

UPLIFTING OUR LOWER-WAGE WORKERS WITH PROGRESSIVE WAGES



The tripartite partners have worked closely over the years on the Progressive Wage Models (PWMs) to provide clear career progression pathways with sustainable wage increases and targeted training for our lower-wage workers.

The PWMs currently cover the cleaning, security, landscaping and lift and escalator maintenance industries, and are reviewed and enhanced regularly by sectoral Tripartite Clusters comprising employer, union, service buyer and government representatives.

Cleaning PWM

40,000 workers in over 1,500 companies will benefit

SEP 2014 PWM introduced as a licensing requirement in the cleaning sector

DEC 2016 Government accepts Tripartite Cluster for Cleaners (TCC) recommendations on a six-year schedule of wage increases for 2017 to 2022 and introduction of a mandatory annual two-week bonus from 2020

DEC 2019 Government accepts TCC recommendations on enhanced mandatory training requirements and introduction of a new "Restroom Cleaner" job role

JUN 2021 Government accepts TCC recommendations on new six-year schedule of wage increases for 2023 to 2029 and implementation timeline of enhanced mandatory training requirements

FROM 31 DEC 2022

All licensed cleaning businesses to ensure that their cleaners meet the enhanced mandatory training requirements

FROM 1 JULY 2023

Implement a six-year schedule of sustained wage increases



Mdm Siti
52 years old
Outdoor Cleaner

With the Cleaning PWM enhancements, Mdm Siti will:

- > Receive an **increment in baseline wage** of between \$170 and \$265 annually
- > Need to attend at least:
 - one Workplace Safety and Health related module
 - one core module endorsed by the TCC

PWM Job Level	Annual Wage Adjustment and Increment						Baseline Wages after Increments
General Cleaner Indoor Cleaner	+\$258	+\$170	+\$170	+\$170	+\$170	+\$170	\$2,420
Table-top Cleaner	+\$249	+\$170	+\$170	+\$170	+\$170	+\$170	\$2,520
Outdoor Cleaner Healthcare Cleaner Dishwasher Conservancy General Cleaner Restroom Cleaner Refuse Collector	+\$265	+\$265	+\$265	+\$170	+\$170	+\$170	\$2,835
Multi-skilled Cleaner and Machine Operator Conservancy Refuse Collector	+\$261	+\$260	+\$260	+\$170	+\$170	+\$170	\$3,040
Supervisor Mechanical Driver	+\$243	+\$245	+\$245	+\$170	+\$170	+\$170	\$3,210
	2023	2024	2025	2026	2027	2028	

Cleaning businesses that engage part-timers are required to pro-rate the workers' wage against a full-timer in accordance with the prevailing PWM wage schedule.

For more information, visit www.mom.gov.sg/pwm