

UPLIFTING OUR FOOD SERVICES WORKERS WITH PROGRESSIVE WAGES



Over the years, the Progressive Wage Model (PWM) has been expanded to uplift lower-wage workers and strengthen Singapore's social compact.

From March 2023, the Food Services PWM will take effect, alongside Occupational Progressive Wages for Administrators and Drivers. The Waste Management PWM will take effect from July 2023.

Once these moves are in place, up to 234,000 or 94% of full-time lower-wage workers will be covered by Progressive Wages.

Food Services PWM

~41,000 workers will be covered

~12,000 full-time Food Services workers will see their wages rise to at least the entry-level PWM wage level of \$1,750

AUG 2017

SkillsFuture Singapore, Workforce Singapore and SPRING Singapore launched the Skills Framework for Food Services

MAR 2021

Government accepted recommendation by Tripartite Workgroup on Lower-Wage Workers to expand PWM to the Food Services sector

MAR 2022

Ministry of Trade and Industry launched the Food Services Industry Transformation Map 2025

FROM 1 MAR 2023

Food Services PWM to take effect*

- ✓ Three-year schedule of sustained baseline wage increase of up to 19% from 2023 to 2025
- ✓ Mandatory training requirement – minimum of 2 WSQ training modules
- ✓ Employers with Food Services workers must comply with Food Services PWM requirements in order to apply for new Work Passes or renew existing Work Passes

*To give time for employers to adjust and comply with the requirements, there will be a 6-month run-in period (Mar – Aug 2023). Employers will not be penalised for non-compliance during this period.



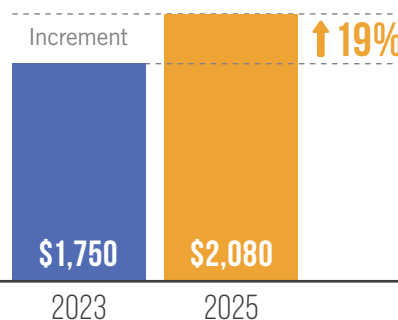
Mr Farhan | 44 years old | Food Stall Assistant

With the Food Services PWM, Mr Farhan will:

- > Receive **increments in baseline gross wages** of \$165* annually
- > Be equipped with better skills through **training**, e.g. WSQ training module on Customer Service Excellence

*Based on increase in gross wage payable from 1 Mar 2023 to 28 Feb 2026. 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 Mar of each calendar year)	Growth 2023 – 2025 (CAGR)
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Quick-Service (QS) Food Establishments & Supermarkets (ready-to-eat food stations)

Note: QS food establishments include coffeeshops, fast-food outlets, food courts, food kiosks, and eating houses where customers self-collect food/drink orders from food service counters.

Food/Drink Stall Assistant	\$1,750	\$1,915 (+\$165)	\$2,080 (+\$165)	↑ 19% (+9.0%)
Kitchen Assistant (QS)/Food Service Counter Attendant	\$1,825	\$1,990 (+\$165)	\$2,155 (+\$165)	↑ 18% (+8.7%)
Cook (QS)	\$2,000	\$2,165 (+\$165)	\$2,330 (+\$165)	↑ 17% (+7.9%)

Full-Service (FS) Food Establishments, Caterers and Central Kitchens

Note: FS food establishments refer to establishments that have wait staff (e.g. waiters, banquet servers) and are not classified under Category A.

Kitchen Assistant (FS)	\$1,850	\$2,015 (+\$165)	\$2,180 (+\$165)	↑ 18% (+8.6%)
Cook (FS)	\$2,050	\$2,215 (+\$165)	\$2,380 (+\$165)	↑ 16% (+7.7%)
Waiter	\$1,850	\$2,015 (+\$165)	\$2,180 (+\$165)	↑ 18% (+8.6%)
Waiter Supervisor	\$2,400	\$2,565 (+\$165)	\$2,730 (+\$165)	↑ 14% (+6.7%)



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