

Additional Retail PWM Gross Wage Requirements for Overtime Hours

Extracted from Annex D of Tripartite Cluster for Retail Report (15 August 2022)

Gross Wage Requirements from 1 September 2022 to 31 August 2023			
Overtime Hours In A Month	Retail Assistant / Cashier	Senior Retail Assistant / Senior Cashier	Assistant Retail Supervisor
0 (Baseline Gross Wage)	\$1,850	\$2,035	\$2,240
1	\$1,862	\$2,048	\$2,255
2	\$1,875	\$2,062	\$2,270
3	\$1,887	\$2,076	\$2,285
4	\$1,900	\$2,090	\$2,301
5	\$1,913	\$2,104	\$2,316
6	\$1,925	\$2,118	\$2,331
7	\$1,938	\$2,132	\$2,346
8	\$1,950	\$2,145	\$2,362
9	\$1,963	\$2,159	\$2,377
10	\$1,976	\$2,173	\$2,392
11	\$1,988	\$2,187	\$2,408
12	\$2,001	\$2,201	\$2,423
13	\$2,013	\$2,215	\$2,438
14	\$2,026	\$2,229	\$2,453
15	\$2,039	\$2,243	\$2,469
16	\$2,051	\$2,256	\$2,484
17	\$2,064	\$2,270	\$2,499
18	\$2,076	\$2,284	\$2,515
19	\$2,089	\$2,298	\$2,530
20	\$2,102	\$2,312	\$2,545
21	\$2,114	\$2,326	\$2,560
22	\$2,127	\$2,340	\$2,576
23	\$2,140	\$2,354	\$2,591
24	\$2,152	\$2,367	\$2,606
25	\$2,165	\$2,381	\$2,622
26	\$2,177	\$2,395	\$2,637
27	\$2,190	\$2,409	\$2,652
28	\$2,203	\$2,423	\$2,667
29	\$2,215	\$2,437	\$2,683
30	\$2,228	\$2,451	\$2,698
31	\$2,240	\$2,464	\$2,713
32	\$2,253	\$2,478	\$2,728
33	\$2,266	\$2,492	\$2,744
34	\$2,278	\$2,506	\$2,759
35	\$2,291	\$2,520	\$2,774
36	\$2,303	\$2,534	\$2,790
37	\$2,316	\$2,548	\$2,805
38	\$2,329	\$2,562	\$2,820
39	\$2,341	\$2,575	\$2,835
40	\$2,354	\$2,589	\$2,851
41	\$2,367	\$2,603	\$2,866
42	\$2,379	\$2,617	\$2,881
43	\$2,392	\$2,631	\$2,897
44	\$2,404	\$2,645	\$2,912

Updated as of 15 August 2022

Gross Wage Requirements from 1 September 2022 to 31 August 2023			
45	\$2,417	\$2,659	\$2,927
46	\$2,430	\$2,673	\$2,942
47	\$2,442	\$2,686	\$2,958
48	\$2,455	\$2,700	\$2,973
49	\$2,467	\$2,714	\$2,988
50	\$2,480	\$2,728	\$3,004
51	\$2,493	\$2,742	\$3,019
52	\$2,505	\$2,756	\$3,034
53	\$2,518	\$2,770	\$3,049
54	\$2,530	\$2,783	\$3,065
55	\$2,543	\$2,797	\$3,080
56	\$2,556	\$2,811	\$3,095
57	\$2,568	\$2,825	\$3,110
58	\$2,581	\$2,839	\$3,126
59	\$2,593	\$2,853	\$3,141
60	\$2,606	\$2,867	\$3,156
61	\$2,619	\$2,881	\$3,172
62	\$2,631	\$2,894	\$3,187
63	\$2,644	\$2,908	\$3,202
64	\$2,657	\$2,922	\$3,217
65	\$2,669	\$2,936	\$3,233
66	\$2,682	\$2,950	\$3,248
67	\$2,694	\$2,964	\$3,263
68	\$2,707	\$2,978	\$3,279
69	\$2,720	\$2,992	\$3,294
70	\$2,732	\$3,005	\$3,309
71	\$2,745	\$3,019	\$3,324
72	\$2,757	\$3,033	\$3,340

Gross Wage Requirements from 1 September 2023 to 31 August 2024			
Overtime Hours In A Month	Retail Assistant / Cashier	Senior Retail Assistant / Senior Cashier	Assistant Retail Supervisor
0 (Baseline Gross Wage)	\$1,975	\$2,175	\$2,395
1	\$1,988	\$2,189	\$2,411
2	\$2,001	\$2,204	\$2,427
3	\$2,015	\$2,219	\$2,443
4	\$2,028	\$2,234	\$2,460
5	\$2,042	\$2,249	\$2,476
6	\$2,055	\$2,263	\$2,492
7	\$2,069	\$2,278	\$2,509
8	\$2,082	\$2,293	\$2,525
9	\$2,096	\$2,308	\$2,541
10	\$2,109	\$2,323	\$2,558
11	\$2,123	\$2,338	\$2,574
12	\$2,136	\$2,352	\$2,590
13	\$2,150	\$2,367	\$2,607
14	\$2,163	\$2,382	\$2,623
15	\$2,177	\$2,397	\$2,639
16	\$2,190	\$2,412	\$2,656
17	\$2,203	\$2,427	\$2,672
18	\$2,217	\$2,441	\$2,688
19	\$2,230	\$2,456	\$2,705
20	\$2,244	\$2,471	\$2,721
21	\$2,257	\$2,486	\$2,737
22	\$2,271	\$2,501	\$2,754
23	\$2,284	\$2,516	\$2,770
24	\$2,298	\$2,530	\$2,786
25	\$2,311	\$2,545	\$2,803
26	\$2,325	\$2,560	\$2,819
27	\$2,338	\$2,575	\$2,835
28	\$2,352	\$2,590	\$2,852
29	\$2,365	\$2,605	\$2,868
30	\$2,379	\$2,619	\$2,884
31	\$2,392	\$2,634	\$2,901
32	\$2,406	\$2,649	\$2,917
33	\$2,419	\$2,664	\$2,933
34	\$2,432	\$2,679	\$2,950
35	\$2,446	\$2,694	\$2,966
36	\$2,459	\$2,708	\$2,982
37	\$2,473	\$2,723	\$2,999
38	\$2,486	\$2,738	\$3,015
39	\$2,500	\$2,753	\$3,031
40	\$2,513	\$2,768	\$3,048
41	\$2,527	\$2,783	\$3,064
42	\$2,540	\$2,797	\$3,080
43	\$2,554	\$2,812	\$3,097
44	\$2,567	\$2,827	\$3,113
45	\$2,581	\$2,842	\$3,129
46	\$2,594	\$2,857	\$3,146
47	\$2,608	\$2,872	\$3,162
48	\$2,621	\$2,886	\$3,178

Updated as of 15 August 2022

Gross Wage Requirements from 1 September 2023 to 31 August 2024			
49	\$2,635	\$2,901	\$3,195
50	\$2,648	\$2,916	\$3,211
51	\$2,661	\$2,931	\$3,227
52	\$2,675	\$2,946	\$3,244
53	\$2,688	\$2,960	\$3,260
54	\$2,702	\$2,975	\$3,276
55	\$2,715	\$2,990	\$3,293
56	\$2,729	\$3,005	\$3,309
57	\$2,742	\$3,020	\$3,325
58	\$2,756	\$3,035	\$3,342
59	\$2,769	\$3,049	\$3,358
60	\$2,783	\$3,064	\$3,374
61	\$2,796	\$3,079	\$3,391
62	\$2,810	\$3,094	\$3,407
63	\$2,823	\$3,109	\$3,423
64	\$2,837	\$3,124	\$3,440
65	\$2,850	\$3,138	\$3,456
66	\$2,864	\$3,153	\$3,472
67	\$2,877	\$3,168	\$3,489
68	\$2,890	\$3,183	\$3,505
69	\$2,904	\$3,198	\$3,521
70	\$2,917	\$3,213	\$3,538
71	\$2,931	\$3,227	\$3,554
72	\$2,944	\$3,242	\$3,570

Gross Wage Requirements from 1 September 2024 to 31 August 2025			
Overtime Hours In A Month	Retail Assistant / Cashier	Senior Retail Assistant / Senior Cashier	Assistant Retail Supervisor
0 (Baseline Gross Wage)	\$2,175	\$2,395	\$2,635
1	\$2,189	\$2,411	\$2,652
2	\$2,204	\$2,427	\$2,670
3	\$2,219	\$2,443	\$2,688
4	\$2,234	\$2,460	\$2,706
5	\$2,249	\$2,476	\$2,724
6	\$2,263	\$2,492	\$2,742
7	\$2,278	\$2,509	\$2,760
8	\$2,293	\$2,525	\$2,778
9	\$2,308	\$2,541	\$2,796
10	\$2,323	\$2,558	\$2,814
11	\$2,338	\$2,574	\$2,832
12	\$2,352	\$2,590	\$2,850
13	\$2,367	\$2,607	\$2,868
14	\$2,382	\$2,623	\$2,886
15	\$2,397	\$2,639	\$2,904
16	\$2,412	\$2,656	\$2,922
17	\$2,427	\$2,672	\$2,940
18	\$2,441	\$2,688	\$2,958
19	\$2,456	\$2,705	\$2,976
20	\$2,471	\$2,721	\$2,994
21	\$2,486	\$2,737	\$3,012
22	\$2,501	\$2,754	\$3,030
23	\$2,516	\$2,770	\$3,048
24	\$2,530	\$2,786	\$3,066
25	\$2,545	\$2,803	\$3,084
26	\$2,560	\$2,819	\$3,102
27	\$2,575	\$2,835	\$3,120
28	\$2,590	\$2,852	\$3,138
29	\$2,605	\$2,868	\$3,156
30	\$2,619	\$2,884	\$3,174
31	\$2,634	\$2,901	\$3,192
32	\$2,649	\$2,917	\$3,210
33	\$2,664	\$2,933	\$3,228
34	\$2,679	\$2,950	\$3,245
35	\$2,694	\$2,966	\$3,263
36	\$2,708	\$2,982	\$3,281
37	\$2,723	\$2,999	\$3,299
38	\$2,738	\$3,015	\$3,317
39	\$2,753	\$3,031	\$3,335
40	\$2,768	\$3,048	\$3,353
41	\$2,783	\$3,064	\$3,371
42	\$2,797	\$3,080	\$3,389
43	\$2,812	\$3,097	\$3,407
44	\$2,827	\$3,113	\$3,425
45	\$2,842	\$3,129	\$3,443
46	\$2,857	\$3,146	\$3,461
47	\$2,872	\$3,162	\$3,479
48	\$2,886	\$3,178	\$3,497

Updated as of 15 August 2022

Gross Wage Requirements from 1 September 2024 to 31 August 2025			
49	\$2,901	\$3,195	\$3,515
50	\$2,916	\$3,211	\$3,533
51	\$2,931	\$3,227	\$3,551
52	\$2,946	\$3,244	\$3,569
53	\$2,960	\$3,260	\$3,587
54	\$2,975	\$3,276	\$3,605
55	\$2,990	\$3,293	\$3,623
56	\$3,005	\$3,309	\$3,641
57	\$3,020	\$3,325	\$3,659
58	\$3,035	\$3,342	\$3,677
59	\$3,049	\$3,358	\$3,695
60	\$3,064	\$3,374	\$3,713
61	\$3,079	\$3,391	\$3,731
62	\$3,094	\$3,407	\$3,749
63	\$3,109	\$3,423	\$3,767
64	\$3,124	\$3,440	\$3,785
65	\$3,138	\$3,456	\$3,803
66	\$3,153	\$3,472	\$3,821
67	\$3,168	\$3,489	\$3,838
68	\$3,183	\$3,505	\$3,856
69	\$3,198	\$3,521	\$3,874
70	\$3,213	\$3,538	\$3,892
71	\$3,227	\$3,554	\$3,910
72	\$3,242	\$3,570	\$3,928

For the purposes of the PWM additional gross wage requirements, overtime hours worked in a month will be rounded down to the nearest whole number.

Illustrative example:

In September 2022, the PWM Baseline Gross Wage (i.e. exclude OT) for a full-time Retail Assistant is \$1850 which can be made up of Monthly Basic Wage + Variable Payments (e.g. allowances and commissions).

No Overtime in a Given Month

If say the Monthly Basic Wage is \$1600, the variable payments (e.g. allowances) would have to be at least \$250 to meet the PWM Baseline Gross Wage of \$1850.

With Overtime

If a retail worker puts in overtime, the OT rate of pay in this example 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), as OT pay is based on at least 1.5 times of Basic Rate of Pay.

If say the total OT hours in a particular month is 10 hours, then the OT payment would be \$125.90, making a total of \$1725.90 of basic wage and OT payment, which is insufficient to meet the required gross wage threshold for 10 hours of OT as the gross wage threshold for 10 OT hours is \$1976 in this example. This means other variable payments such as allowances are needed to make up for the difference in order to comply with the corresponding PWM Gross Wage Requirements.