

## RECRUITFIRST'S PRICING MODEL FOR EARLY CHILDHOOD RELIEF STAFF

*Prices listed below are subject to the prevailing Goods and Services Tax (GST)*

### 1. HOURLY RATES

#### **General hourly rates**

<b>Qualification of relief staff</b>	<b>Hourly bill rate</b>
<ul style="list-style-type: none"> <li>• Untrained (Diploma in other discipline and below)</li> </ul>	\$15/hr
<ul style="list-style-type: none"> <li>• Fundamentals Certificate in Early Childhood Care and Education (FECCE)</li> <li>• Certificate in Relief Teaching (Early Childhood Education) (CRT)</li> <li>• WSQ Relief Staff Program (RSP)</li> </ul>	\$17/hr
<ul style="list-style-type: none"> <li>• Higher Certificate in Infant Care (EY1 certified)</li> <li>• Certificate in Infant/ Toddler Care &amp; Development (CITC)</li> <li>• Higher Nitec in Early Childhood</li> <li>• Early Childhood Teacher Bridging Program</li> <li>• Advanced Certificate in Early Childhood Care and Education (CECCE)</li> <li>• Certificate in Preschool Teaching (CPT)</li> <li>• Early Childhood Care and Education Intermediate Course</li> <li>• Undergoing Degree or Diploma in EC</li> <li>• Degree and above in other discipline</li> </ul>	\$19/hr
<ul style="list-style-type: none"> <li>• Advanced Certificate in Early Years (EY2 certified)</li> </ul>	\$20/hr
<ul style="list-style-type: none"> <li>• Advanced Certificate in Early Childhood Care &amp; Education (L1 certified)</li> </ul>	\$21/hr
<ul style="list-style-type: none"> <li>• Diploma in Early Childhood Care &amp; Education – Teaching (L2 certified)</li> </ul>	\$24/hr

### ***Preferential hourly rates***

In the event where a preschool operator utilises 16,000 hours (or 2,000 workdays) of RecruitFirst's relief staff services within a month, the following preferential rates will apply:

<b>Qualification of relief staff</b>	<b>Hourly bill rate</b>
<ul style="list-style-type: none"><li>• Untrained (Diploma in other discipline and below)</li></ul>	\$14/hr
<ul style="list-style-type: none"><li>• Fundamentals Certificate in Early Childhood Care and Education (FECCE)</li><li>• Certificate in Relief Teaching (Early Childhood Education) (CRT)</li><li>• WSQ Relief Staff Program (RSP)</li></ul>	\$16/hr
<ul style="list-style-type: none"><li>• Higher Certificate in Infant Care (EY1 certified)</li><li>• Certificate in Infant/ Toddler Care &amp; Development (CITC)</li><li>• Higher Nitec in Early Childhood</li><li>• Early Childhood Teacher Bridging Program</li><li>• Advanced Certificate in Early Childhood Care and Education (CECCE)</li><li>• Certificate in Preschool Teaching (CPT)</li><li>• Early Childhood Care and Education Intermediate Course</li><li>• Undergoing Degree or Diploma in EC</li><li>• Degree and above in other discipline</li></ul>	\$18/hr
<ul style="list-style-type: none"><li>• Advanced Certificate in Early Years (EY2 certified)</li></ul>	\$19/hr
<ul style="list-style-type: none"><li>• Advanced Certificate in Early Childhood Care &amp; Education (L1 certified)</li></ul>	\$20/hr
<ul style="list-style-type: none"><li>• Diploma in Early Childhood Care &amp; Education – Teaching (L2 certified)</li></ul>	\$23/hr

## 2. MONTHLY RATES

Should relief staff be engaged on a monthly basis, preschools will incur a monthly Recruitment and Administration Fee on top of the total monthly cost of the relief staff, which includes the relief staff's monthly salary, employer's CPF contribution, workmen's compensation and insurance charges, Skills Development Levy, and any other applicable charges such as the prevailing GST. The Recruitment and Administration Recruitment Fee will be 20% of the total monthly cost for each relief staff.

An illustration of the monthly charges for a relief staff with a monthly net salary of \$2,500 is as follows:

<b>Component</b>	<b>Amount chargeable to preschool operator</b>
a. Candidate's Net Salary	\$2,500.00
b. Employer's CPF Contribution	\$425.00
c. Workmen's Compensation and Insurance Charges	\$100.00
d. Skills Development Levy	\$6.25
e. Recruitment and Administration Fees <i>[20% * (a + b + c + d)]</i>	\$606.25
<b>Total Chargeable Amount</b>	<b>\$3,637.50</b>

Note: The above table is for **illustrative purposes only**. Additional charges may be included where relevant.