

Progressive Wage Requirements From 1 Sep 2022

Quick guide for employers



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What are the Progressive Wage requirements?

From 1 Sep 2022, employers that hire foreign workers are subject to the following new Progressive Wage requirements for their resident (Singapore Citizen/Permanent Resident) employees

Local Qualifying Salary (LQS)

Covers all resident employees not covered by any Progressive Wage Model currently in effect

Gross¹ Wage Requirements

Full-time

≥ \$1,400² with additional wage requirements for overtime

Part-time

≥ \$9/hour

No change to the existing method of computing Foreign Worker Quota



Visit go.gov.sg/lqs for more information.

¹ Baseline gross wage refers to the sum of basic wage, allowances (e.g. travel, food, housing), and productivity incentive payments. For employees working overtime, additional gross wage requirements for overtime work will apply (see go.gov.sg/lqs-ot). Gross wage excludes bonuses (e.g. Annual Wage Supplement), stock options, reimbursement of special expenses incurred in the course of employment, payments-in-kind and employer CPF contributions.

² Baseline gross wage applicable for full-time regular working hours of 35-44 hours/week

Retail Progressive Wage Model (PWM)

Covers all resident retail employees³



Visit go.gov.sg/retailpwm for more information.

Gross⁴ Wage Requirements

Full-time

- Retail Assistant/Cashier: ≥ \$1,850⁵ with additional wage requirements for overtime
- Senior Retail Assistant/ Senior Cashier: ≥ \$2,035⁵ with additional wage requirements for overtime
- Assistant Retail Supervisor: ≥ \$2,240⁵ with additional wage requirements for overtime

Part-time

- Retail Assistant/Cashier: ≥ \$9.70/hour
- Senior Retail Assistant/ Senior Cashier: ≥ \$10.67/hour
- Assistant Retail Supervisor: ≥ \$11.75/hour

Training Requirements

1 Workforce Skills Qualification (WSQ) course from a list of approved courses **OR**

1 in-house WSQ training module with prefix “RET” in its TSC code

Basic Wage Requirements

Full-time

- General/Indoor cleaners: ≥ \$1,312
- Table-top cleaners (F&B): ≥ \$1,421
- Outdoor cleaners / Healthcare cleaners / Restroom cleaners / Dishwashers (F&B) / Refuse collectors (F&B): ≥ \$1,530
- Multi-skilled cleaners / Machine operators: ≥ \$1,749
- Supervisors / Mechanical drivers: ≥ \$1,967
- Security Officer: ≥ \$1,442
- Senior Security Officer: ≥ \$1,633
- Security Supervisor: ≥ \$1,839
- Senior Security Supervisor: ≥ \$2,045
- Landscape Worker: ≥ \$1,650
- Landscape Technician: ≥ \$1,850
- Assistant Landscape Supervisor: ≥ \$2,050
- Landscape Supervisor: ≥ \$2,450

Part-time

Pro-rated based on full-time wage requirement

Additional PWM bonus requirement for eligible in-house cleaners and landscape workers.

Training Requirements

Any 1 WSQ course of employer's choice **OR**

1 in-house training programme

Extension of PWMs to in-house workers

Covers all resident in-house cleaners, landscape workers and security officers



Visit go.gov.sg/pw and refer to the respective PWM page for more information.

³ Applies to all resident retail employees in firms that hire foreign workers, regardless of the Singapore Standard Industrial Classification (SSIC) code that the firm is classified under. While there are no wage requirements for Retail Supervisors and Retail Managers, as their wages are left to market forces, the training requirements will apply to them.

⁴ Baseline gross wage refers to the sum of basic wage, allowances (e.g. travel, food, housing), and productivity incentive payments. For employees working overtime, additional gross wage requirements for overtime work will apply (see go.gov.sg/retailpwmot). Gross wage excludes bonuses (e.g. Annual Wage Supplement), stock options, reimbursement of special expenses incurred in the course of employment, payments-in-kind and employer CPF contributions.

⁵ Baseline gross wage applicable for full-time regular working hours of 35-44 hours/week

2 How are the Progressive Wage requirements enforced?

- The Progressive Wage requirements, including that of existing PWM sectors (Cleaning, Landscape, Security) are enforced through employers' eligibility for work pass privileges from 1 Sep 2022.
- Employers that hire foreign workers (e.g. Work Permit, S Pass, Employment Pass) must adhere to these requirements for their resident workers.
- For the first six months from Sep 2022 to Feb 2023, MOM will give employers time to adjust and comply with the Progressive Wage requirements. MOM will focus on educating employers on the various Progressive Wage requirements. Employers who do not comply with the requirements during this transitional period will not have their work pass privileges suspended, but should still ensure that eligible workers are paid the respective Progressive Wages.



3 How do I comply with the Progressive Wage requirements?

Step 1

- ➔ Update your employees' occupational and employment information via MOM's Occupational Employment Dataset (<https://stats.mom.gov.sg/laboursurvey>)

Step 2

- ➔ Ensure that you are paying your employees at least the required Progressive Wage or LQS and that they are trained according to the stipulated training requirements

TIP

An employee who performs multiple job roles should be classified under the PWM job role that the employee spends majority (>50%) of working time on.



For enquiries, please contact the Manpower Research & Statistics Department (MRSD) at 6320 7722 (Monday - Friday, 8:30am to 5:30pm) or send us an email enquiry at MOM_OED@mom.gov.sg

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What support is available?

To support employers, the Government is co-funding the wage increases of eligible resident lower-wage workers for five years from 2022 to 2026 through the Progressive Wage Credit Scheme (PWCS). Co-funding will be automatically calculated and disbursed.

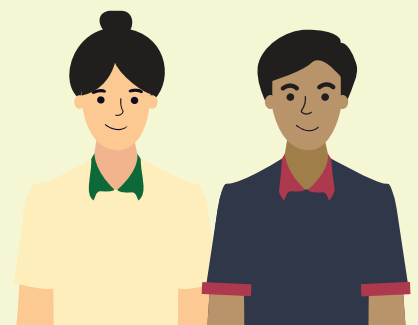
To qualify, employers must ensure the gross monthly wage in the qualifying year is at least \$100 more than the gross monthly wage in the preceding year.

Qualifying Year	First Tier Co-funding Support	Second Tier Co-funding Support
	Gross Monthly Wage Ceiling $\leq \$2,500$	Gross Monthly Wage Ceiling $> \$2,500$ and $\leq \$3,000$
2022	75%	45%
2023	50%	30%
2024	30%	15%
2025	30%	-
2026	15%	-

Total wages paid by the employer to the employee in a calendar year
(includes basic wages and additional wages such as overtime pay and bonuses, but excludes employer CPF contributions)

$$\text{Gross Monthly Wage} = \frac{\text{Total wages paid by the employer to the employee in a calendar year}}{\text{Number of months in which CPF contributions were made}}$$

i For more information on the PWCS, including the detailed eligibility criteria, please visit go.gov.sg/pwcs



For more info, please visit go.gov.sg/pw

Progressive **Wages**

