

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, landscape maintenance and lift and escalator maintenance industries, and will be expanded to cover the waste management, retail and food services sectors.

Waste Management PWM Up to 3,000 workers will benefit

JAN 2021

Tripartite Cluster for Waste Management (TCWM) was formed, and set out to develop clear progression pathways for waste management workers

JAN 2022

Government accepts TCWM's recommendations for the new Waste Management PWM



Provide clear progression pathways by mapping out various PWM job roles in operational and supervisory positions within the Waste Collection and Materials Recovery sub-sectors



Enhance training requirements, which include requiring at least two Workforce Skills Qualifications (WSQ) modules for entry-level job rungs and additional WSQ modules for those in higher job rungs

FROM JUL 2023



Implement PWM wage ladder and six-year schedule of sustained wage increases

FROM JAN 2024



Introduce mandatory annual PWM bonus for eligible workers

Mr Yusof | 37 years old | Crew

Under the new Waste Management PWM, Mr Yusof will:

- > Earn a minimum of **\$2,210** from 2023
- > Have an increment in gross wage of **\$210** annually
- > Receive an **annual PWM bonus** from 2024
- > Attend a **minimum of two WSQ modules** to upskill and improve productivity

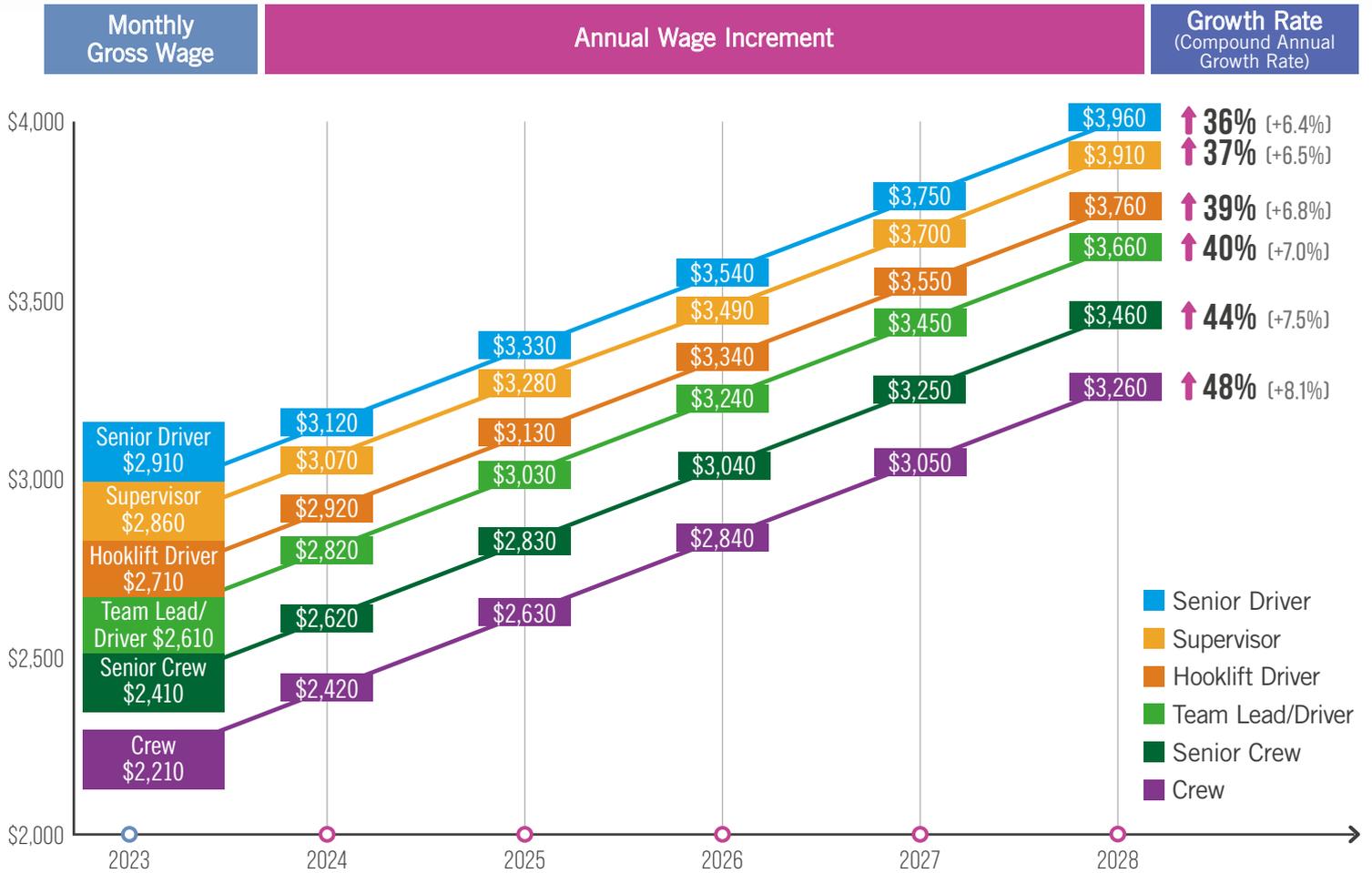


Monthly Gross Wage*



*Monthly gross wage is not inclusive of overtime pay, which varies across the industry.

Waste Collection Sub-Sector



Materials Recovery Sub-Sector

