13 February 2026

ADDENDUM TO THE TRIPARTITE CLUSTER FOR CLEANERS RECOMMENDATIONS ON THE ENHANCED TRAINING REQUIREMENTS FOR THE CLEANING INDUSTRY

1. BACKGROUND AND OVERVIEW

1.1 On 7 June 2021, the Tripartite Cluster for Cleaners (TCC) released its recommendations on the review of the Progressive Wage Model (PWM) for the cleaning Industry. The TCC had recommended enhancing the PWM training requirements whereby the total number of Workforce Skills Qualification (WSQ) training modules will be further increased from 2 modules (one mandatory Workplace Safety and Health (WSH) module and one core module) to 3 for the lower PWM job rungs and 4 modules for the higher job rungs. This addendum addresses additional training requirements beyond the existing requirements that took effect from 31 Dec 2022.

1.2 To provide sufficient lead time for the industry to meet the updated Enhanced Training Requirements (ETR), the TCC had proposed for the ETR to take effect sometime beyond year 2025. The TCC recommendations were accepted by the Government and were implemented under the cleaning business licensing regime through the Order imposed by the Commissioner for Labour.

1.3 This addendum report sets out the implementation timeline of the ETR and an updated list of WSQ training modules for the respective job roles.

1.4 The members of TCC are listed in Annex A.

2. PWM SKILLS LADDER – ENHANCED TRAINING REQUIREMENTS FOR THE CLEANING WORKFORCE

2.1 The TCC recognised the importance of continuous learning and upskilling to ensure the cleaning workforce can keep pace with industry transformation as the sector moves towards greater use of technology-enabled solutions to improve productivity.

2.2 The TCC had previously recommended that the number of WSQ training modules be increased as follows:

PWM Job Roles	By 31 December 2022	Beyond 2025
• All Cleaners	1 Mandatory WSH Module + 1 Core Module = **2 Total**	1 Mandatory WSH Module + 2 Core Modules = **3 modules in total**
• Multi-skilled Cleaners • Mechanical Driver • Supervisor • Truck Drivers		1 Mandatory WSH Module + 3 Core Modules = **4 modules in total**

2.3   In consultation with industry stakeholders, the TCC recommends for the ETR implementation to take effect from **1 July 2027**. This would give sufficient lead time to both employers, training providers and workers to schedule and attend the additional training modules respectively.

2.4   The TCC would also like to urge service buyers to allow their service providers to send their workers for training during working hours as long as service standards are not compromised. Service buyers are encouraged to be more empathetic towards their service providers and are advised to engage in open communications to achieve amicable arrangements.

2.5   Cleaning businesses may select the additional training modules from the list of endorsed WSQ core modules that are mapped to the respective Technical Skills & Competencies (TSCs).

PWM Job Roles	Current	Beyond 2025	Mandatory WSH Module	From 1 July 2027
All Cleaners (except multi-skilled, mechanical driver, supervisor, truck driver)	1 Mandatory WSH Module + 1 Core Module = 2 Total	**3 modules in total**	1 (attained)	1 (attained) + Select **1 more core module** from list of endorsed modules^
• Multi-skilled Cleaners • Mechanical Driver • Supervisor • Truck Driver		**4 modules in total**	1 (attained)	1 (attained) + Select **2 more core modules** from list of endorsed modules^

^to be updated periodically where necessary

2.6   The TCC will periodically review the list of WSQ modules to ensure continued relevance and to facilitate cleaning businesses in sending their workers for the requisite training under the ETR.

2.7   The TCC strongly recommends cleaning businesses to consider the following WSQ modules with the respective TSCs for the different PMW job roles as these modules form the core skillsets that the cleaning workforce should be equipped with to carry out their work competently:

PWM Job Levels	Recommended TSC Title	Course Description/ Competency Unit	TSC Code
General Cleaner / Indoor Cleaner / Outdoor Cleaner / Healthcare Cleaner / Restroom Cleaner / Table-Top Cleaner / Dishwasher / Refuse Collector	Horizontal Surface Maintenance	Perform Basic Cleaning of Hard Floor Surfaces	EVS-CGO-1004-1.1
	Vertical Surface Maintenance	Clean Vertical Surfaces, Glass & Ceiling	EVS-CGO-1006-1.1
	Washroom Maintenance	Perform Basic Cleaning of Washrooms	EVS-CGO-1007-1.1

PWM Job Levels	Recommended TSC Title	Course Description/ Competency Unit	TSC Code
Multi-Skilled Cleaner cum Machine Operator	Cleaning Chemical Handling	Demonstrate & Apply Understanding of Cleaning Chemicals	EVS-CGO-2001-1.1
	Horizontal Surface Maintenance	Perform Advanced Cleaning of Hard Floor Surfaces	EVS-CGO-2004-1.1
	Washroom Maintenance	Perform Advanced Cleaning of Washrooms	EVS-CGO-2007-1.1
Supervisor	Equipment & Inventory Management	Manage Inventory	EVS-EQM-3001-1.1
	Customer Management	Manage Operations for Service Excellence	EVS-CFC-3005-1.1
		Supervise Service Operations	EVS-CFC-3005-1.1
	Stakeholder Management	Schedule and Supervise Cleaning Services	EVS-CFC-3007-1.1

2.8   For the full list of endorsed WSQ modules, please refer to Annex B.

3.   CONCLUSION

3.1   In support of industry and workforce transformation, the TCC strongly urges cleaning businesses to transform its business operations by leveraging on technology-enabled solutions such as artificial intelligence, autonomous machineries and Internet of Things. At the same time, the TCC encourages employers to upskill its workforce to drive higher productivity and support their workers' career progression.

3.2   The TCC recognises the industry's perennial challenge in attracting more jobseekers to the industry. Hence, it will be embarking on a rebranding exercise to review the job scope and job titles of the cleaning workforce. It will engage the industry stakeholders in the months ahead and announce its recommendations on an Enhanced Career Ladder when ready.

3.3   The TCC also would like to call upon the whole-of-society to recognise and appreciate the hard work of the cleaning workforce. They play an essential role in ensuring everyone can live, work and play in a clean and safe environment.

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ANNEX A: TRIPARTITE CLUSTER FOR CLEANERS (TCC) FOR THE TERM FROM SEPTEMBER 2025 TO SEPTEMBER 2027

Description	Organisation	Representative
Chairman	National Trades Union Congress	Mr. Melvin Yong Assistant Secretary-General and Director, U Care Centre
Co-Chair	Singapore National Employers Federation (SNEF)	Mr. Jeffrey Chua SNEF Representative
Labour Movement	Built Environment And Urban Trades Employees' Union	Mr. Om Ajay Amar s/o Hari Vice-President
	Food, Drinks and Allied Workers Union	Ms. Melissa Ng Executive Secretary
	Attractions, Resorts & Entertainment Union	Ms. Annie Lee Assistant General Secretary
	National Trades Union Congress	Mr. Zainal Bin Sapari Assistant Director-General and Advisor, PWM Implementation
Industry Association	Environmental Management Association of Singapore	Mr. Andrew Ang President *Concurrently Managing Director, Anergy Building Services Pte Ltd*
		Mr. Edy Tan Vice President *Concurrently CEO, Chye Thiam Maintenance Pte Ltd*
		Ms. Sharon Kee Honorary Secretary *Concurrently Director, Infocus Integrated Engineering Pte Ltd*
	Singapore Hotel Association	Mr. Abdul Rahim Member *Concurrently Cluster Director of HR, and Director, HR (Conrad Singapore Marina Bay)*
Service Buyers	Singapore International Facility Management Association	Mr. Daniel Ong Board Member *Concurrently Senior Director, Engineering, Gardens by the Bay*
	Real Estate Developers' Association of Singapore	Mr. Anthony Chua Chief Executive Officer
	Town Council	Mr. Tan Liang Gim Coordinating Secretary / Senior Director, Coordinating Office, PAP Town Councils
Government	Ministry of Manpower	Mr. Tan Li Sheng Divisional Director, Workplace Policy and Strategy Division
	National Environment Agency	Mr. Chew Ming Fai Deputy Chief Executive Officer (Public Health) and Director-General of Public Health
	SkillsFuture Singapore	Ms. Loh Gek Khim Director, Industry Development Division 1

ANNEX B: LIST OF APPROVED TRAINING MODULES ENDORSED BY THE TRIPARTITE CLUSTER FOR CLEANERS FOR THE CLEANING INDUSTRY

Applicable to all Cleaning Sub-Sectors (Office & Commercial, F&B Establishments and Conservancy). Cleaning Businesses are advised to enquire with the Registered Training Providers (RTP) for the latest available Environmental Cleaning WSQ training modules. For more details, please visit www.myskillsfuture.sg.

Applicable to PWM Job Levels: General Cleaner / Indoor Cleaner / Outdoor Cleaner / Healthcare Cleaner / Restroom Cleaner / Table-Top Cleaner / Dishwasher / Refuse Collector				
TSC Title	**Course Description / Competency Unit**	**Proficiency Level**	**TSC Code**	**PWM Training Requirements**
Workplace Safety and Health Practices Implementation	Comply with Workplace Safety & Health Policies and Procedures	1	EVS-WSH-1006-1.1	Select One (1) Mandatory WSH Module
	Supervise Workplace Safety & Health Policies and Procedures	3	EVS-WSH-3006-1.1	
Emergency Response Management	Emergency Response Management Course for Cleaners (Level 2)	2	EVS-WSH-2001-1.1	
Workplace Safety & Health Culture Development	WSH Culture Development Course for Cleaners (Level 2)	2	EVS-WSH-2003-1.1	
Incident & Accident Investigation	WSH Incident Investigation Course for Cleaners	2	EVS-WSH-2002-1.1	
Customer Management	Provide Quality Services	1	EVS-CFC-1005-1.1	Select One (1) Core WSQ Module *[continue on next page]*
Cleaning Chemical Handling	Demonstrate & Apply Understanding of Cleaning Chemicals	2	EVS-CGO-2001-1.1	
	Demonstrate & Apply Understanding of Cleaning Chemicals	3	EVS-CGO-3001-1.1	
Food Shop Hygiene Maintenance	Clean Food Shops	1	EVS-CGO-1002-1.1	
Furniture and Furnishing Maintenance	Clean Furniture & Furnishings	1	EVS-CGO-1003-1.1	
	Perform Advanced Cleaning of Carpets & Upholstery	2	EVS-CGO-2003-1.1	
Horizontal Surface Maintenance	Perform Basic Cleaning of Hard Floor Surfaces (*)	1	EVS-CGO-1004-1.1	
	Perform Basic Cleaning of Carpets	1	EVS-CGO-1004-1.1	
	Perform Advanced Cleaning of Hard Floor Surfaces	2	EVS-CGO-2004-1.1	
Public Hygiene Maintenance	Perform Manual Cleaning of Escalator, Travellator & Lift Surfaces	1	EVS-CGO-1005-1.1	
	Perform Cleaning of Public Residential Estates (Manual)	1	EVS-CGO-1005-1.1	

TSC Title	Course Description / Competency Unit	Proficiency Level	TSC Code	PWM Training Requirements
	Clean Drains, Scupper Drains & Drop-inlet Chambers	1	EVS-CGO-1005-1.1	
Vertical Surface Maintenance	Clean Vertical Surfaces, Glass & Ceiling (*)	1	EVS-CGO-1006-1.1	
Washroom Maintenance	Perform Basic Cleaning of Washrooms (*)	1	EVS-CGO-1007-1.1	
	Perform Advanced Cleaning of Washrooms	2	EVS-CGO-2007-1.1	
Learning and Development	Provide On-The-Job Training	2	EVS-PDV-2003-1.1	
Robotics & Automation Application	Robotics & Automation Application (Level 2)	2	EVS-TEM-2004-1.1	

(*) recommended as core skillsets

Applicable to PWM Job Level: Multi-Skilled Cleaner cum Machine Operator				
TSC Title	Course Description / Competency Unit	Proficiency Level	TSC Code	PWM Training Requirements
Workplace Safety and Health Practices Implementation	Supervise Workplace Safety & Health Policies and Procedures	3	EVS-WSH-3006-1.1	Select One (1) Mandatory WSH Module
Workplace Safety and Health System Management	Maintain Workplace Safety & Health Policies Procedures	3	EVS-WSH-3007-1.1	
Emergency Response Management	Emergency Response Management Course for Cleaners (Level 2)	2	EVS-WSH-2001-1.1	
Incident & Accident Investigation	WSH Incident Investigation Course for Cleaners	2	EVS-WSH-2002-1.1	
Workplace Safety & Health Culture Development	WSH Culture Development Course for Cleaners (Level 2)	2	EVS-WSH-2003-1.1	
Cleaning Chemical Handling	Demonstrate & Apply Understanding of Cleaning Chemicals (*)	2	EVS-CGO-2001-1.1	Select One (1) Core WSQ Module

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	Demonstrate & Apply Understanding of Cleaning Chemicals	3	EVS-CGO-3001-1.1	
Customer Management	Enhance customer service provision through interpreting feedback	2	EVS-CFC-2005-1.1	
Furniture and Furnishing Maintenance	Perform Advanced Cleaning of Carpets & Upholstery	2	EVS-CGO-2003-1.1	
Horizontal Surface Maintenance	Perform Advanced Cleaning of Hard Floor Surfaces (*)	2	EVS-CGO-2004-1.1	
Stakeholder Management	Schedule and Supervise Cleaning Services	3	EVS-CFC-3007-1.1	

Applicable to PWM Job Level: Multi-Skilled Cleaner cum Machine Operator				
TSC Title	**Course Description / Competency Unit**	**Proficiency Level**	**TSC Code**	**PWM Training Requirements**
Washroom Maintenance	Perform Advanced Cleaning of Washrooms (*)	2	EVS-CGO-2007-1.1	
Effectiveness Management	Demonstrate & Apply Understanding of Cleaning Methods & Processes	3	EVS-PDV-3002-1.1	
Robotics & Automation Application	Robotics & Automation Application (Level 2)	2	EVS-TEM-2004-1.1	

(*) recommended as core skillsets

Applicable to PWM Job Levels: Mechanical Driver / Truck Driver				
TSC Title	**Course Description / Competency Unit**	**Proficiency Level**	**TSC Code**	**PWM Training Requirements**
Workplace Safety and Health Practices Implementation	Supervise Workplace Safety & Health Policies and Procedures	3	EVS-WSH-3006-1.1	Select One (1) Mandatory WSH Module
Emergency Response Management	Emergency Response Management Course for Cleaners (Level 2)	2	EVS-WSH-2001-1.1	
Incident & Accident Investigation	WSH Incident Investigation Course for Cleaners	2	EVS-WSH-2002-1.1	
Workplace Safety & Health Culture Development	WSH Culture Development Course for Cleaners (Level 2)	2	EVS-WSH-2003-1.1	
Workplace Traffic Safety Management	Safe and Defensive Driving for Light Vehicle (For Mechanical Driver) – Class 3 (Classroom)	1	PTP-WSH-1050-1.1	
	Safe and Defensive Driving for Heavy Vehicle (For Truck Drivers) – Class 4 & 5 (Classroom)	2	PTP-WSH-2050-1.1	
Public Hygiene Maintenance	Perform Mechanical Sweeping of Pavements, Grass Verges and Carparks	2	EVS-CGO-2005-1.1	Select One (1) Core WSQ Module
	Perform Mechanical Sweeping of Expressways, Roads and Streets	2	EVS-CGO-2005-1.1	
	Perform Cleaning of Public Residential Estates (Mechanical)	2	EVS-CGO-2005-1.1	
Robotics & Automation Application	Robotics & Automation Application (Level 2)	2	EVS-TEM-2004-1.1	
Waste Collection Management	Operate Waste Collection Vehicle to Collect Waste	2	EVS-WMO-2002-2.1	
RECOGNISED QUALIFICATION FOR TRUCK DRIVERS				
Class 4 and Class 5 driving licence would be considered as equivalent to attaining one (1) training module under the PWM ETR for Truck Drivers.				

TSC Title	Course Description / Competency Unit	Proficiency Level	TSC Code	PWM Training Requirements
Applicable to PWM Job Level: Supervisor				
Workplace Safety and Health System Management	Maintain Workplace Safety & Health Policies Procedures	3	EVS-WSH-3007-1.1	Select One (1) Mandatory WSH Module
Workplace Safety and Health Practices Implementation	Supervise Workplace Safety & Health Policies and Procedures	3	EVS-WSH-3006-1.1	
Emergency Response Management	Emergency Response Management Course for Cleaning Supervisors	3	EVS-WSH-3001-1.1	
Incident & Accident Investigation	WSH Incident Investigation Course for Cleaning Supervisors	3	EVS-WSH-3002-1.1	
Workplace Safety & Health Culture Development	WSH Culture Development Course for Cleaning Supervisors	3	EVS-WSH-3003-1.1	
Workplace Safety & Health Performance Management	Workplace Safety & Health Performance Management Course for Cleaning Supervisors	2	EVS-WSH-2004-1.1	
Cleaning Chemical Handling	Demonstrate & Apply Understanding of Cleaning Chemicals	3	EVS-CGO-3001-1.1	Select One (1) Core WSQ Module
Effectiveness Management	Implement Work Plans & Monitor Performance	3	EVS-PDV-3002-1.1	
	Demonstrate and Apply Understanding of Cleaning Methods and Process	3	EVS-PDV-3002-1.1	
Equipment & Inventory Management	Manage Inventory (*)	3	EVS-EQM-3001-1.1	
Customer Management	Manage Operations for Service Excellence (*)	3	EVS-CFC-3005-1.1	
	Supervise Service Operations (*)	3	EVS-CFC-3005-1.1	
Stakeholder Management	Schedule and Supervise Cleaning Services (*)	3	EVS-CFC-3007-1.1	

OTHER ENDORSED TRAINING MODULES FOR SUPERVISORS

Cleaning Supervisors who have attained one of the following training courses as prescribed under BizSAFE Level 2 will be considered as having fulfilled one (1) training module under the PWM ETR:

a) Workplace Safety and Health Control Measures [TSC Code: WPH-WSH-4075-1.1]
b) WSQ Develop Risk Management Implementation Plan [TSC Code: WPH-WSH-4075-1.1]
c) WSQ Advanced Certificate in Workplace Safety and Health
d) bizSAFE Level 2 RM course *[this has been replaced by WPH-WSH-4075-1.1]*
e) WSH-related qualifications from Institutes of Higher Learning accepted under bizSAFE Level 2 certification programme approved by MOM

(*) recommended as core skillsets