

**PWM WAGE LADDER FOR WASTE COLLECTION AND MATERIALS RECOVERY
SUB-SECTORS**

Waste Collection Sub-Sector <i>(applicable to Public Waste Collectors and General Waste Collectors holding NEA licenses A, B and C)</i>							
PWM Baseline Wages are effective from 1 July of each year							
PWM Job level	PWM Baseline Wages	2023	2024	2025	2026	2027	2028
Crew	Gross Wage (excluding OT)	\$2,210	\$2,420	\$2,630	\$2,840	\$3,050	\$3,260
	OT Rate of Pay	\$16.60	\$18.25	\$19.90	\$21.56	\$23.21	\$24.86
Senior Crew	Gross Wage (excluding OT)	\$2,410	\$2,620	\$2,830	\$3,040	\$3,250	\$3,460
	OT Rate of Pay	\$18.17	\$19.83	\$21.48	\$23.13	\$24.78	\$26.43
Team Lead	Gross Wage (excluding OT)	\$2,610	\$2,820	\$3,030	\$3,240	\$3,450	\$3,660
	OT Rate of Pay	\$19.75	\$21.40	\$23.05	\$24.70	\$26.35	\$28.01
Supervisor	Gross Wage (excluding OT)	\$2,860	\$3,070	\$3,280	\$3,490	\$3,700	\$3,910
	OT Rate of Pay	\$21.71	\$23.37	\$25.02	\$26.67	\$28.32	\$29.97
Driver	Gross Wage (excluding OT)	\$2,610	\$2,820	\$3,030	\$3,240	\$3,450	\$3,660
	OT Rate of Pay	\$18.96	\$20.61	\$22.26	\$23.92	\$25.57	\$27.22
Hooklift Driver	Gross Wage (excluding OT)	\$2,710	\$2,920	\$3,130	\$3,340	\$3,550	\$3,760
	OT Rate of Pay	\$19.75	\$21.40	\$23.05	\$24.70	\$26.35	\$28.01
Senior Driver	Gross Wage (excluding OT)	\$2,910	\$3,120	\$3,330	\$3,540	\$3,750	\$3,960
	OT Rate of Pay	\$21.32	\$22.97	\$24.62	\$26.28	\$27.93	\$29.58

Note: Part-Time Employees¹ shall be paid on a pro-rated basis in accordance with the PWM Schedule above.

¹ A Part-Time Employee refers to an Employee is required under his/her contract of service with an employer to work for less than 35 hours a week.

Materials Recovery Sub-Sector
(applicable to General Waste Disposal Facility licensees)

PWM Baseline Wages are effective from 1 July of each year

PWM Job level	PWM Baseline Wages	2023	2024	2025	2026	2027	2028
Sorter	Gross Wage (excluding OT)	\$2,110	\$2,320	\$2,530	\$2,740	\$2,950	\$3,160
	<i>OT Rate of Pay</i>	\$15.81	\$17.47	\$19.12	\$20.77	\$22.42	\$24.07
Senior Sorter / Machine Operator	Gross Wage (excluding OT)	\$2,310	\$2,520	\$2,730	\$2,940	\$3,150	\$3,360
	<i>OT Rate of Pay</i>	\$17.39	\$19.04	\$20.69	\$22.34	\$23.99	\$25.65
Team Lead	Gross Wage (excluding OT)	\$2,510	\$2,720	\$2,930	\$3,140	\$3,350	\$3,560
	<i>OT Rate of Pay</i>	\$18.96	\$20.61	\$22.26	\$23.92	\$25.57	\$27.22
Plant Supervisor	Gross Wage (excluding OT)	\$2,710	\$2,920	\$3,130	\$3,340	\$3,550	\$3,760
	<i>OT Rate of Pay</i>	\$20.53	\$22.19	\$23.84	\$25.49	\$27.14	\$28.79

Note: Part-Time Employees² shall be paid on a pro-rated basis in accordance with the PWM Schedule above.

² A Part-Time Employee refers to an Employee is required under his/her contract of service with an employer to work for less than 35 hours a week.