi-Care programme are not eligible for pro-rated subsidy.

The pro-rated basic subsidy rate is based on the working status of the subsidy applicant, the programme type enrolled and the fee payment amount.

### Example A (Full day)

Child whose working mother paid 50% fees for full day child care programme

**Pro-rated Child Care Subsidy:**  
Pro-rate 50% fee = \$150

### Example B (Half-day)

Child whose working mother paid 50% fees for half-day child care programme:

**Pro-rated Child Care Subsidy:**  
Pro-rate 50% fee = \$75

Please refer to the table below for the pro-rated infant and child care basic subsidy rates.

### Pro-rated Basic Subsidy Rates for Singapore Citizen Infants and Children

Infant Care Basic Subsidy Rates			
Programme Type	Pro-rate Fee Paid	Working Mother	Non-Working Mother
Full Day	Pro-rate 25% fee	\$150	\$37.50
	Pro-rate 50% fee	\$300	\$75
	Pro-rate 75% fee	\$440	\$110
Half-Day	Pro-rate 25% fee	\$75	\$37.50
	Pro-rate 50% fee	\$150	\$75
	Pro-rate 75% fee	\$220	\$110
Child Care Basic Subsidy Rates			
Programme Type	Pro-rate Fee Paid	Working Mother	Non-Working Mother
Full Day	Pro-rate 25% fee	\$75	\$37.50
	Pro-rate 50% fee	\$150	\$75
	Pro-rate 75% fee	\$220	\$110
Half-Day	Pro-rate 25% fee	\$37.50	\$37.50
	Pro-rate 50% fee	\$75	\$75
	Pro-rate 75% fee	\$110	\$110

## Annex I: Guidelines to Support Inclusion Coordinators in the Centre

Role	Guidelines
Principal	<p>Ensure that the ICO has sufficient resources and support to carry out the role. This includes putting in place Centre processes and facilitating environmental adjustments to support children with developmental needs.</p>
Early Childhood (EC) educator	<p>Overall responsible for the children’s learning needs and holistic development in the classroom. The EC educator should work with the ICO and relevant EI professionals<sup>1</sup> to support children with developmental needs, where needed. This includes:</p> <ul style="list-style-type: none"> <li>• Working with the ICO to observe and flag out children with potential developmental needs;</li> <li>• Engaging parents to share the child’s developmental milestones and needs; and</li> <li>• Working with the EI professional to incorporate EI strategies in the classroom.</li> </ul>

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<sup>1</sup> The EI professional could include learning support educators from the DS-LS programme, EI Educators from the child’s EI centre.



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