

UPLIFTING OUR LOWER-WAGE WORKERS WITH PROGRESSIVE WAGES

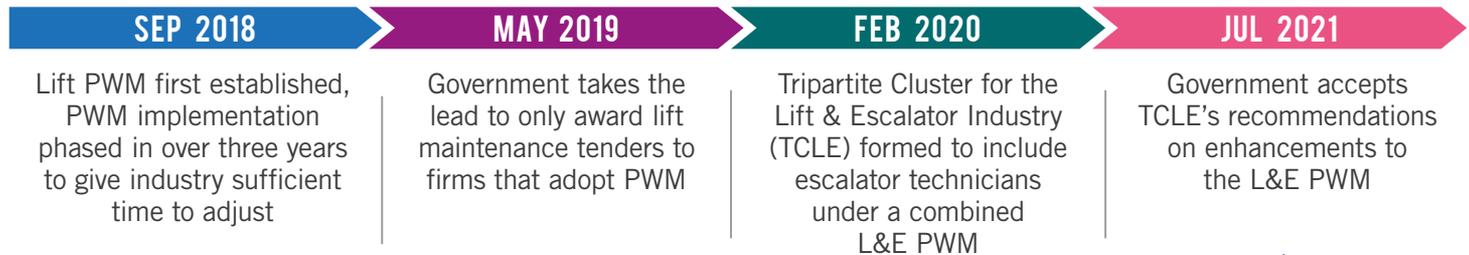


The tripartite partners have worked closely over the years on the Progressive Wage Models (PWMs) to provide clear career progression pathways with sustainable wage increases and targeted training for our lower-wage workers.

The PWMs currently cover the cleaning, security, landscaping and lift and escalator (L&E) maintenance industries, and are reviewed and enhanced regularly.

Lift & Escalator PWM

1,300 workers will benefit from the L&E PWM



FROM 2022

- Extend Lift PWM to include escalator technicians**
In addition to being covered under the same career and wage ladders, escalator technicians will also follow a customised skills ladder and training requirements to ensure that they are suitably trained.
- Mandatory PWM adoption for L&E maintenance firms**

FROM 2023

- Implement a six-year schedule of sustained wage increases**
- Introduce a mandatory annual one month PWM bonus**



Mr Tan | 25 years old | Assistant L&E Specialist

With the L&E PWM enhancements, Mr Tan will be able to:

- > Enjoy an **increment in basic wage** of between \$165 and \$225 annually
- > Follow a **customised skills ladder** to ensure he is suitably trained
- > Receive a mandatory **annual one month PWM bonus**

Indicative Gross Monthly Wages*:



*Gross monthly wage refers to the sum of monthly basic wage, overtime payments, commissions, allowances and other regular cash payments. The monthly gross wages of L&E technicians would typically be about 25% – 30% higher than the stipulated PWM Baseline Wages.

PWM Job Level	Annual Wage Adjustment and Increment (The wage schedule will be reviewed in 2025)						Baseline Wages after Increments
	2023	2024	2025	2026	2027	2028	
Assistant L&E Specialist	+\$225	+\$225	+\$225	+\$225	+\$165	+\$165	\$3,080
L&E Specialist	+\$210	+\$210	+\$210	+\$210	+\$190	+\$190	\$3,470
Senior L&E Specialist	+\$205	+\$205	+\$205	+\$205	+\$200	+\$200	\$3,820
L&E Supervisor	+\$215	+\$215	+\$215	+\$215	+\$215	+\$215	\$4,090
Principal L&E Specialist	+\$130	+\$130	+\$130	+\$130	+\$215	+\$215	\$4,150