FIFTEENTH PARLIAMENT OF SINGAPORE

First Session

REPORT OF THE COMMISSION ON PARLIAMENT STAFF

Misc. 4 of 2026

Presented to Parliament by the Speaker

Ordered by Parliament to lie upon the Table:

27 July 2026

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REPORT OF THE COMMISSION ON PARLIAMENT STAFF

Introduction

1 The Commission on Parliament Staff is constituted in accordance with Article 51(6) of the Constitution of Singapore which reads:

> "51.-(6) Subject to Article 159, the terms of service of the staff of Parliament may be determined by Parliament after receiving the advice of a Commission consisting of the following persons, that is to say:
>
> (a) the Speaker, as Chairman;
> (b) not more than 3 Ministers nominated by the Prime Minister, of whom one shall be the Minister responsible for finance; and
> (c) a member of the Public Service Commission."

2 The composition of the Commission is as follows:

(1) Mr Seah Kian Peng, Speaker (Chairman);
(2) Ms Indranee Thurai Rajah;
(3) Mr Chee Hong Tat;
(4) Mr Jeffrey Siow; and
(5) Mr Ramlee Bin Buang.

Background

3 Since 2008, the Parliamentary Scheme (2008) and Language Executive Scheme (Parliament) (2008) have adopted a salary and performance-based framework similar to the Management Executive Scheme (MXS) (2008) in the Civil Service.

4 On 20 February 2026, the Public Service Division (PSD) announced that it will be adjusting the salaries for the MXS (2008), with effect from 1 August 2026. The adjustments are to keep pace with the market and enable the Public Service to continue to attract and retain talent to deliver well for Singaporeans, amidst evolving demands and the growing complexity of the global environment. Eligible officers on the MXS (2008) will receive salary adjustments

of 2% to 9%, with the higher adjustments accorded to grades that have larger gaps with market benchmarks. There will be no adjustments for those whose salaries are already competitive. Reward for performance will also be strengthened, to more meaningfully recognise and encourage stronger performance.

Adoption of the adjustments to the MXS (2008)

5 It is proposed that the Parliamentary Scheme (2008) and Language Executive Scheme (Parliament) (2008) adopt the same adjustments as the MXS (2008).

Proposed New Revisions to the Parliamentary Scheme (2008)

6 Beyond adopting the MXS (2008) adjustments, it is proposed that a retention payment component be included in the Parliamentary Scheme (2008) to recognise the specialised competencies of Parliamentary Clerks and to address the rising challenges of attrition and replacement costs.

7 Parliamentary Clerks are employed under the Parliamentary Scheme (2008). They are a small group of specialists in parliamentary practice and legal procedure. Over the years, the volume and complexity of Parliament work have been increasing. At the same time, attrition has been rising. Being a small workforce, each exit disproportionately impacts the operational effectiveness of Parliamentary Secretariat. There is also substantial replacement cost, given the extensive training required for officers to achieve proficiency in the specialised nature of parliamentary work. Concurrently, recruitment has become difficult especially for qualified legal professionals that would be effective for parliamentary secretariat roles.

9 Given the need to retain officers in the scheme for a sufficiently long period of time to build up the necessary specialised competencies, and the significant investment in their on-the-job training, a retention payment component will help attract good quality candidates and retain competent officers.

10 The proposed retention payment component is designed as follows:

(a) Fixed quantum for each grade that is approximately equivalent to 1.5 – 1.75 months' salary per year or 8% –10% of the annual salary package;
(b) Entry-level Parliamentary Clerks will receive a payout after every year of service and Parliamentary Clerks recognised for their competence will receive a payout after every 3 years, subject to meeting the eligibility criteria;
(c) Retention payment is capped at 20 years of service on the scheme; and
(d) One-off ex-gratia to existing officers as a transitional arrangement.

11 The proposals have received the support of the Public Service Division on 2 July 2026.

Recommendations

12 Having considered the proposals above, the Commission accordingly advises that:
(a) With effect from 1 August 2026, the terms of service of the staff of Parliament under the Parliamentary Scheme (2008) and the Language Executive Scheme (Parliament) (2008) shall be the same as the terms of service applicable to public officers under the Management Executive Scheme (2008); and
(b) With effect from 1 September 2026, the terms of service of the staff of Parliament under Parliamentary Scheme (2008) shall also include a retention payment component.

Determination by Parliament

13 In accordance with Article 51(6) of the Constitution, Parliament is asked to accept the recommendations of the Commission.

Singapore, 27th July 2026