The National Wages Council 2019/2020 Guidelines

For companies to stay competitive and achieve sustainable growth:

- Enhance competitiveness; Sustainable wage increases
- Raise productivity
- Invest in employees’ training

Wage increase must be supported by productivity growth, based on business transformation & training. Here’s what you can do:

**Training employees to improve productivity**

**Through:**
- Structured training programmes by developing training plans
- Redesigning jobs and training employees to take on these roles
- Re-skilling and upskilling programmes under SkillsFuture, and the Adapt and Grow Initiative
- Company Training Committees for unionised companies & NTUC-e2i partners

**Grant wage increases that are sustainable and fair**

**Based on:**
- Business prospects & performance
- Productivity
- Employees’ contribution

**Consider providing:**
- Built-in wage increases
- Variable payments
- One-off payment for productivity improvements

Low Wage Workers earning basic wages of up to $1,400 should receive:
- Built-in wage increase of $50 to $70
- One-off payment of $200 – $360 for productivity improvements
Spic & Span

Implemented structured training programmes for employees.

Outcome:
30% more efficient

Better employee retention rates

Onn Wah Tech (OWT)

Implemented technology solutions to improve work processes and overall productivity.

Outcome:
$ 40% Revenue grew by
50% of staff served for more than 5 years

It is a win-win when our workers upgrade together with us. Gain sharing & rewarding workers with higher wages help us retain good workers. It also improves their quality of lives.

Benjamin Chua
Director
Spic & Span

Encouraging our employees to retrain and grow has also allowed OWT to achieve consistent sustainable growth. As part of gain sharing, we rewarded employees with higher wages and performance bonus.

Mok Hon Yong
Chief Strategy Officer
Onn Wah Tech

Did you know in 2018*:
67% of companies raised wages
81% of employees received wage increment

Real total wages rose by 4.2% up from 3.2% increase in 2017

71% of companies with low wage employees in outsourced work granted wage increases to these workers

For more information on the 2019/2020 NWC Guidelines, visit www.mom.gov.sg

A tripartite initiative by:

MINISTRY OF MANPOWER

NTUC

SNEF

SHARE GAINS WHEN YOU CAN

*Source: MOM’s Report on Wage Practices 2018

SUGGESTED TRAINING PROGRAMMES

OTHER RESOURCES

www.ntuc.org.sg

e2i.com.sg

snf.org.sg

For more information, scan the QR codes or visit the links

SUGGESTED TRAINING PROGRAMMES

www.skillsfuture.sg/nwc

www.e2i.com.sg

www.snf.org.sg

www.ntuc.org.sg

www.mom.gov.sg