

# The National Wages Council 2019/2020 Guidelines

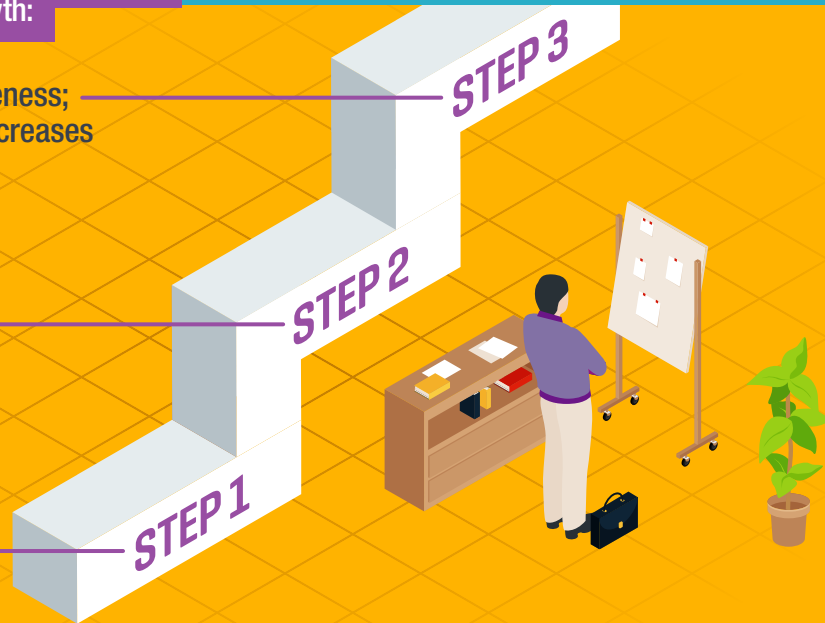


For companies to stay competitive and achieve sustainable growth:

▶ 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



Grant wage increases that are sustainable and fair

## 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

## 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%**



**Better**

employee retention rates



“

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*

## SUGGESTED TRAINING PROGRAMMES



[skillsfuture.sg/nwc](https://skillsfuture.sg/nwc)

## OTHER RESOURCES



[www.ntuc.org.sg](http://www.ntuc.org.sg)



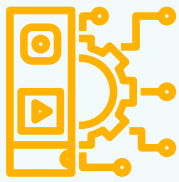
[e2i.com.sg](http://e2i.com.sg)



[snef.org.sg](http://snef.org.sg)

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

# Onn Wah Tech (OWT)



Implemented **technology solutions** to improve work processes and overall productivity.

Outcome:



Revenue grew by **50%**

**40%**

of staff served for **more than 5 years**

“

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

**SHARE GAINS WHEN YOU CAN**

\*Source: MOM's Report on Wage Practices 2018