



**Q5. I will be paying year-end bonuses in December 2011 to all employees, including those who have left the organisation before 1 September 2011. Which AW Ceiling formula do I use for such employees?**

The year-end bonus for employees who have left the organisation before 1 September 2011 is due and payable to the employees in December 2011. Hence, you have to use the revised AW Ceiling of \$79,333 to re-compute the amount of bonus for 2011 that attracts CPF and apply the appropriate CPF contribution rate of that month.

(Note: If the bonus for 2011 is due and payable to the employees in 2012, the 2012 AW Ceiling formula should be used.)

**Q6. How will you as an employer be affected by the revised AW Ceiling of \$79,333 for 2011?**

With the revision of the OW and AW Ceilings from 1 September 2011, you will need to re-calculate the amount of AW that attracts CPF and make the necessary adjustments. Any shortfall in the CPF contributions should be paid together with the employee's contribution for his last month of employment or for the month of December 2011, whichever is applicable. For a refund of excess contributions, you may submit an online application at <http://employer.cpf.gov.sg>

**Q7. Where can I find examples on the computation of the revised AW Ceiling for 2011 and 2012?**

Please refer to the *Employers' Guide to CPF*, available at CPF website (<http://employer.cpf.gov.sg>).