

### Additional Food Services PWM Gross Wage Requirements for Overtime Hours

Extracted from Annex D of the Tripartite Cluster for Food Services Industry Report (15 February 2023)

<b>Gross Wage Requirements for PWM Job Role</b>			
<b>Food/Drink Stall Assistant</b>			
<b>Overtime Hours In A Month</b>	<b>1 March 2023 to 29 February 2024</b>	<b>1 March 2024 to 28 February 2025</b>	<b>1 March 2025 to 28 February 2026</b>
<b>0 (Baseline)</b>	<b>\$1,750</b>	<b>\$1,915</b>	<b>\$2,080</b>
1	\$1,762	\$1,929	\$2,095
2	\$1,775	\$1,943	\$2,110
3	\$1,788	\$1,957	\$2,125
4	\$1,801	\$1,971	\$2,141
5	\$1,814	\$1,985	\$2,156
6	\$1,827	\$1,999	\$2,171
7	\$1,839	\$2,013	\$2,186
8	\$1,852	\$2,027	\$2,202
9	\$1,865	\$2,041	\$2,217
10	\$1,878	\$2,055	\$2,232
11	\$1,891	\$2,069	\$2,247
12	\$1,904	\$2,083	\$2,263
13	\$1,917	\$2,097	\$2,278
14	\$1,929	\$2,111	\$2,293
15	\$1,942	\$2,125	\$2,309
16	\$1,955	\$2,139	\$2,324
17	\$1,968	\$2,154	\$2,339
18	\$1,981	\$2,168	\$2,354
19	\$1,994	\$2,182	\$2,370
20	\$2,007	\$2,196	\$2,385
21	\$2,019	\$2,210	\$2,400
22	\$2,032	\$2,224	\$2,415
23	\$2,045	\$2,238	\$2,431
24	\$2,058	\$2,252	\$2,446
25	\$2,071	\$2,266	\$2,461
26	\$2,084	\$2,280	\$2,477
27	\$2,096	\$2,294	\$2,492
28	\$2,109	\$2,308	\$2,507
29	\$2,122	\$2,322	\$2,522
30	\$2,135	\$2,336	\$2,538
31	\$2,148	\$2,350	\$2,553
32	\$2,161	\$2,364	\$2,568
33	\$2,174	\$2,378	\$2,583
34	\$2,186	\$2,393	\$2,599
35	\$2,199	\$2,407	\$2,614
36	\$2,212	\$2,421	\$2,629
37	\$2,225	\$2,435	\$2,644
38	\$2,238	\$2,449	\$2,660
39	\$2,251	\$2,463	\$2,675
40	\$2,264	\$2,477	\$2,690
41	\$2,276	\$2,491	\$2,706
42	\$2,289	\$2,505	\$2,721
43	\$2,302	\$2,519	\$2,736

<b>Gross Wage Requirements for PWM Job Role</b>			
<b>Food/Drink Stall Assistant</b>			
<b>Overtime Hours In A Month</b>	<b>1 March 2023 to 29 February 2024</b>	<b>1 March 2024 to 28 February 2025</b>	<b>1 March 2025 to 28 February 2026</b>
44	\$2,315	\$2,533	\$2,751
45	\$2,328	\$2,547	\$2,767
46	\$2,341	\$2,561	\$2,782
47	\$2,353	\$2,575	\$2,797
48	\$2,366	\$2,589	\$2,812
49	\$2,379	\$2,603	\$2,828
50	\$2,392	\$2,618	\$2,843
51	\$2,405	\$2,632	\$2,858
52	\$2,418	\$2,646	\$2,874
53	\$2,431	\$2,660	\$2,889
54	\$2,443	\$2,674	\$2,904
55	\$2,456	\$2,688	\$2,919
56	\$2,469	\$2,702	\$2,935
57	\$2,482	\$2,716	\$2,950
58	\$2,495	\$2,730	\$2,965
59	\$2,508	\$2,744	\$2,980
60	\$2,521	\$2,758	\$2,996
61	\$2,533	\$2,772	\$3,011
62	\$2,546	\$2,786	\$3,026
63	\$2,559	\$2,800	\$3,042
64	\$2,572	\$2,814	\$3,057
65	\$2,585	\$2,828	\$3,072
66	\$2,598	\$2,842	\$3,087
67	\$2,610	\$2,857	\$3,103
68	\$2,623	\$2,871	\$3,118
69	\$2,636	\$2,885	\$3,133
70	\$2,649	\$2,899	\$3,148
71	\$2,662	\$2,913	\$3,164
72	\$2,675	\$2,927	\$3,179

<b>Gross Wage Requirements for PWM Job Role</b>			
<b>Food Services Counter Assistant / Kitchen Assistant (Quick-Service)</b>			
<b>Overtime Hours In A Month</b>	<b>1 March 2023 to 29 February 2024</b>	<b>1 March 2024 to 28 February 2025</b>	<b>1 March 2025 to 28 February 2026</b>
<b>0 (Baseline)</b>	<b>\$1,825</b>	<b>\$1,990</b>	<b>\$2,155</b>
1	\$1,838	\$2,004	\$2,170
2	\$1,851	\$2,019	\$2,186
3	\$1,865	\$2,033	\$2,202
4	\$1,878	\$2,048	\$2,218
5	\$1,892	\$2,063	\$2,234
6	\$1,905	\$2,077	\$2,249
7	\$1,918	\$2,092	\$2,265
8	\$1,932	\$2,106	\$2,281
9	\$1,945	\$2,121	\$2,297
10	\$1,959	\$2,136	\$2,313
11	\$1,972	\$2,150	\$2,329
12	\$1,985	\$2,165	\$2,344

<b>Gross Wage Requirements for PWM Job Role</b>			
<b>Food Services Counter Assistant / Kitchen Assistant (Quick-Service)</b>			
Overtime Hours In A Month	1 March 2023 to 29 February 2024	1 March 2024 to 28 February 2025	1 March 2025 to 28 February 2026
13	\$1,999	\$2,180	\$2,360
14	\$2,012	\$2,194	\$2,376
15	\$2,026	\$2,209	\$2,392
16	\$2,039	\$2,223	\$2,408
17	\$2,052	\$2,238	\$2,423
18	\$2,066	\$2,253	\$2,439
19	\$2,079	\$2,267	\$2,455
20	\$2,093	\$2,282	\$2,471
21	\$2,106	\$2,297	\$2,487
22	\$2,119	\$2,311	\$2,503
23	\$2,133	\$2,326	\$2,518
24	\$2,146	\$2,340	\$2,534
25	\$2,160	\$2,355	\$2,550
26	\$2,173	\$2,370	\$2,566
27	\$2,186	\$2,384	\$2,582
28	\$2,200	\$2,399	\$2,597
29	\$2,213	\$2,413	\$2,613
30	\$2,227	\$2,428	\$2,629
31	\$2,240	\$2,443	\$2,645
32	\$2,253	\$2,457	\$2,661
33	\$2,267	\$2,472	\$2,677
34	\$2,280	\$2,487	\$2,692
35	\$2,294	\$2,501	\$2,708
36	\$2,307	\$2,516	\$2,724
37	\$2,320	\$2,530	\$2,740
38	\$2,334	\$2,545	\$2,756
39	\$2,347	\$2,560	\$2,771
40	\$2,361	\$2,574	\$2,787
41	\$2,374	\$2,589	\$2,803
42	\$2,387	\$2,604	\$2,819
43	\$2,401	\$2,618	\$2,835
44	\$2,414	\$2,633	\$2,851
45	\$2,428	\$2,647	\$2,866
46	\$2,441	\$2,662	\$2,882
47	\$2,454	\$2,677	\$2,898
48	\$2,468	\$2,691	\$2,914
49	\$2,481	\$2,706	\$2,930
50	\$2,495	\$2,721	\$2,946
51	\$2,508	\$2,735	\$2,961
52	\$2,521	\$2,750	\$2,977
53	\$2,535	\$2,764	\$2,993
54	\$2,548	\$2,779	\$3,009
55	\$2,562	\$2,794	\$3,025
56	\$2,575	\$2,808	\$3,040
57	\$2,588	\$2,823	\$3,056
58	\$2,602	\$2,837	\$3,072
59	\$2,615	\$2,852	\$3,088
60	\$2,629	\$2,867	\$3,104
61	\$2,642	\$2,881	\$3,120

<b>Gross Wage Requirements for PWM Job Role</b>			
<b>Food Services Counter Assistant / Kitchen Assistant (Quick-Service)</b>			
<b>Overtime Hours In A Month</b>	<b>1 March 2023 to 29 February 2024</b>	<b>1 March 2024 to 28 February 2025</b>	<b>1 March 2025 to 28 February 2026</b>
62	\$2,655	\$2,896	\$3,135
63	\$2,669	\$2,911	\$3,151
64	\$2,682	\$2,925	\$3,167
65	\$2,696	\$2,940	\$3,183
66	\$2,709	\$2,954	\$3,199
67	\$2,722	\$2,969	\$3,214
68	\$2,736	\$2,984	\$3,230
69	\$2,749	\$2,998	\$3,246
70	\$2,763	\$3,013	\$3,262
71	\$2,776	\$3,028	\$3,278
72	\$2,789	\$3,042	\$3,294

<b>Gross Wage Requirements for PWM Job Role</b>			
<b>Kitchen Assistant (Full-Service) / Waiter</b>			
<b>Overtime Hours In A Month</b>	<b>1 March 2023 to 29 February 2024</b>	<b>1 March 2024 to 28 February 2025</b>	<b>1 March 2025 to 28 February 2026</b>
<b>0 (Baseline)</b>	<b>\$1,850</b>	<b>\$2,015</b>	<b>\$2,180</b>
1	\$1,863	\$2,029	\$2,196
2	\$1,877	\$2,044	\$2,212
3	\$1,890	\$2,059	\$2,228
4	\$1,904	\$2,074	\$2,244
5	\$1,917	\$2,089	\$2,260
6	\$1,931	\$2,103	\$2,276
7	\$1,945	\$2,118	\$2,292
8	\$1,958	\$2,133	\$2,308
9	\$1,972	\$2,148	\$2,324
10	\$1,985	\$2,163	\$2,340
11	\$1,999	\$2,177	\$2,356
12	\$2,012	\$2,192	\$2,372
13	\$2,026	\$2,207	\$2,388
14	\$2,040	\$2,222	\$2,404
15	\$2,053	\$2,237	\$2,420
16	\$2,067	\$2,251	\$2,436
17	\$2,080	\$2,266	\$2,452
18	\$2,094	\$2,281	\$2,468
19	\$2,108	\$2,296	\$2,484
20	\$2,121	\$2,311	\$2,500
21	\$2,135	\$2,325	\$2,516
22	\$2,148	\$2,340	\$2,532
23	\$2,162	\$2,355	\$2,548
24	\$2,175	\$2,370	\$2,564
25	\$2,189	\$2,385	\$2,580
26	\$2,203	\$2,399	\$2,596
27	\$2,216	\$2,414	\$2,612
28	\$2,230	\$2,429	\$2,628
29	\$2,243	\$2,444	\$2,644
30	\$2,257	\$2,459	\$2,660

<b>Gross Wage Requirements for PWM Job Role</b>			
<b>Kitchen Assistant (Full-Service) / Waiter</b>			
<b>Overtime Hours In A Month</b>	<b>1 March 2023 to 29 February 2024</b>	<b>1 March 2024 to 28 February 2025</b>	<b>1 March 2025 to 28 February 2026</b>
31	\$2,270	\$2,473	\$2,676
32	\$2,284	\$2,488	\$2,692
33	\$2,298	\$2,503	\$2,708
34	\$2,311	\$2,518	\$2,724
35	\$2,325	\$2,533	\$2,740
36	\$2,338	\$2,547	\$2,756
37	\$2,352	\$2,562	\$2,772
38	\$2,366	\$2,577	\$2,788
39	\$2,379	\$2,592	\$2,804
40	\$2,393	\$2,607	\$2,820
41	\$2,406	\$2,621	\$2,836
42	\$2,420	\$2,636	\$2,852
43	\$2,433	\$2,651	\$2,868
44	\$2,447	\$2,666	\$2,884
45	\$2,461	\$2,681	\$2,900
46	\$2,474	\$2,695	\$2,916
47	\$2,488	\$2,710	\$2,932
48	\$2,501	\$2,725	\$2,948
49	\$2,515	\$2,740	\$2,964
50	\$2,529	\$2,755	\$2,980
51	\$2,542	\$2,769	\$2,996
52	\$2,556	\$2,784	\$3,012
53	\$2,569	\$2,799	\$3,028
54	\$2,583	\$2,814	\$3,044
55	\$2,596	\$2,829	\$3,060
56	\$2,610	\$2,843	\$3,076
57	\$2,624	\$2,858	\$3,092
58	\$2,637	\$2,873	\$3,108
59	\$2,651	\$2,888	\$3,124
60	\$2,664	\$2,903	\$3,140
61	\$2,678	\$2,917	\$3,156
62	\$2,691	\$2,932	\$3,172
63	\$2,705	\$2,947	\$3,188
64	\$2,719	\$2,962	\$3,204
65	\$2,732	\$2,977	\$3,220
66	\$2,746	\$2,991	\$3,236
67	\$2,759	\$3,006	\$3,252
68	\$2,773	\$3,021	\$3,268
69	\$2,787	\$3,036	\$3,284
70	\$2,800	\$3,051	\$3,300
71	\$2,814	\$3,065	\$3,316
72	\$2,827	\$3,080	\$3,332

<b>Gross Wage Requirements for PWM Job Role</b>			
<b>Cook (Quick-Service)</b>			
<b>Overtime Hours In A Month</b>	<b>1 March 2023 to 29 February 2024</b>	<b>1 March 2024 to 28 February 2025</b>	<b>1 March 2025 to 28 February 2026</b>
<b>0 (Baseline)</b>	<b>\$2,000</b>	<b>\$2,165</b>	<b>\$2,330</b>
1	\$2,014	\$2,180	\$2,347
2	\$2,029	\$2,196	\$2,364
3	\$2,044	\$2,212	\$2,381
4	\$2,058	\$2,228	\$2,398
5	\$2,073	\$2,244	\$2,415
6	\$2,088	\$2,260	\$2,432
7	\$2,102	\$2,276	\$2,449
8	\$2,117	\$2,292	\$2,466
9	\$2,132	\$2,308	\$2,483
10	\$2,146	\$2,323	\$2,501
11	\$2,161	\$2,339	\$2,518
12	\$2,176	\$2,355	\$2,535
13	\$2,190	\$2,371	\$2,552
14	\$2,205	\$2,387	\$2,569
15	\$2,220	\$2,403	\$2,586
16	\$2,235	\$2,419	\$2,603
17	\$2,249	\$2,435	\$2,620
18	\$2,264	\$2,451	\$2,637
19	\$2,279	\$2,466	\$2,655
20	\$2,293	\$2,482	\$2,672
21	\$2,308	\$2,498	\$2,689
22	\$2,323	\$2,514	\$2,706
23	\$2,337	\$2,530	\$2,723
24	\$2,352	\$2,546	\$2,740
25	\$2,367	\$2,562	\$2,757
26	\$2,381	\$2,578	\$2,774
27	\$2,396	\$2,594	\$2,791
28	\$2,411	\$2,609	\$2,809
29	\$2,426	\$2,625	\$2,826
30	\$2,440	\$2,641	\$2,843
31	\$2,455	\$2,657	\$2,860
32	\$2,470	\$2,673	\$2,877
33	\$2,484	\$2,689	\$2,894
34	\$2,499	\$2,705	\$2,911
35	\$2,514	\$2,721	\$2,928
36	\$2,528	\$2,737	\$2,945
37	\$2,543	\$2,752	\$2,963
38	\$2,558	\$2,768	\$2,980
39	\$2,572	\$2,784	\$2,997
40	\$2,587	\$2,800	\$3,014
41	\$2,602	\$2,816	\$3,031
42	\$2,616	\$2,832	\$3,048
43	\$2,631	\$2,848	\$3,065
44	\$2,646	\$2,864	\$3,082
45	\$2,661	\$2,880	\$3,099
46	\$2,675	\$2,895	\$3,117
47	\$2,690	\$2,911	\$3,134
48	\$2,705	\$2,927	\$3,151

<b>Gross Wage Requirements for PWM Job Role</b>			
<b>Cook (Quick-Service)</b>			
<b>Overtime Hours In A Month</b>	<b>1 March 2023 to 29 February 2024</b>	<b>1 March 2024 to 28 February 2025</b>	<b>1 March 2025 to 28 February 2026</b>
49	\$2,719	\$2,943	\$3,168
50	\$2,734	\$2,959	\$3,185
51	\$2,749	\$2,975	\$3,202
52	\$2,763	\$2,991	\$3,219
53	\$2,778	\$3,007	\$3,236
54	\$2,793	\$3,023	\$3,253
55	\$2,807	\$3,038	\$3,271
56	\$2,822	\$3,054	\$3,288
57	\$2,837	\$3,070	\$3,305
58	\$2,852	\$3,086	\$3,322
59	\$2,866	\$3,102	\$3,339
60	\$2,881	\$3,118	\$3,356
61	\$2,896	\$3,134	\$3,373
62	\$2,910	\$3,150	\$3,390
63	\$2,925	\$3,166	\$3,407
64	\$2,940	\$3,181	\$3,425
65	\$2,954	\$3,197	\$3,442
66	\$2,969	\$3,213	\$3,459
67	\$2,984	\$3,229	\$3,476
68	\$2,998	\$3,245	\$3,493
69	\$3,013	\$3,261	\$3,510
70	\$3,028	\$3,277	\$3,527
71	\$3,042	\$3,293	\$3,544
72	\$3,057	\$3,309	\$3,561

<b>Gross Wage Requirements for PWM Job Role</b>			
<b>Cook (Full-Service)</b>			
<b>Overtime Hours In A Month</b>	<b>1 March 2023 to 29 February 2024</b>	<b>1 March 2024 to 28 February 2025</b>	<b>1 March 2025 to 28 February 2026</b>
<b>0 (Baseline)</b>	<b>\$2,050</b>	<b>\$2,215</b>	<b>\$2,380</b>
1	\$2,065	\$2,231	\$2,397
2	\$2,080	\$2,247	\$2,414
3	\$2,095	\$2,263	\$2,432
4	\$2,110	\$2,280	\$2,449
5	\$2,125	\$2,296	\$2,467
6	\$2,140	\$2,312	\$2,484
7	\$2,155	\$2,328	\$2,502
8	\$2,170	\$2,345	\$2,519
9	\$2,185	\$2,361	\$2,537
10	\$2,200	\$2,377	\$2,554
11	\$2,215	\$2,393	\$2,572
12	\$2,230	\$2,410	\$2,589
13	\$2,245	\$2,426	\$2,607
14	\$2,260	\$2,442	\$2,624
15	\$2,275	\$2,459	\$2,642
16	\$2,290	\$2,475	\$2,659
17	\$2,305	\$2,491	\$2,676

<b>Gross Wage Requirements for PWM Job Role</b>			
<b>Cook (Full-Service)</b>			
<b>Overtime Hours In A Month</b>	<b>1 March 2023 to 29 February 2024</b>	<b>1 March 2024 to 28 February 2025</b>	<b>1 March 2025 to 28 February 2026</b>
18	\$2,320	\$2,507	\$2,694
19	\$2,335	\$2,524	\$2,711
20	\$2,351	\$2,540	\$2,729
21	\$2,366	\$2,556	\$2,746
22	\$2,381	\$2,572	\$2,764
23	\$2,396	\$2,589	\$2,781
24	\$2,411	\$2,605	\$2,799
25	\$2,426	\$2,621	\$2,816
26	\$2,441	\$2,638	\$2,834
27	\$2,456	\$2,654	\$2,851
28	\$2,471	\$2,670	\$2,869
29	\$2,486	\$2,686	\$2,886
30	\$2,501	\$2,703	\$2,904
31	\$2,516	\$2,719	\$2,921
32	\$2,531	\$2,735	\$2,939
33	\$2,546	\$2,751	\$2,956
34	\$2,561	\$2,768	\$2,973
35	\$2,576	\$2,784	\$2,991
36	\$2,591	\$2,800	\$3,008
37	\$2,606	\$2,816	\$3,026
38	\$2,621	\$2,833	\$3,043
39	\$2,636	\$2,849	\$3,061
40	\$2,652	\$2,865	\$3,078
41	\$2,667	\$2,882	\$3,096
42	\$2,682	\$2,898	\$3,113
43	\$2,697	\$2,914	\$3,131
44	\$2,712	\$2,930	\$3,148
45	\$2,727	\$2,947	\$3,166
46	\$2,742	\$2,963	\$3,183
47	\$2,757	\$2,979	\$3,201
48	\$2,772	\$2,995	\$3,218
49	\$2,787	\$3,012	\$3,236
50	\$2,802	\$3,028	\$3,253
51	\$2,817	\$3,044	\$3,270
52	\$2,832	\$3,061	\$3,288
53	\$2,847	\$3,077	\$3,305
54	\$2,862	\$3,093	\$3,323
55	\$2,877	\$3,109	\$3,340
56	\$2,892	\$3,126	\$3,358
57	\$2,907	\$3,142	\$3,375
58	\$2,922	\$3,158	\$3,393
59	\$2,937	\$3,174	\$3,410
60	\$2,953	\$3,191	\$3,428
61	\$2,968	\$3,207	\$3,445
62	\$2,983	\$3,223	\$3,463
63	\$2,998	\$3,240	\$3,480
64	\$3,013	\$3,256	\$3,498
65	\$3,028	\$3,272	\$3,515
66	\$3,043	\$3,288	\$3,533



<b>Gross Wage Requirements for PWM Job Role</b>			
<b>Cook (Full-Service)</b>			
<b>Overtime Hours In A Month</b>	<b>1 March 2023 to 29 February 2024</b>	<b>1 March 2024 to 28 February 2025</b>	<b>1 March 2025 to 28 February 2026</b>
67	\$3,058	\$3,305	\$3,550
68	\$3,073	\$3,321	\$3,567
69	\$3,088	\$3,337	\$3,585
70	\$3,103	\$3,353	\$3,602
71	\$3,118	\$3,370	\$3,620
72	\$3,133	\$3,386	\$3,637

<b>Gross Wage Requirements for PWM Job Role</b>			
<b>Waiter Supervisor</b>			
<b>Overtime Hours In A Month</b>	<b>1 March 2023 to 29 February 2024</b>	<b>1 March 2024 to 28 February 2025</b>	<b>1 March 2025 to 28 February 2026</b>
<b>0 (Baseline)</b>	<b>\$2,400</b>	<b>\$2,565</b>	<b>\$2,730</b>
1	\$2,417	\$2,583	\$2,750
2	\$2,435	\$2,602	\$2,770
3	\$2,452	\$2,621	\$2,790
4	\$2,470	\$2,640	\$2,810
5	\$2,488	\$2,659	\$2,830
6	\$2,505	\$2,677	\$2,850
7	\$2,523	\$2,696	\$2,870
8	\$2,541	\$2,715	\$2,890
9	\$2,558	\$2,734	\$2,910
10	\$2,576	\$2,753	\$2,930
11	\$2,593	\$2,772	\$2,950
12	\$2,611	\$2,790	\$2,970
13	\$2,629	\$2,809	\$2,990
14	\$2,646	\$2,828	\$3,010
15	\$2,664	\$2,847	\$3,030
16	\$2,682	\$2,866	\$3,050
17	\$2,699	\$2,885	\$3,070
18	\$2,717	\$2,903	\$3,090
19	\$2,734	\$2,922	\$3,110
20	\$2,752	\$2,941	\$3,131
21	\$2,770	\$2,960	\$3,151
22	\$2,787	\$2,979	\$3,171
23	\$2,805	\$2,998	\$3,191
24	\$2,823	\$3,016	\$3,211
25	\$2,840	\$3,035	\$3,231
26	\$2,858	\$3,054	\$3,251
27	\$2,876	\$3,073	\$3,271
28	\$2,893	\$3,092	\$3,291
29	\$2,911	\$3,111	\$3,311
30	\$2,928	\$3,129	\$3,331
31	\$2,946	\$3,148	\$3,351
32	\$2,964	\$3,167	\$3,371
33	\$2,981	\$3,186	\$3,391
34	\$2,999	\$3,205	\$3,411
35	\$3,017	\$3,224	\$3,431

<b>Gross Wage Requirements for PWM Job Role</b>			
<b>Waiter Supervisor</b>			
<b>Overtime Hours In A Month</b>	<b>1 March 2023 to 29 February 2024</b>	<b>1 March 2024 to 28 February 2025</b>	<b>1 March 2025 to 28 February 2026</b>
36	\$3,034	\$3,242	\$3,451
37	\$3,052	\$3,261	\$3,471
38	\$3,069	\$3,280	\$3,491
39	\$3,087	\$3,299	\$3,511
40	\$3,105	\$3,318	\$3,532
41	\$3,122	\$3,337	\$3,552
42	\$3,140	\$3,355	\$3,572
43	\$3,158	\$3,374	\$3,592
44	\$3,175	\$3,393	\$3,612
45	\$3,193	\$3,412	\$3,632
46	\$3,210	\$3,431	\$3,652
47	\$3,228	\$3,450	\$3,672
48	\$3,246	\$3,468	\$3,692
49	\$3,263	\$3,487	\$3,712
50	\$3,281	\$3,506	\$3,732
51	\$3,299	\$3,525	\$3,752
52	\$3,316	\$3,544	\$3,772
53	\$3,334	\$3,562	\$3,792
54	\$3,352	\$3,581	\$3,812
55	\$3,369	\$3,600	\$3,832
56	\$3,387	\$3,619	\$3,852
57	\$3,404	\$3,638	\$3,872
58	\$3,422	\$3,657	\$3,892
59	\$3,440	\$3,675	\$3,912
60	\$3,457	\$3,694	\$3,933
61	\$3,475	\$3,713	\$3,953
62	\$3,493	\$3,732	\$3,973
63	\$3,510	\$3,751	\$3,993
64	\$3,528	\$3,770	\$4,013
65	\$3,545	\$3,788	\$4,033
66	\$3,563	\$3,807	\$4,053
67	\$3,581	\$3,826	\$4,073
68	\$3,598	\$3,845	\$4,093
69	\$3,616	\$3,864	\$4,113
70	\$3,634	\$3,883	\$4,133
71	\$3,651	\$3,901	\$4,153
72	\$3,669	\$3,920	\$4,173

**Illustrative example:**

In March 2023, the PWM Baseline Gross Wage (i.e. exclude OT) for a full-time Food/ Drink Stall Assistant is \$1750, which can be made up of Monthly Basic Wage + Variable Payments (e.g. allowances).

**Scenario 1: If employee does not work OT**

PWM Baseline Gross Wage requirement is **\$1750**.

If the employee's Monthly Basic Wage is \$1600, the variable payments (e.g. allowances) would have to be at least \$150.

**Scenario 2: If employee works OT**

If employee works 10 OT hours in a month, PWM Baseline Gross Wage requirement is **\$1878** (*refer to Gross Wage Requirements table*).

Based on the Employment Act Part 4 requirement for OT rate of pay to be at least 1.5 times of Basic Rate of Pay, the OT rate of pay would be at least \$12.59 per hour ( $\$1600 \text{ basic wage} \times 12 \text{ months} / [52 \text{ weeks} \times 44 \text{ hours}]$  multiplied by 1.5) assuming the employee's Monthly Basic Wage is \$1600.

With reference to the 10 OT hours in a month, the OT payment would be \$125.90, making a total of \$1725.90 of basic wage and OT payment. This is insufficient to meet the required gross wage threshold for 10 hours of OT, which is \$1878. The employer will need to top up the employee's variable wage components (e.g. allowances) in order to comply with the corresponding PWM Gross Wage Requirement.

**Note:** If the Monthly Basic Wage is adjusted to at least 93.5% of the PWM Baseline Gross Wage, the corresponding OT rate of pay would naturally fulfil the required Gross Wage Requirements for each of the PWM job role. Hence, no monthly variable top-up would be necessary in this instance.