

# UPLIFTING RETAIL WORKERS WITH NEW PROGRESSIVE WAGE REQUIREMENTS



Since 1<sup>st</sup> Sep 2022, the Retail Progressive Wage Model (PWM) has been implemented to provide sustainable wage increases with targeted training and clear career pathways for retail workers.

## FROM 1<sup>st</sup> SEP 2025, THE RETAIL PWM WILL:

- ✓ Provide a three-year schedule of sustained wage increases from 2025 to 2027
- ✓ Cover more than 53,000 retail workers
- ✓ Enable retail workers to earn at least the entry-level PWM wage of \$2,305, and receive \$130 - \$160 in annual wage increases

PWM Job Level	PWM Baseline Gross Wages	Existing From 1 <sup>st</sup> Sep 2024	New From 1 <sup>st</sup> Sep 2025	New From 1 <sup>st</sup> Sep 2026	New From 1 <sup>st</sup> Sep 2027 <sup>^</sup>
Retail Assistant/ Cashier	Monthly <sup>-</sup>	\$2,175	\$2,305	\$2,435	\$2,565
		Year-on-year increase	\$130	\$130	\$130
	Hourly <sup>+</sup>	\$11.41	\$12.09	\$12.77	\$13.45
Senior Cashier/ Senior Retail Assistant	Monthly <sup>-</sup>	\$2,395	\$2,535	\$2,680	\$2,820
		Year-on-year increase	\$140	\$145	\$140
	Hourly <sup>+</sup>	\$12.56	\$13.30	\$14.06	\$14.79
Assistant Retail Supervisor	Monthly <sup>-</sup>	\$2,635	\$2,790	\$2,950	\$3,100
		Year-on-year increase	\$155	\$160	\$150
	Hourly <sup>+</sup>	\$13.82	\$14.63	\$15.47	\$16.26

<sup>-</sup> Monthly Gross Wage excludes overtime payments.

<sup>+</sup> Hourly Gross Wage is applicable to part-time workers who work less than 35 hours a week.

<sup>^</sup> PWM wage from 1<sup>st</sup> Sep 2027 is subject to review. Should the economic situation improve, the PWM Baseline Gross Wage for the year 2027 may be adjusted upwards.

**With the Retail PWM, Miss Tan, 35 years old, who works in the Retail sector can:**

- Receive annual wage increments
- Upskill through a minimum of one Workforce Skills Qualification module\*, selected from a curated list of skills and competencies
- Progress up the PWM career ladder in 2026

\*Retail workers who have attained relevant qualifications from Institutes of Higher Learning will be recognised as meeting the PWM training requirements.



For more information, visit:  
[go.gov.sg/retail-pwm](https://go.gov.sg/retail-pwm)

