

UPLIFTING OUR RETAIL WORKERS WITH PROGRESSIVE WAGES



Over the years, the Progressive Wage Models (PWMs) have provided clear career progression pathways with sustainable wage increases and targeted training for our lower-wage workers.

From 1 Sep 2022, the Retail PWM, extension of current PWMs to in-house workers, and Local Qualifying Salary requirement will be implemented. In 2023, the PWM will be extended to the Food Services and Waste Management sectors, and also Administrators and Drivers.

Together with the Progressive Wage Mark accreditation scheme, these moves will cover up to 94% of lower-wage workers by 2023.

Retail PWM ~46,000 workers will benefit | ~14,000 workers will receive wage increases to first year PWM wage level

SEP 2016

Ministry of Trade and Industry launched the Retail Industry Transformation Map

AUG 2017

SkillsFuture Singapore, Workforce Singapore and Enterprise Singapore launched the Skills Framework for Retail

MAR 2021

Government accepted recommendation by Tripartite Workgroup on Lower-Wage Workers to expand PWM to Retail Industry

MAR 2022

Ministry of Trade and Industry introduced the Food Services and Retail Business Revitalisation Package

FROM 1 SEP 2022



Three-year schedule of sustained baseline wage increases from 2022 to 2024



Mandatory training requirement – minimum of 1 Workforce Skills Qualification (WSQ) training module



Employers with retail workers will need to comply with Retail PWM requirements in order to apply for new Work Passes or renew existing Work Passes.

Employers will not be penalised from Sep 2022 to Feb 2023, to give them time to adjust and comply with the requirements.



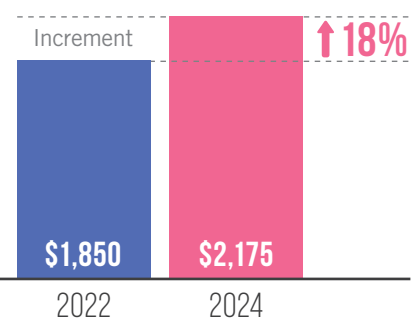
Mdm Ong | 48 years old | Retail Assistant

With the Retail PWM, Mdm Ong will:

- > Receive **wage increments** from \$125 to \$240* annually
- > Be equipped through **training**, e.g. WSQ training module on customer experience management

*Based on increase in gross wage payable from 1 Sep 2022 to 31 Aug 2025. Baseline gross wage refers to the total wage payable to a full-time PWM worker based on their regular contracted working hours excluding overtime payments.

Baseline Monthly Wages



PWM Job Level	Baseline Gross Wages	Annual Wage Adjustment and Increment (From 1 Sep of each calendar year)		Growth Rate (Compound Annual Growth Rate)
Retail Assistant/Cashier	\$1,850	\$1,975 (+\$125)	\$2,175 (+\$200)	↑ 18% (+8.4%)
Senior Cashier/Senior Retail Assistant	\$2,035	\$2,175 (+\$140)	\$2,395 (+\$220)	↑ 18% (+8.5%)
Assistant Retail Supervisor	\$2,240	\$2,395 (+\$155)	\$2,635 (+\$240)	↑ 18% (+8.5%)

Timeline: 2022 → 2023 → 2024 →



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