

NATIONAL WAGES COUNCIL (NWC) 2025/2026 GUIDELINES

1. The National Wages Council (NWC) convened from September to October 2025 to formulate wage guidelines for the period from 1 December 2025 to 30 November 2026.

Economic Performance and Outlook

2. Based on advance estimates, the Singapore economy grew by 2.9% on a year-on-year (y-o-y) basis in the third quarter of 2025, moderating from the 4.5% growth in the previous quarter.¹ This brought Gross Domestic Product (GDP) growth in the first three quarters of the year to 3.9% y-o-y. Meanwhile, overall labour productivity, as measured by real value-added per actual hour worked, rose by 2.9% on a y-o-y basis in the first half of 2025. This was primarily driven by productivity gains in outward-oriented sectors (4.1% y-o-y), which outpaced that of domestically-oriented sectors (1.4% y-o-y).² Over a longer period from 2016 to 2024, overall labour productivity grew by 2.5% per annum.³

3. In line with continued economic expansion, the labour market remained resilient in the first half of 2025, with employment growing for both residents and non-residents. Unemployment rates and retrenchments remained low, and real income rose. After adjusting for inflation, real gross monthly income (mean) grew by 3.2%^P on a y-o-y basis in the first half of 2025. Over a longer period from 2016 to 2024, real income (mean) grew by 1.3% per annum.⁴ Productivity growth exceeded wage growth over the longer term, even though the productivity-wage gap narrowed in the first half of 2025. There were, however, some signs of labour market softening. Job vacancies declined and business sentiments softened, with the proportion of firms which plan to hire in 3Q 2025 declining from 44.0% in

¹ Advance GDP estimates for the third quarter of 2025 are computed largely from data in the first two months of the quarter (i.e., July and August 2025). They are intended as an early indication of GDP growth in the quarter and are subject to revision when more comprehensive data become available.

² Outward-oriented sectors refer to the manufacturing, wholesale trade, transportation & storage, accommodation, information & communication, finance & insurance and professional services sectors. Domestically-oriented sectors refer to the construction, retail trade, food & beverage, real estate, administrative & support services and other services sectors.

³ Labour productivity, as measured by real value-added per worker, grew by 2.8% y-o-y in the first half of 2025 as productivity gains in outward-oriented sectors (4.2% y-o-y) outweighed that in domestically-oriented sectors (1.2% y-o-y). From 2016 to 2024, real value-added per worker rose by 2.0% per annum.

^P Preliminary.

⁴ Data for income is based on mean gross monthly income (including employer CPF and excluding bonuses) of full-time employed residents, excluding full-time national servicemen. Nominal income (mean) grew by 4.2% on a y-o-y basis in the first half of 2025.

March 2025 to 43.7% in June 2025, and the proportion which plan to raise wages falling from 24.4% to 22.4% over the same period.

4. Overall unit labour cost (ULC) fell by 0.2% on a y-o-y basis in the first half of 2025, a reversal from the 0.4% y-o-y increase in the second half of 2024.⁵ This was due to growth in overall labour productivity, as measured by real value-added per worker, outstripping the increase in total nominal labour cost per worker. In particular, the ULC for the manufacturing sector fell by 2.1% y-o-y in the first half of 2025. This, together with a decline in unit services cost⁶ (-0.3% y-o-y), contributed to the 0.8% y-o-y fall in unit business cost (UBC) for the manufacturing sector over the same period.⁷

5. The Consumer Price Index (CPI) - All Items inflation and MAS Core Inflation (which excludes the costs of accommodation and private road transport) averaged 0.8% and 0.6% y-o-y respectively in Jan-Aug 2025, lower than the 2.4% and 2.8% recorded in 2024. Inflation has fallen mainly due to lower global oil prices and other imported costs, as well as enhanced government subsidies in essential services. Looking ahead, inflation is expected to remain relatively low and rise only gradually over 2026 as global crude oil prices decline more gradually and inflation in Singapore's major trading partners trough. On the domestic front, ULC growth should also pick up modestly next year. Reflecting these factors, CPI-All Items inflation is projected to rise from 0.5-1.0% in 2025 to 0.5-1.5% in 2026, while MAS Core Inflation is expected to average around 0.5% this year and 0.5-1.5% in 2026.

6. The Ministry of Trade and Industry (MTI) has projected that the Singapore economy will expand by 1.5% to 2.5% in 2025.⁸ For the rest of the year, Singapore's GDP growth is expected to continue to slow on the back of a further moderation in the growth of outward-oriented sectors. In particular, the growth of the manufacturing sector is projected to remain weak as the US' tariff measures weigh on demand in global end-markets. Meanwhile, growth in the wholesale trade sector is expected to be modest for the rest of 2025 as global trade softens. Weakness in global trade will also pose a drag on the transportation & storage sector through a slowdown in demand for shipping and air cargo services. At the same time, the

⁵ From 2016 to 2024, the ULC of the overall economy rose by 1.8% per annum.

⁶ Unit services cost for the manufacturing sector includes the costs of work given out, rental, utilities and royalties.

⁷ From 2016 to 2024, the UBC of the manufacturing sector fell by 1.2% per annum.

⁸ MTI will announce Singapore's GDP growth forecasts for 2025 and 2026 in the *Economic Survey of Singapore* scheduled to be released in November 2025.

performance of consumer-facing sectors is expected to remain lacklustre, partly due to the continued shift in locals' spending abroad.

7. Overall, significant uncertainties remain in the global economy, with the balance of risks skewed to the downside. First, a re-escalation of tariff actions could lead to a renewed spike in economic uncertainty, and cause businesses and households to pull back sharply on spending and hiring. Second, an escalation in risk-off sentiments could induce a sharp retreat from global equities and riskier sovereign debt markets, leading to destabilising capital flows that could trigger latent vulnerabilities in banking and financial systems. Third, potential escalations in geopolitical tensions could lead to supply disruptions in energy commodities and renewed pressures on global energy prices. Correspondingly, Singapore's economic outlook for the rest of the year remains clouded by uncertainty, with the risks tilted to the downside. Looking ahead to 2026, Singapore's GDP growth is likely to be weighed down by weak global demand as the US tariffs are expected to continue to dampen global growth and trade.

Wage Increases Should be Fair and Sustainable, and Employers Should Adopt the Flexible Wage System (FWS)

8. The NWC affirms the long-standing principle that **wage growth should be in line with productivity growth**. Taking into account the sustained productivity growth over the longer term, the **NWC encourages employers to reward employees with wage increases that are fair and sustainable, to share the profits and gains from labour productivity improvements**. In accordance with the principles of the FWS, built-in wage increases should be based on firms' business prospects, while variable payments should reflect firms' past performance and workers' contributions. To help wages remain fair and competitive, the NWC encourages employers to regularly review market wage benchmarks and adjust wage ranges accordingly where possible.

9. The NWC acknowledges the near-term cost pressures faced by businesses, as well as the additional uncertainty and downside risks in the global economy arising from the US' tariffs and other countries' responses to the tariffs. This underscores the need for wage flexibility. **The NWC therefore calls on all employers who have not yet done so to implement the FWS in full**, comprising both the Annual Variable Component (AVC) and Monthly Variable Component (MVC). The FWS enables employers to maintain wage flexibility during adverse business conditions to sustain their businesses by cutting costs rather than jobs. Conversely, the FWS allows quick adjustments of wages during an upturn to retain talent.

Employers who need support to implement the FWS can tap on the resources listed in Appendix 1.

10. Within this context, the NWC sets out the following wage guidelines for all employers:

- a. **All employers should adopt the FWS** to enhance their resilience and manage rising costs given the uncertainties ahead.
- b. **Employers who have done well and have positive business prospects should reward their employees with built-in wage increases and variable payments (e.g., AVC/bonuses, one-off payments)** commensurate with the employers' performance and employees' contributions.
- c. **Employers who have done well but face uncertain business prospects may exercise moderation in built-in wage increases but should still reward employees with variable payments** commensurate with the employers' performance and employees' contributions.
- d. **Employers who have not done well may exercise wage restraint, with management leading by example.** These employers should make greater efforts to improve business processes and productivity, especially by investing in upskilling their employees. **Employers who have not done well but face positive business prospects may also consider setting out future variable payments that are linked to appropriate business indicators.**
- e. For lower-wage workers (LWWs), employers should also apply the specific wage guidelines in Paragraphs 13-17.

11. The NWC notes that the CPF monthly salary ceiling will be increased from \$7,400 to \$8,000 from 1 January 2026 to keep pace with rising salaries. Employer CPF contribution rates for older workers aged above 55 to 65 will also increase by 0.5%-points on 1 January 2026, and the Government will provide the CPF Transition Offset to offset part of employers' increased CPF contributions for 2026. Employers may take the increased CPF contributions into account when considering the quantum of wage increases.

12. The NWC also notes that Singapore’s workforce is rapidly ageing and work patterns are becoming more diverse. To support longer careers and accommodate more flexible work arrangements, the NWC is exploring ways to better reflect skills, contributions and varying workloads, and make the Guidelines more fit-for-purpose for our future workforce. The NWC aims to complete this review by 2026.

Pressing on with Sustained Wage Growth for LWWs

13. As part of our social compact, we must press on with the national effort to uplift LWWs so that every worker enjoys the fruits of Singapore’s growth. In August 2021, the Tripartite Workgroup on Lower-Wage Workers (TWG-LWW) recommended a renewed Progressive Wage strategy to uplift our LWWs and narrow the wage gap between LWWs and the median worker over this decade – in a way that maximises LWWs’ employment outcomes and is also sustainable for businesses. Since then, all TWG-LWW recommendations have come into effect.⁹ Collectively, the Progressive Wage Model (PWM), Local Qualifying Salary (LQS), and the Progressive Wage Mark accreditation scheme benefit up to 9 in 10 of full-time LWWs today. To support employers as they raise the wages of LWWs, the Government co-funds wage increases for LWWs through the Progressive Wage Credit Scheme (PWCS)¹⁰, which was recently enhanced at Budget 2025. The scheme provides transitional support to businesses in the near term, while giving time to invest in upskilling employees and improving firm-level productivity so that the wage increases are sustainable in the long term.

14. Wage Guidelines for LWWs. To narrow the wage gap between LWWs and the median wage worker over this decade, wages of LWWs must consistently grow faster than the median wage. This principle informs the NWC’s development of annual wage guidelines for LWWs, which comprises a percentage range for wage growth and a minimum dollar quantum increase. These guidelines apply to LWWs¹¹ only. These

⁹ The first set of Progressive Wage moves was implemented in September 2022 – it consists of the new Local Qualifying Salary requirement, the Retail Progressive Wage Model (PWM) and the extension of the PWM to in-house cleaners, security officers, and landscape workers. The second set of moves was implemented from March 2023 – it consists of the Food Services PWM and the Occupational Progressive Wages for Administrators and Drivers. Finally, the Waste Management PWM was implemented in July 2023.

¹⁰ For 2025 and 2026, the scheme will co-fund wage increases for resident LWWs by 40% and 20% in the respective qualifying year. The average gross monthly wage increase must be at least \$100 to be eligible for the co-funding.

¹¹ For part-time employees, the NWC’s recommendation on the percentage range of wage growth for LWWs, but not the minimum dollar quantum, will apply.

guidelines also serve as a reference for PWM Tripartite Clusters in setting wage requirements for their respective sectors.

15. This year, taking into account the economic outlook and historical median income growth of 4.2% p.a. between 2016-2024,¹² the NWC recommends the following guidelines for employees earning a gross monthly wage up to \$2,700: ^{13, 14}

- a. **Employers who have done well and have positive business prospects should provide their lower-wage workers with a built-in wage increase at the higher end of 5.5-7.5% of gross monthly wage, or a wage increase of at least \$105-\$125, whichever is higher.**
- b. **Employers who have done well but face uncertain prospects should provide their lower-wage workers with a built-in wage increase at the middle to lower end of 5.5-7.5% of gross monthly wage, or a wage increase of at least \$105-\$125, whichever is higher.**

16. The NWC recognises that some employers continue to face economic difficulties, and thus recommends that:

- a. **Employers who have not done well should provide their lower-wage workers with a built-in wage increase at the lower end of 5.5-7.5% of gross monthly wage.** If business prospects subsequently improve, employers should consider further wage increases.

17. In addition to the above, the NWC recognises that amongst LWWs, some earn comparatively less. In line with the TWG-LWW's recommendation to aim for higher wage growth for lower-paid LWWs, the NWC calls on employers to provide higher percentage wage increases for LWWs who are earning comparatively lower wages. In implementing these wage increases, employers should ensure sustained basic wage

¹² In terms of median gross monthly income of full-time employed residents (excluding employer CPF contributions).

¹³ Gross monthly wage includes basic monthly wage (comprising the monthly fixed component and the monthly variable component) and gross wage components such as allowances (including travel, food, housing), productivity incentive payments, and overtime payments, but excludes Annual Wage Supplement and bonuses (which are usually paid on an annual basis). Gross monthly wage includes employee CPF contribution, but excludes employer CPF contributions.

¹⁴ This threshold of \$2,700 corresponds approximately to the 20th percentile wage level of full-time employed residents in 2024 and ensures that employers consider meaningful wage increases for all LWWs.

growth for their employees. Service buyers and providers should also adopt outcome-based contracting and allow contract values to be adjusted where possible to support the adoption of the LWW wage guidelines and PWMs as well as productivity improvements.¹⁵

18. Occupational Progressive Wages (OPW). In 2021, the TWG-LWW announced the introduction of OPW for resident Administrators and Drivers under the Progressive Wage Model (PWM). In October 2023, the NWC recommended OPW wage requirements from 1 July 2024 to 30 June 2026. This year, the NWC recommends updates to job ladders, job descriptions and OPW wage requirements from 1 July 2026 to 30 June 2028 (Appendix 2).¹⁶

19. In line with the TWG-LWW's recommendations, the NWC has enhanced the OPW job ladders and set wage increases intended to support OPW employees in gaining ground with the median wage level, while bearing in mind the uncertain economic conditions ahead. The recommendations support meaningful uplifting of LWWs in OPW jobs:

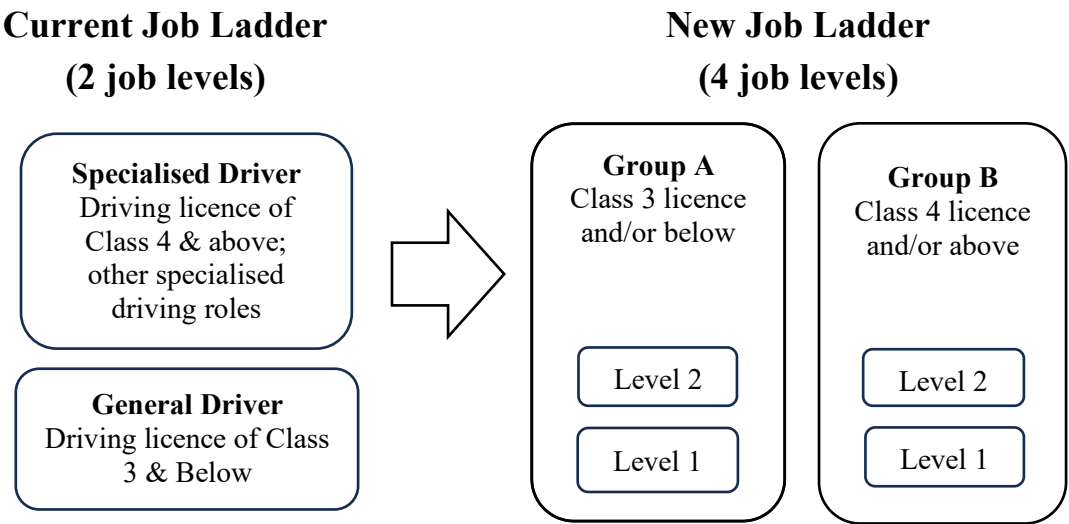
- a. **Administrators.** As jobs are increasingly reshaped by digital transformation, NWC recommends updating the OPW job descriptions to keep pace. The wage recommendations will provide meaningful uplifting in line with the greater productivity of transformed roles. The updated job ladders and higher 2026-2027 Administrator OPW wage requirements will apply to about 44,700 full-time resident LWWs in firms that employ foreign workers. Of these, about 43,800 were earning below the stipulated 2026 OPW wage requirement in 2024, and can expect to see a wage increase from 1 July 2026.
- b. **Drivers.** The Driver occupational group is currently categorised into two job levels (General and Specialised Drivers), mainly based on the class of driving licence required. NWC recommends expanding the job ladder to reflect more realistic career pathways for drivers to progress and upskill. Drivers who have been reclassified into Level 2 job rungs will experience a greater increase in wages through this round of recommendations, to reflect the higher skills required for work done. The expanded job ladders and higher 2026-2027 OPW

¹⁵ For detailed recommendations on implementing outcome-based contracting, service buyers may refer to the Tripartite Advisory on Best Sourcing Practices (<https://www.mom.gov.sg/employment-practices/good-work-practices/best-sourcing-practices>).

¹⁶ Existing OPW requirements (as implemented from 1 July 2025) will continue to apply up to June 2026.

Driver wage requirements will apply to about 12,900 full-time resident LWWs in firms that employ foreign workers. Of these, about 9,400 were earning below the stipulated 2026 OPW wage requirement in 2024, and can expect to see a wage increase from 1 July 2026.

Table 1: Expansion of Driver Job Ladders from 1 July 2026



- Level 1 jobs include basic duties like interfacing with customers, maintaining and submitting records
- Level 2 jobs include additional skills and/or duties such as first aid, handling of hazardous materials, mentoring and training

Table 2: PWM Baseline Gross Wage Requirements for Full-Time Administrator and Driver OPW Employees¹

OPW Job Level	PWM Baseline Gross Wage Requirements		
	From 1 July 2025 [Current]	From 1 July 2026 [New]	From 1 July 2027 [New]

Administrative Assistant	\$1,980	\$2,170	\$2,360
Administrative Executive	\$2,580	\$2,760	\$2,940
Administrative Supervisor	\$3,160	\$3,340	\$3,520
Group A Level 1 Driver	\$2,190	\$2,370	\$2,550
Group A Level 2 Driver	\$2,190 / \$2,320 ²	\$2,485	\$2,665
Group B Level 1 Driver	\$2,320	\$2,505	\$2,690
Group B Level 2 Driver	\$2,320	\$2,555	\$2,790

[1] Applies to Singapore Citizen and Permanent Resident full-time employees (i.e., contractual working hours of 35-44 hours a week, based on regular contractual working hours), assuming no overtime worked. Please refer to [Appendix 2](#) for details on part-time and overtime requirements.

[2] A General or Specialised Driver under the 2023-2025 OPW Driver job ladder might be reclassified as a Group A Level 2 Driver under the new 2026-2027 OPW Driver job ladder, depending on the role performed.

20. Taken together, the recommended job ladders and higher 2026-2027 OPW wage levels will apply to about 57,600 LWWs¹⁷, who are full-time resident administrators and drivers in firms that employ foreign workers. In addition to these wage levels which are intended for full-time regular contractual working hours (i.e. 35-44 hours a week), the NWC has endorsed additional overtime wage requirements.

21. Training remains key to improving productivity and ensuring sustainable wage increases. With the proliferation of digital technology and Artificial Intelligence (AI), it is critical that employers and LWWs stay adaptable and invest in transformation and their human capital. NWC calls on both employers and LWWs to continue tapping on the resources and programmes implemented by the Government and tripartite partners, to upskill and implement productivity measures for transformation and meaningful uplifting of OPW jobs.

¹⁷ Refers to full-time resident employees earning a gross monthly income from work [excluding employer Central Provident Fund (CPF) contributions] up to and including the 20th percentile income level of full-time employed residents (excluding employer CPF contributions), which was \$2,708 in June 2024. Source: Comprehensive Labour Force Survey and Administrative Records, Manpower Research and Statistics Department, MOM.

Pressing on with Transforming Jobs and Upskilling the Workforce

22. To ensure that wage growth is sustainable and continues to be supported by productivity growth, employers and employees both have a part to play to press on with enterprise and workforce transformation, including reskilling and upskilling.

23. Rapid technological advancements, such as AI, are transforming jobs, presenting both opportunities and risks for businesses and workers. We call on employers to transform their businesses to keep up with the evolving environment, as well as for workers to continuously upskill themselves to remain relevant. This would allow us to leverage AI and other technological advancements positively to grow our economy, help business to thrive and create good jobs for Singaporeans in our next bound of growth.

24. There is significant scope for employers and workers to invest further in training and upgrading. The proportion of employers who provided structured training to employees declined from 79.6% in 2023 to 66.4% in 2024. Similarly, the proportion of employees receiving structured training fell from 54.3% in 2023 to 52.6% in 2024.¹⁸ **The NWC calls on employers and employees to step up efforts to transform jobs and invest in upskilling and reskilling the workforce, with the commitment and support of the Government, trade associations and chambers, and unions.**

25. The NWC recommends that employers do the following:

- a. **Reskill and upskill employees for future jobs.** Employers are encouraged to adopt a proactive approach to reskill and upskill existing employees in preparation for changes in job functions and provide support for employees to initiate training. Employers can tap on Government subsidies to reskill and upskill employees through SSG-funded training programmes¹⁹, e.g., course fee grants of up to 90% of total course fees, depending on worker age and SME status of firms²⁰, and absentee payroll funding to defray some manpower costs incurred while employees are attending SSG-funded training

¹⁸ Data on training incidence pertain to private sector establishments each with at least 25 employees. Source: Employer Supported Training Survey, Manpower Research & Statistics Department, MOM.

¹⁹ Employers may reference the Enterprise Portal for Jobs and Skills –

<https://www.gobusiness.gov.sg/enterprisejobskills/>

²⁰ SMEs can receive up to 90% course fee funding support for courses supported by SSG.

courses. Workforce Singapore's (WSG) Career Conversion Programmes (CCPs) provide employers with up to 90% salary support²¹ to help broaden their talent pool by reskilling mid-career new hires or existing employees into growth job roles with good longer-term prospects. WSG's new Overseas Markets Immersion Programme supports companies expanding overseas to develop a globally competitive workforce.

b. Redesign jobs in tandem with business transformation to increase productivity. Employers can work with the National Trades Union Congress (NTUC)'s Employment and Employability Institute (e2i) to establish Company Training Committees (CTCs) to collaborate on workforce, workplace and business strategy transformation projects that benefit both the company and their employees.

- i. CTCs help identify areas of improvement and implement solutions, such as artificial intelligence and technology-enabled solutions coupled with job redesign, that can raise productivity and equip employees with new tools and future-ready skills.²²
- ii. Companies that form CTCs are eligible to apply for a CTC Grant that co-funds up to 70 per cent of qualifying cost for transformation projects or training tied to the transformation project. To help more companies embark on their transformation plans and enable employees to have better career prospects and wages, the Government has provided a \$300 million grant, up to 2028.
- iii. Through the CTCs, companies can also tap into the resources and networks of the NTUC, which includes NTUC's e2i (Employment and Employability Institute) and NTUC LearningHub, gaining access to job

²¹ The salary support caps for CCP participants have been enhanced from 1 April 2024. For mature or long-term unemployed workers, the cap has been raised to \$7,500 per month. For other CCP participants, the cap has been raised to \$5,000 per month. Similarly, the monthly training allowance cap for attachments under the CCPs has been raised to \$5,000.

²² Launched in 2019, CTCs help employees attain better work prospects by putting in place a systemic process for employers to develop forward-looking workforce plans aligned to their organisational strategies. CTCs also serve as a platform to bring together company management, union representatives and relevant stakeholders and resources to facilitate the implementation of these workforce plans. There are over 3,600 CTCs to date. Companies can learn more about the CTC at <https://www.ntuc.org.sg/tpe/how-we-help/ctc>.

placement support and training programmes. As companies transform their businesses, employees stand to benefit from better wages, welfare and work prospects.

In addition, in Q1 2026, WSG will launch the SkillsFuture Workforce Development Grant (WDG) that provides up to 70% support for companies' workforce transformation and job redesign efforts. As companies transform their businesses, workers across all career stages stand to benefit from better wages, welfare and work prospects.

- c. **Build up capability to train employees across all career stages.** The NWC urges employers to set aside adequate budget for continuous education and training. This can be augmented by tapping on various capability building programmes, such as those offered by the seven National Centre of Excellence for Workplace Learning (NACE)²³ Centres at the five Polytechnics, Institute for Adult Learning and Singapore Institute of Technology to develop workplace learning (WpL) capabilities to support business growth. Employers can also leverage resources and support from SSG's partners to strengthen their skills development initiatives. This includes SkillsFuture Queen Bees,²⁴ which offer sector-specific skills development programmes, and Skills Development Partners—trade associations and professional bodies that help employers identify priority in-demand skills, validate these skills through appropriate credentialing systems, and consolidate skills demand in their respective sectors. Employers can additionally utilise new digital tools such as TalentTrack and TalentTrack+ to obtain in-depth skills insights and training course recommendations customised to their industry and organisation, to inform their hiring and workforce development. To aggregate manpower and skills demand, activate supply of training, and match skilled workers to jobs, SSG, together with WSG and Enterprise SG have also piloted the Jobs-Skills Integrator (JSIT) initiative²⁵ in three sectors (Precision Engineering, Retail and Wholesale Trade). JSITs work with industry, training and employment

²³ Employers may reference information on NACE – <https://nace.edu.sg>

²⁴ Employers may reference the SkillsFuture Queen Bee Networks – <https://www.gobusiness.gov.sg/enterprisejobskills/programmes-and-initiatives/upgrade-skills/skillsfuture-queen-bee-networks/>

²⁵ Employers may reference information on the Jobs-Skills Integrator – <https://www.skillsfuture.gov.sg/jsit>

facilitation partners to optimise training provision and job matching services for companies and individuals.

- d. **Strengthen HR capabilities to support transformation.** The NWC recommends that employers encourage their HR practitioners to upskill and take up the Institute for Human Resource Professionals (IHRP) Certification.²⁶ The IHRP Certification, which is a national certification framework eligible for SkillsFuture Credit usage, recognises the experience and competencies of HR professionals and prepares them with the skills to implement responsible employment practices in their companies. As part of an early support package of the Singapore Economic Resilience Taskforce (SERT) to help employers better manage and support their workforce amid the volatile environment, eligible HR professionals can receive a \$100 flat-rate subsidy on IHRP Certification until Sep 2026. Businesses seeking to kickstart or strengthen their HR capabilities can also leverage IHRP's Career Health resource hub, an SSG Skills Development Partner initiative in support of the Career Health SG movement, to develop skills-first practices within their organisations. The resource hub, which is designed to support firms at various stages of maturity, provides tailored guidance and tools required to assess workforce needs, chart development pathways, and execute skills-first transformation.

26. Employees are encouraged to play an active role in their career planning and identifying opportunities to acquire in-demand skills. They can leverage national programmes that support workers across career stages.

- a. Younger workers can build relevant skills in their early careers through the SkillsFuture Credit, available to Singaporeans aged 25 and above. NTUC complements these national efforts with the Union Training Assistance Programme (UTAP) training credits and career preparation initiatives such as mentorship programmes, job search skills workshops, and AI-powered career coaching. These support younger workers in navigating career transitions and building confidence for long-term growth.

²⁶ Set up by the tripartite partners MOM, NTUC and SNEF to professionalise and strengthen the HR practice in Singapore, IHRP is the only HR professional body in Singapore authorised to implement the IHRP Certification, which is the national HR certification framework.

- b. Those seeking to switch careers or explore opportunities in growth sectors may consider the Career Conversion Programmes (CCP), open to Singaporeans and Permanent Residents aged 21 and above.
- c. Mid-career workers (aged 40 and above) can access the SkillsFuture Level-Up Programme, and receive a \$4,000 SkillsFuture Credit top-up to pursue substantive reskilling and upskilling. This is on top of the SkillsFuture Mid-Career Enhanced Subsidy, which covers up to 90% of course fees for MOE/SSG-funded courses. Workers who choose to take time off work to pursue eligible full-time, long form programmes can apply for the SkillsFuture Mid-Career Training Allowance, which will also be extended to selected part-time programmes from early 2026.²⁷

27. Employers and employees should also engage in structured career conversations to align career aspirations with business needs and identify reskilling or upskilling opportunities.²⁸ WSG's Jobs Transformation Maps (JTM)s, SSG's *Jobs-Skills Insights* publications, and the annual *Skills Demand for the Future Economy* report are useful resources for employers and employees to stay informed about emerging trends, growth areas, and in-demand jobs and skills.

28. A list of relevant schemes and programmes available for employers and employees for enterprise and workforce transformation can be found at Appendix 3.

Coverage and Implementation of Recommendations

29. These guidelines apply to all employees in unionised and non-unionised firms and in both public and private sectors. This includes professionals, managers, executives, technicians, rank-and-file, broad middle-income earners in addition to LWWs, re-employed employees,

²⁷ The full-time training allowance is computed at 50% of individual's average income over the latest-available 12 months, with a minimum allowance of \$300 and maximum allowance of \$3,000; while the part-time training allowance will be set at a flat \$300 a month. Individuals can tap on a maximum of 24 months of training allowance over their lifetime regardless of whether the training is part-time or full-time.

²⁸ To support companies in institutionalising career planning to drive employee engagement and organisational success across all career stages, employers may refer to the WSG Career Conversations Guidebook at <https://www.wsg.gov.sg/home/employers-industry-partners/career-conversations-guidebook> Employers can also refer to the Structured Career Planning (SCP) Guidebook developed by SNEF, which can be accessed at <https://www.mom.gov.sg/-/media/mom/documents/employment-practices/re-employment/structured-career-planning-guidebook-snef-mom.pdf> for more information.

both in full-time and part-time employment, and where applicable, platform workers.²⁹

30. When implementing the recommendations, employers should share relevant information, such as company wage information, business performance and prospects, with unions, to facilitate wage negotiation. Employers are encouraged to work with Singapore National Employers Federation (SNEF), trade associations and chambers, NTUC and Unions for advice and support in applying the Guidelines. SMEs may also approach the three ethnic chambers³⁰ in particular for guidance in implementing the guidelines.

Conclusion

31. The NWC is confident that efforts to raise productivity and skills will continue to enable sustainable wage growth and a better standard of living for Singaporeans, while sharpening the competitiveness of our workforce and businesses. Our efforts to uplift LWWs will also remain important as we build a strong social compact and an inclusive Singapore that leaves no one behind. The NWC urges all employers, unions, and the Government to continue working together to secure a brighter future for all.

²⁹ Platform workers are a separate category of workers distinct from both employees and self-employed persons. They perform ride-hail or delivery jobs for platform operators under a platform work agreement. Platform operators exercise management control over platform workers by using data in an automated manner to allocate tasks and to determine how much the worker is paid for each task. Platform workers may benefit from some NWC recommendations (e.g., training recommendations, use of technology and career planning), subject to discussion between platform operators and platform work associations.

³⁰ The ethnic chambers are the Singapore Chinese Chamber of Commerce and Industry, Singapore Malay Chamber of Commerce and Industry, and Singapore Indian Chamber of Commerce and Industry.

Appendix 1 – Support for Employers to Implement the FWS

1. Employers who have not yet adopted the FWS, or who need to build up the variable wage components to recommended levels³¹, should put wage increases into variable wage components, and transfer part of fixed wages to variable wage components as needed.
 - a. Employers can refer to the FWS Guidebook at <https://go.gov.sg/fwsguidebook> for more information.
 - b. Employers who need advice and support on implementing the FWS may approach NTUC and its affiliated unions, SNEF, and the Tripartite Alliance for Fair and Progressive Employment Practices. The NWC also calls on trade associations and chambers and unions to encourage and support their members to adopt the FWS.

³¹ The variable components should comprise 30% of the basic wage package on an annual basis (10% for the Monthly Variable Component and 20% for the Annual Variable Component, inclusive of the Annual Wage Supplement) for rank-and-file employees, 40% for middle management and 50% for senior management.

Appendix 2: Occupational Progressive Wages (OPW)

Enhanced Job Ladders from Jul 2026

An **Administrative Assistant (or equivalent)** is a person whose primary role is to carry out administrative tasks as assigned by his/her superior and is required to adhere to the organisation's policies and regulations.

Duties may include:

- Follow standard operating procedures (SOPs) in performing assigned tasks
- Conform to environment, safety and health systems, policies and procedures
- Enter information accurately into data collection and/or inventory management systems
- Report operational abnormalities to the appropriate persons
- Respond to incidents and emergencies as directed
- Receive and register documents
- Sort, file and store documents
- Run errands as directed

An **Administrative Executive (or equivalent)** handles the administrative tasks of an Administrative Assistant as well as other more complex duties/tasks that involve a higher level of responsibility, autonomy and/or specialised knowledge (examples below). He/she is required to adhere to the organisation's policies and regulations and support operational process excellence.

Additional duties may include:

- Process business transactions and reports using digital tools/systems (e.g. accounting system, payroll system)
- Maintain accurate records and statements to support business activities (e.g. financial records, sales transactions)
- Process invoices, payments, claims, monies, settlements, etc.
- Prepare production schedules and coordinate deployment of resources
- Handle and manage customer feedback, requests and enquiries and ensure proper follow-up
- Handle secretarial tasks to assist superior/management and maintain confidential documents/records
- Manage digital tools such as chatbots for basic query handling
- Analyzing and providing insights from data/records
- Coordinate procurement and liaise with vendors/suppliers
- Use digital tools to optimise workflows of repetitive tasks

An **Administrative Supervisor (or equivalent)** is responsible for supervising and managing resources to ensure operational efficiency and excellence. He/she supervises the work of Administrative Assistant and/or Administrative Executive and ensures operational demands are met according to management's direction. He/she is required to maintain good housekeeping (e.g. administer Workplace Safety and Health (WSH) standards) at the workplace and build workplace relationships.

Additional duties may include:

- Enforce conformance to environment, safety and health systems, policies and procedures
- Perform on-the-job coaching
- Manage customer feedback and ensure close follow-ups on resolutions
- Handle any escalated issues or complaints and work with designated departments to resolve customer grievances
- Suggest possible solutions to recurring customer issues
- Manage personnel, resolve work problems, and coordinate work between units within an organisation
- Use complex digital tools to optimise workflows, provide feedback on digital/technology-enabled systems, manage complex chatbot systems/solutions to resolve customer's request/complains

Group A: Drivers with Class 3 and/or Below Licence	<p>Level 1: A driver assigned to operate vehicles requiring a <u>Class 3 driving licence or below</u>. He/she will uphold safety and/or security standards and report the occurrence of incidents and/or accidents to the appropriate persons.</p> <p>Other duties may include:</p> <ul style="list-style-type: none"> • Inspect and ensure vehicle is in good working condition • Execute transportation operation schedules and ensure timelines are adhered to • Interface with customers at collection/pick-up points and destination • Maintain and update delivery/transportation log and submit records/documentation for processing
	<p>Level 2: Carry out the tasks of a Level 1 Driver and fulfil additional responsibilities/duties involving one or more of the following:</p> <ul style="list-style-type: none"> • Performs higher-value activities with some scope to exercise initiative (e.g. crowd management, CPR, handling

	<p>hazardous materials, cold chain management, chauffeuring services)</p> <ul style="list-style-type: none"> • Mentoring and training other drivers • Route planning • Attain requisite certification should the job require to meet operational/regulatory requirements
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Group B: Drivers with Class 4 and/or Above Licence	<p>Level 1: A driver assigned to operate vehicles requiring a <u>Class 4 driving licence</u>. He/She will uphold safety and/or security standards and report the occurrence of equipment faults, affected routes, incidents and/or accidents to the appropriate persons.</p> <p>Other duties may include:</p> <ul style="list-style-type: none"> • Inspect and ensure vehicle is in good working condition • Execute transportation operation schedules and ensure timelines are adhered to • Interface with customers at collection/pick-up points and destination • Maintain and update delivery/transportation log and submit records/documentation for processing
	<p>Level 2: A driver assigned to operate vehicles requiring a:</p> <ul style="list-style-type: none"> • <u>Class 4A or 5 driving licence</u> • <u>Class 4 driving licence</u> and carrying out the tasks of a Level 1 Driver as well as fulfilling additional responsibilities/duties involving one or more of the following: <ul style="list-style-type: none"> • Performs higher-value activities with some scope to exercise initiative (e.g. crowd management, CPR, handling hazardous materials, cold chain management) • Mentoring and training other drivers • Route planning • Attain requisite certification should the job require to meet operational/regulatory requirements

Wage Requirements for Jul 2026 – Jun 2028

Job Level	PWM Baseline Gross Wage Requirement	From 1 July 2026	From 1 July 2027
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Administrator OPW			
Administrative Assistant	Full-Time Monthly Gross Wage (35-44 hours per week)	\$2,170/month	\$2,360/month
	Part-Time Hourly Gross Wage	\$11.38/hr	\$12.38/hr
Administrative Executive³²	Full-Time Monthly Gross Wage (35-44 hours per week)	\$2,760/month	\$2,940/month
	Part-Time Hourly Gross Wage	\$14.48/hr	\$15.42/month
Administrative Supervisor³³	Full-Time Monthly Gross Wage (35-44 hours per week)	\$3,340/month	\$3,520/month
	Part-Time Hourly Gross Wage	\$17.52/hr	\$18.46/hr
Driver OPW			
Group A Level 1 Driver	Full-Time Monthly Gross Wage (35-44 hours per week)	\$2,370/month	\$2,550/month
	Part-Time Hourly Gross Wage	\$12.43/hr	\$13.37/hr
Group A Level 2 Driver	Full-Time Monthly Gross Wage (35-44 hours per week)	\$2,485/month	\$2,665/month
	Part-Time Hourly Gross Wage	\$13.03/hr	\$13.98/hr
Group B Level 1 Driver	Full-Time Monthly Gross Wage (35-44 hours per week)	\$2,505/month	\$2,690/month
	Part-Time Hourly Gross Wage	\$13.14/hr	\$14.11/hr
Group B Level 2 Driver	Full-Time Monthly Gross Wage (35-44 hours per week)	\$2,555/month	\$2,790/month
	Part-Time Hourly Gross Wage	\$13.40/hr	\$14.63/hr

³² Administrative Executives that earn more than \$2,600 monthly basic wage will not be covered by Part 4 of the Employment Act and are not subject to additional PWM gross wage requirements for overtime hours.

³³ Administrative Supervisors are not subject to additional PWM gross wage requirements for overtime hours, as most of such employees will exceed the \$2,600 wage threshold and will not be covered by Part 4 of the Employment Act.

Notes:

1. Classification of OPW Employees. Employers should classify and pay their employees the applicable Progressive Wage for the job role that best fits the employee's job scope based on the updated job descriptions. For an employee whose job scope straddles more than one job description, employers should classify the worker under the OPW job role that the employee spends majority of his or her time, and pay the employee the applicable Progressive Wage for that job role.

2. Components of PWM Baseline Gross Wage Requirement. The PWM baseline gross wage requirement for full-time employees (i.e., contractual working hours of 35-44 hours per week) excludes wages paid for overtime work, but includes the basic wage and gross wage components such as allowances (e.g., travel, food, housing) and productivity incentive payments. It also excludes bonuses (e.g., Annual Wage Supplement), stock options, reimbursement of special expenses incurred in the course of employment and payments-in-kind, as well as employer CPF contributions. It is before the deduction of employee CPF contributions.

3. Overtime (OT) Payment. For full-time employees working overtime and are covered by Part 4 of the Employment Act (EA), employers will need to comply with the EA requirement for OT rate of pay, which is at least 1.5 times the basic rate of pay. **In addition to the EA requirement, employers will also need to comply with the OPW OT gross wage requirement, which the NWC has set to safeguard the interests of full-time workers for OT work.**

a. For workers covered under Part 4 of the EA, the PWM Gross Wage Requirement will increase with every hour of OT worked beyond 44 working hours/week. Please refer to Tables 1-6, which set out the Total PWM Gross Wage Requirement for each OPW job level (ranging from 0 to 72 hours of OT worked per month).

b. **Employers are required to pay the higher of either the EA requirement for OT rate of pay, or the Total PWM Gross Wage Requirement.**

4. Hourly Gross Wage Requirement for Part-Time Employees. Part-time workers shall be paid based on pro-rated PWM gross wages. The formula to compute the PWM hourly gross wage for part-timers (who work less than 35 hours a week) is as follows:

$$\text{Hourly Gross Wage} = \frac{\text{Full-time Monthly Gross Wages (assuming no OT)} \times 12 \text{ months}}{52 \text{ weeks} \times 44 \text{ hours}}$$

5. Enforcement. OPW wage requirements will be enforced through employers' eligibility for Work Passes. Employers who hire foreign workers on mainstream Work Passes (i.e., Work Permit, S Pass, Employment Pass) must comply with the stipulated OPW requirements, as well as any other applicable PWM or LQS requirements, in order to apply for new Work Passes (e.g., Work Permit, S Pass, Employment Pass) or renew existing Work Passes.

Please refer to Tables 1-6 for the Total PWM Gross Wage Requirement for each OPW job level.

Part 4 of the EA stipulates that the maximum number OT hours allowed in a given month is 72 hours. For compliance with the Total PWM Gross Wage Requirement, overtime hours worked in a month will be rounded down to the nearest whole number. For example, for an employee who works 2.8 OT hours in the month, the employer is to adhere to the Total PWM Gross Wage Requirement for 2 OT hours that month.

In addition, Part 4 of the EA for overtime rates of pay to be at least 1.5 times the basic rate of pay continues to apply. Employers are required to pay the higher of either the EA requirement for OT rate of pay, or the Total PWM Gross Wage Requirement.

<u>Table 1</u>		
Total PWM Gross Wage Requirement for OPW Job Level:		
<u>Administrative Assistant</u>		
Overtime Hours in a Month	1 July 2026 to 30 June 2027	1 July 2027 to 30 June 2028
0 (Baseline)	\$2,170	\$2,360
1	\$2,185	\$2,377
2	\$2,201	\$2,394
3	\$2,217	\$2,411
4	\$2,233	\$2,429
5	\$2,249	\$2,446
6	\$2,265	\$2,463
7	\$2,281	\$2,481
8	\$2,297	\$2,498
9	\$2,313	\$2,515
10	\$2,329	\$2,533
11	\$2,345	\$2,550
12	\$2,361	\$2,567
13	\$2,377	\$2,585
14	\$2,393	\$2,602
15	\$2,408	\$2,619
16	\$2,424	\$2,637
17	\$2,440	\$2,654
18	\$2,456	\$2,671
19	\$2,472	\$2,689
20	\$2,488	\$2,706
21	\$2,504	\$2,723
22	\$2,520	\$2,741
23	\$2,536	\$2,758

24	\$2,552	\$2,775
25	\$2,568	\$2,793
26	\$2,584	\$2,810
27	\$2,600	\$2,827
28	\$2,616	\$2,845
29	\$2,631	\$2,862
30	\$2,647	\$2,879
31	\$2,663	\$2,897
32	\$2,679	\$2,914
33	\$2,695	\$2,931
34	\$2,711	\$2,949
35	\$2,727	\$2,966
36	\$2,743	\$2,983
37	\$2,759	\$3,001
38	\$2,775	\$3,018
39	\$2,791	\$3,035
40	\$2,807	\$3,053
41	\$2,823	\$3,070
42	\$2,839	\$3,087
43	\$2,854	\$3,105
44	\$2,870	\$3,122
45	\$2,886	\$3,139
46	\$2,902	\$3,157
47	\$2,918	\$3,174
48	\$2,934	\$3,191
49	\$2,950	\$3,209
50	\$2,966	\$3,226
51	\$2,982	\$3,243
52	\$2,998	\$3,261
53	\$3,014	\$3,278
54	\$3,030	\$3,295
55	\$3,046	\$3,313
56	\$3,062	\$3,330
57	\$3,078	\$3,347
58	\$3,093	\$3,365
59	\$3,109	\$3,382
60	\$3,125	\$3,399
61	\$3,141	\$3,417
62	\$3,157	\$3,434
63	\$3,173	\$3,451
64	\$3,189	\$3,469
65	\$3,205	\$3,486
66	\$3,221	\$3,503
67	\$3,237	\$3,521

68	\$3,253	\$3,538
69	\$3,269	\$3,555
70	\$3,285	\$3,573
71	\$3,301	\$3,590
72	\$3,316	\$3,607

<u>Table 2</u>		
Total PWM Gross Wage Requirement for OPW Job Level: <u>Administrative Executive</u>		
Overtime Hours in a Month	1 July 2026 to 30 June 2027	1 July 2027 to 30 June 2028
0 (Baseline)	\$2,760	\$2,940
1	\$2,780	\$2,961
2	\$2,800	\$2,983
3	\$2,820	\$3,004
4	\$2,841	\$3,026
5	\$2,861	\$3,047
6	\$2,881	\$3,069
7	\$2,901	\$3,091
8	\$2,922	\$3,112
9	\$2,942	\$3,134
10	\$2,962	\$3,155
11	\$2,982	\$3,177
12	\$3,003	\$3,199
13	\$3,023	\$3,220
14	\$3,043	\$3,242
15	\$3,064	\$3,263
16	\$3,084	\$3,285
17	\$3,104	\$3,307
18	\$3,124	\$3,328
19	\$3,145	\$3,350
20	\$3,165	\$3,371
21	\$3,185	\$3,393
22	\$3,205	\$3,414
23	\$3,226	\$3,436
24	\$3,246	\$3,458
25	\$3,266	\$3,479
26	\$3,287	\$3,501
27	\$3,307	\$3,522
28	\$3,327	\$3,544
29	\$3,347	\$3,566

30	\$3,368	\$3,587
31	\$3,388	\$3,609
32	\$3,408	\$3,630
33	\$3,428	\$3,652
34	\$3,449	\$3,674
35	\$3,469	\$3,695
36	\$3,489	\$3,717
37	\$3,509	\$3,738
38	\$3,530	\$3,760
39	\$3,550	\$3,782
40	\$3,570	\$3,803
41	\$3,591	\$3,825
42	\$3,611	\$3,846
43	\$3,631	\$3,868
44	\$3,651	\$3,889
45	\$3,672	\$3,911
46	\$3,692	\$3,933
47	\$3,712	\$3,954
48	\$3,732	\$3,976
49	\$3,753	\$3,997
50	\$3,773	\$4,019
51	\$3,793	\$4,041
52	\$3,814	\$4,062
53	\$3,834	\$4,084
54	\$3,854	\$4,105
55	\$3,874	\$4,127
56	\$3,895	\$4,149
57	\$3,915	\$4,170
58	\$3,935	\$4,192
59	\$3,955	\$4,213
60	\$3,976	\$4,235
61	\$3,996	\$4,256
62	\$4,016	\$4,278
63	\$4,037	\$4,300
64	\$4,057	\$4,321
65	\$4,077	\$4,343
66	\$4,097	\$4,364
67	\$4,118	\$4,386
68	\$4,138	\$4,408
69	\$4,158	\$4,429
70	\$4,178	\$4,451
71	\$4,199	\$4,472
72	\$4,219	\$4,494

<u>Table 3</u> Total PWM Gross Wage Requirement for OPW Job Level: Group A Level 1 Driver		
Overtime Hours in a Month	1 July 2026 to 30 June 2027	1 July 2027 to 30 June 2028
0 (Baseline)	\$2,370	\$2,550
1	\$2,387	\$2,568
2	\$2,404	\$2,587
3	\$2,422	\$2,606
4	\$2,439	\$2,624
5	\$2,457	\$2,643
6	\$2,474	\$2,662
7	\$2,491	\$2,681
8	\$2,509	\$2,699
9	\$2,526	\$2,718
10	\$2,544	\$2,737
11	\$2,561	\$2,755
12	\$2,578	\$2,774
13	\$2,596	\$2,793
14	\$2,613	\$2,812
15	\$2,631	\$2,830
16	\$2,648	\$2,849
17	\$2,665	\$2,868
18	\$2,683	\$2,886
19	\$2,700	\$2,905
20	\$2,718	\$2,924
21	\$2,735	\$2,943
22	\$2,752	\$2,961
23	\$2,770	\$2,980
24	\$2,787	\$2,999
25	\$2,805	\$3,018
26	\$2,822	\$3,036
27	\$2,839	\$3,055
28	\$2,857	\$3,074
29	\$2,874	\$3,092
30	\$2,892	\$3,111
31	\$2,909	\$3,130
32	\$2,926	\$3,149
33	\$2,944	\$3,167
34	\$2,961	\$3,186
35	\$2,979	\$3,205

36	\$2,996	\$3,223
37	\$3,013	\$3,242
38	\$3,031	\$3,261
39	\$3,048	\$3,280
40	\$3,066	\$3,298
41	\$3,083	\$3,317
42	\$3,100	\$3,336
43	\$3,118	\$3,354
44	\$3,135	\$3,373
45	\$3,153	\$3,392
46	\$3,170	\$3,411
47	\$3,187	\$3,429
48	\$3,205	\$3,448
49	\$3,222	\$3,467
50	\$3,240	\$3,486
51	\$3,257	\$3,504
52	\$3,274	\$3,523
53	\$3,292	\$3,542
54	\$3,309	\$3,560
55	\$3,327	\$3,579
56	\$3,344	\$3,598
57	\$3,361	\$3,617
58	\$3,379	\$3,635
59	\$3,396	\$3,654
60	\$3,414	\$3,673
61	\$3,431	\$3,691
62	\$3,448	\$3,710
63	\$3,466	\$3,729
64	\$3,483	\$3,748
65	\$3,501	\$3,766
66	\$3,518	\$3,785
67	\$3,535	\$3,804
68	\$3,553	\$3,822
69	\$3,570	\$3,841
70	\$3,588	\$3,860
71	\$3,605	\$3,879
72	\$3,622	\$3,897

Table 4

**Total PWM Gross Wage Requirement for OPW Job Level:
Group A Level 2 Driver**

Overtime Hours in a Month	1 July 2026 to 30 June 2027	1 July 2027 to 30 June 2028
0 (Baseline)	\$2,485	\$2,665
1	\$2,501	\$2,683
2	\$2,518	\$2,701
3	\$2,535	\$2,719
4	\$2,552	\$2,737
5	\$2,569	\$2,755
6	\$2,586	\$2,774
7	\$2,603	\$2,792
8	\$2,620	\$2,810
9	\$2,637	\$2,828
10	\$2,654	\$2,846
11	\$2,671	\$2,864
12	\$2,688	\$2,883
13	\$2,705	\$2,901
14	\$2,722	\$2,919
15	\$2,739	\$2,937
16	\$2,756	\$2,955
17	\$2,772	\$2,973
18	\$2,789	\$2,992
19	\$2,806	\$3,010
20	\$2,823	\$3,028
21	\$2,840	\$3,046
22	\$2,857	\$3,064
23	\$2,874	\$3,082
24	\$2,891	\$3,101
25	\$2,908	\$3,119
26	\$2,925	\$3,137
27	\$2,942	\$3,155
28	\$2,959	\$3,173
29	\$2,976	\$3,191
30	\$2,993	\$3,210
31	\$3,010	\$3,228
32	\$3,027	\$3,246
33	\$3,044	\$3,264
34	\$3,060	\$3,282
35	\$3,077	\$3,300
36	\$3,094	\$3,319
37	\$3,111	\$3,337
38	\$3,128	\$3,355
39	\$3,145	\$3,373
40	\$3,162	\$3,391

41	\$3,179	\$3,409
42	\$3,196	\$3,428
43	\$3,213	\$3,446
44	\$3,230	\$3,464
45	\$3,247	\$3,482
46	\$3,264	\$3,500
47	\$3,281	\$3,518
48	\$3,298	\$3,537
49	\$3,315	\$3,555
50	\$3,332	\$3,573
51	\$3,348	\$3,591
52	\$3,365	\$3,609
53	\$3,382	\$3,628
54	\$3,399	\$3,646
55	\$3,416	\$3,664
56	\$3,433	\$3,682
57	\$3,450	\$3,700
58	\$3,467	\$3,718
59	\$3,484	\$3,737
60	\$3,501	\$3,755
61	\$3,518	\$3,773
62	\$3,535	\$3,791
63	\$3,552	\$3,809
64	\$3,569	\$3,827
65	\$3,586	\$3,846
66	\$3,603	\$3,864
67	\$3,619	\$3,882
68	\$3,636	\$3,900
69	\$3,653	\$3,918
70	\$3,670	\$3,936
71	\$3,687	\$3,955
72	\$3,704	\$3,973

<u>Table 5</u> Total PWM Gross Wage Requirement for OPW Job Level: <u>Group B Level 1 Driver</u>		
Overtime Hours in a Month	1 July 2026 to 30 June 2027	1 July 2027 to 30 June 2028
0 (Baseline)	\$2,505	\$2,690
1	\$2,522	\$2,708
2	\$2,539	\$2,726

3	\$2,556	\$2,745
4	\$2,573	\$2,763
5	\$2,590	\$2,781
6	\$2,607	\$2,800
7	\$2,624	\$2,818
8	\$2,641	\$2,836
9	\$2,658	\$2,855
10	\$2,675	\$2,873
11	\$2,692	\$2,891
12	\$2,709	\$2,910
13	\$2,727	\$2,928
14	\$2,744	\$2,946
15	\$2,761	\$2,965
16	\$2,778	\$2,983
17	\$2,795	\$3,001
18	\$2,812	\$3,020
19	\$2,829	\$3,038
20	\$2,846	\$3,056
21	\$2,863	\$3,075
22	\$2,880	\$3,093
23	\$2,897	\$3,111
24	\$2,914	\$3,130
25	\$2,932	\$3,148
26	\$2,949	\$3,166
27	\$2,966	\$3,185
28	\$2,983	\$3,203
29	\$3,000	\$3,221
30	\$3,017	\$3,240
31	\$3,034	\$3,258
32	\$3,051	\$3,276
33	\$3,068	\$3,295
34	\$3,085	\$3,313
35	\$3,102	\$3,331
36	\$3,119	\$3,350
37	\$3,136	\$3,368
38	\$3,154	\$3,386
39	\$3,171	\$3,405
40	\$3,188	\$3,423
41	\$3,205	\$3,441
42	\$3,222	\$3,460
43	\$3,239	\$3,478
44	\$3,256	\$3,496
45	\$3,273	\$3,515
46	\$3,290	\$3,533

47	\$3,307	\$3,551
48	\$3,324	\$3,570
49	\$3,341	\$3,588
50	\$3,359	\$3,607
51	\$3,376	\$3,625
52	\$3,393	\$3,643
53	\$3,410	\$3,662
54	\$3,427	\$3,680
55	\$3,444	\$3,698
56	\$3,461	\$3,717
57	\$3,478	\$3,735
58	\$3,495	\$3,753
59	\$3,512	\$3,772
60	\$3,529	\$3,790
61	\$3,546	\$3,808
62	\$3,563	\$3,827
63	\$3,581	\$3,845
64	\$3,598	\$3,863
65	\$3,615	\$3,882
66	\$3,632	\$3,900
67	\$3,649	\$3,918
68	\$3,666	\$3,937
69	\$3,683	\$3,955
70	\$3,700	\$3,973
71	\$3,717	\$3,992
72	\$3,734	\$4,010

<u>Table 6</u>		
Total PWM Gross Wage Requirement for OPW Job Level: <u>Group B Level 2 Driver</u>		
Overtime Hours in a Month	1 July 2026 to 30 June 2027	1 July 2027 to 30 June 2028
0 (Baseline)	\$2,555	\$2,790
1	\$2,572	\$2,809
2	\$2,589	\$2,828
3	\$2,607	\$2,847
4	\$2,624	\$2,866
5	\$2,642	\$2,885
6	\$2,659	\$2,904
7	\$2,676	\$2,923
8	\$2,694	\$2,942

9	\$2,711	\$2,961
10	\$2,729	\$2,980
11	\$2,746	\$2,999
12	\$2,764	\$3,018
13	\$2,781	\$3,037
14	\$2,798	\$3,056
15	\$2,816	\$3,075
16	\$2,833	\$3,094
17	\$2,851	\$3,113
18	\$2,868	\$3,132
19	\$2,885	\$3,151
20	\$2,903	\$3,170
21	\$2,920	\$3,189
22	\$2,938	\$3,208
23	\$2,955	\$3,227
24	\$2,973	\$3,246
25	\$2,990	\$3,265
26	\$3,007	\$3,284
27	\$3,025	\$3,303
28	\$3,042	\$3,322
29	\$3,060	\$3,341
30	\$3,077	\$3,360
31	\$3,095	\$3,379
32	\$3,112	\$3,398
33	\$3,129	\$3,417
34	\$3,147	\$3,436
35	\$3,164	\$3,455
36	\$3,182	\$3,474
37	\$3,199	\$3,493
38	\$3,216	\$3,512
39	\$3,234	\$3,531
40	\$3,251	\$3,550
41	\$3,269	\$3,569
42	\$3,286	\$3,588
43	\$3,304	\$3,607
44	\$3,321	\$3,626
45	\$3,338	\$3,645
46	\$3,356	\$3,664
47	\$3,373	\$3,683
48	\$3,391	\$3,702
49	\$3,408	\$3,721
50	\$3,426	\$3,741
51	\$3,443	\$3,760
52	\$3,460	\$3,779

53	\$3,478	\$3,798
54	\$3,495	\$3,817
55	\$3,513	\$3,836
56	\$3,530	\$3,855
57	\$3,547	\$3,874
58	\$3,565	\$3,893
59	\$3,582	\$3,912
60	\$3,600	\$3,931
61	\$3,617	\$3,950
62	\$3,635	\$3,969
63	\$3,652	\$3,988
64	\$3,669	\$4,007
65	\$3,687	\$4,026
66	\$3,704	\$4,045
67	\$3,722	\$4,064
68	\$3,739	\$4,083
69	\$3,756	\$4,102
70	\$3,774	\$4,121
71	\$3,791	\$4,140
72	\$3,809	\$4,159

Training requirements from July 2026

There is no change to the existing OPW training requirements. Employers are required to ensure that all resident OPW employees attain either:

- a. One Workforce Skills Qualifications (WSQ) course, with no restriction on which course can be taken; or
- b. One in-house training programme
 - An in-house training programme refers to a training programme organised by employers themselves and guided by defined training objectives, training modality, key training tasks, and training duration.
 - Where required, employers should be prepared to show supporting documentation on the in-house training programme – (i) defined training objectives, (ii) training modality, (iii) key training tasks, (iv) training duration (e.g., no. of days) – and records of specific workers undergoing the training.
 - On-the-job training can be counted towards in-house training programme requirement, as long as it fulfils the criteria set out above.

Employers are given a grace period to comply with the OPW training requirements:

For new hires, employers are to comply with the OPW training requirement within a grace period of six months from the new hire's date of employment.

Appendix 3: List of Enterprise and Workforce Transformation Programmes

For Employers

Programme	Agency	Information
SkillsFuture Enterprise Credit (SFEC)	SSG	<ul style="list-style-type: none"> SFEC supports Enterprise and Workforce Transformation by providing a one-off \$10,000 credit, which covers up to 90% of out-of-pocket expenses on qualifying costs for funded initiatives. This credit is applied on top of support provided by existing government schemes.
NTUC Company Training Committee (CTC) Grant	NTUC	<ul style="list-style-type: none"> The CTC Grant offers up to 70% of funding support for qualifying projects that facilitates enterprise and workforce transformation, aimed at raising productivity, redesigning jobs and improving work prospects. Companies are committed to deliver improved worker outcomes such as wage increments, skills allowance, and/or Career Development Plan. The Grant is administered by NTUC's e2i.
Support for Job Redesign under Productivity Solutions Grant (PSG-JR)	SNEF; WSG	<ul style="list-style-type: none"> PSG-JR offers funding of up to 50% (for SMEs) and up to 30% (for non-SMEs) for consultancy services aimed at business transformation, capped at \$30,000. This funding is in addition to the SkillsFuture Enterprise Credit (SFEC), which can be used to defray 90% of their out-of-pocket expenses.
SkillsFuture Series	SSG	<ul style="list-style-type: none"> The SkillsFuture Series is a series of curated work-skills related short and modular courses focusing on the four growth pillars - Digital Economy, Green Economy, Care Economy and Industry 4.0. It aims to equip working adults with emerging skills to meet changing job demands in these four growth pillars, enabling them to stay relevant and competitive for the future.
SkillsFuture Queen Bee Networks (SFQBs)	SSG	<ul style="list-style-type: none"> SFQBs are industry leaders that help drive enterprise-led skills development in businesses, particularly SMEs. As SFQBs, they offer tailored skills training and advisory services to guide businesses in identifying and acquiring the skills

Programme	Agency	Information
		<p>needed for workforce development and business transformation.</p> <ul style="list-style-type: none"> There is no cost to join a SFQB network. The prevailing government subsidies and funding will apply when the businesses take up the jobs and skills initiatives mapped out in their skills development plan.
Skills Development Partners (SDPs)	SSG	<ul style="list-style-type: none"> Skills Development Partners (SDPs) are appointed Trade Associations and Chambers (TACs) as well as Professional Bodies (PBs) that help employers and workers stay informed of, equipped with, and able to recognise skills that matter for their sectors and jobs. As SDPs, they aim to identify sector skills needs more responsively, strengthen the linkage of skills development with enterprise transformation and job redesign, and help employers adopt skills-based practices and recognise workers' skills. There are five SDPs including SGTech, Singapore Computer Society, Institute for Human Resource Professionals, The Institution of Engineers Singapore and Singapore Business Federation.
TalentTrack	SSG	<ul style="list-style-type: none"> TalentTrack is a free-to-use digital tool that helps businesses: <ul style="list-style-type: none"> Discover in-demand and emerging skills tailored to the industry and business focus; Receive curated training course recommendations; and Track and benchmark training grant utilisation vis-à-vis others in the industry.
TalentTrack+	SSG; JobTech	<ul style="list-style-type: none"> TalentTrack+ is a suite of commercial HRTech tools curated by SSG that helps businesses: <ul style="list-style-type: none"> Benchmark their employees' skills readiness against the requirements of their current and future job roles Identify and close identified skills gaps with personalised training recommendations Map out viable career progression pathways based on skills adjacencies Facilitate meaningful career conversations between employees and their supervisors

Programme	Agency	Information
		<ul style="list-style-type: none"> TalentTrack+ is a digital service for businesses to obtain hyper-personalised skills insights on their workforce, helping them to map out career progression pathways at the individual employee level.
Jobs-Skills Integrators (JSIT)	SSG; WSG; EntSG	<ul style="list-style-type: none"> Announced at Budget 2023, SSG, WSG and EnterpriseSG will pilot the Job-Skills Integrator (JSIT) initiative in the Precision Engineering, Retail and Wholesale Trade sectors respectively. JSITs are intermediaries who will work with industry, training and employment facilitation partners to optimise training provision and job matching services for companies and individuals. They will help to aggregate manpower and skills demand, activate supply of training, and help match skilled workers to jobs.

For Employers and Employees

Programme	Agency	Information
Career Conversion Programme (CCP)	WSG	<ul style="list-style-type: none"> CCPs offer mid-career Singaporeans and Permanent Residents industry-recognized training with up to 90% salary support. CCPs help jobseekers or existing employees reskill for new roles across approximately 30 sectors. There are three modes of CCPs: <ul style="list-style-type: none"> Place-and-Train: companies hire jobseekers and put the individuals through on-the-job training (OJT) or industry-recognised training to take on a new growth job role. Attach-and-Train: companies act as host employers to provide jobseekers with training and work attachments, in growth job roles where there are good prospects for placement. Job Redesign (JR) Reskilling: companies send an existing employee for reskilling, to take on growth job roles aligned to Industry

Programme	Agency	Information
		Transformation Maps/Jobs Transformation Maps.
Overseas Markets Immersion Programme (OMIP)	WSG	<ul style="list-style-type: none"> • OMIP supports companies sending new hires or employees with little to no overseas experience to international markets for reskilling into global/regional roles with good prospects. • Offers up to 70% salary support and an overseas allowance • OMIP is offered in two modalities: <ul style="list-style-type: none"> ○ Place-and-Train: 9-month programme for new hires. ○ Job Resign Reskilling (JRR): 9-month programme for existing employees to be reskilled into international roles.
Mid-Career Pathways Programme (MCP)	WSG	<ul style="list-style-type: none"> • This is a full-time attachment programme lasting up to six months for mature mid-career individuals aged 40 and above who are looking for a switch in careers. Suitable applicants will be attached to a host organisation where they can gain meaningful industry-relevant skills and experience, with a possibility of conversion if performance is determined by host organisations to be satisfactory. • Offers a training allowance of up to \$3,800 per month for the duration of attachment or programme, which is co-funded by the government (70% of the training allowance) and the host organisations.

For Employees

Programme	Agency	Information
GRgraduate Industry Traineeships (GRIT)	WSG	<ul style="list-style-type: none"> • The GRgraduate Industry Traineeships (GRIT) and GRIT@Gov are temporary programmes to support fresh graduates in gaining industry-relevant experience and skills, to facilitate their transition into full-time employment. • GRIT will initially offer up to 800 structured traineeships of up to six months across various sectors, for fresh graduates from Universities,

Programme	Agency	Information
		Polytechnics, the Institute of Technical Education (ITE) and other Educational Institutions (e.g. private universities and overseas institutions).
SkillsFuture Level-Up Program (SFLP)	SSG	<ul style="list-style-type: none"> • The SkillsFuture Level-Up Programme provides greater support for mid-career Singaporeans aged 40 years and above to pursue a substantive skills reboot and stay relevant in a changing economy through the SkillsFuture Credit (Mid-Career) top-up of \$4,000, which does not expire and can further offset nett course fees for selected courses that have better employability outcomes. • Singapore Citizens aged 40 and above who enrol in an eligible full-time, long-form programme can apply for the SkillsFuture Mid-Career Training Allowance. Individuals with income in the latest-available 12 months will qualify for the full-time training allowance computed at 50% of one's average income over the latest-available 12 months, with a minimum allowance of \$300 and maximum allowance of \$3,000. • The SkillsFuture Mid-Career Training Allowance will be extended to selected part-time training from early 2026. Singapore Citizens aged 40 and above who wish to continue working while pursuing substantive part-time training will receive a flat rate of \$300 per month to defray incidental training expenses. • Singapore Citizens aged 40 and above will be eligible for a maximum of 24 months of the SkillsFuture Mid-Career Training Allowance regardless of whether the training is part-time or full-time.
SkillsFuture Career Transition Programme (SCTP)	SSG	<ul style="list-style-type: none"> • SCTP is train-and-place programme where training providers provide career advisory and assistance as part of the SCTP training to help trainees in their job search. • SCTP targets mid-career individuals, specifically unemployed jobseekers and those in employment but looking for a career switch. The SCTP is

Programme	Agency	Information
		available in both full-time and part-time formats and can range from 3 to 12 months.
Career and Skills Passport (CSP)	SSG	<ul style="list-style-type: none"> • CSP is a personal digital career and training repository that supports professional and development growth by consolidating records of an individual's skills, employment history, academic qualifications, and professional certifications from Government-verified sources. • The CSP digital tool empowers individuals to track their skills and work experiences, access and download their past certificates, and curate and share their professional profiles with online job portals and potential employers. This enhances skills awareness, improves professional visibility, and strengthens career mobility whilst encouraging individuals to take ownership of their career and skills development and maintain workplace relevance.
NTUC Youth Experience Career Empowerment and Leadership (NTUC Youth EXCEL)	NTUC	<ul style="list-style-type: none"> • NTUC Youth EXCEL programme is a 2-day workshop to support youths in their job search while nurturing their workplace leadership skills. It is open to youths from the age of 18 and is free-of-charge. • NTUC Youth EXCEL is an interactive, experiential workshop that blends guided reflection, practical hands-on exercises, and peer collaboration. • By the end of the workshop, youths will: <ul style="list-style-type: none"> ○ Discover their career strengths, interest and leadership style ○ Build a stronger personal brand, both digitally and in-person ○ Demonstrate improved communication, teamwork, and problem-solving skills
Union Training Assistance Programme (UTAP)	NTUC	<ul style="list-style-type: none"> • UTAP is a training benefit for NTUC members/ NTUC Starter members to defray their cost of training. This benefit is to encourage more members to go for self-initiated skills upgrading and re-skilling. The NTUC Starter Membership gives youth aged 18 to 25 a head start in the workforce and UTAP supports their training needs as they are yet to be eligible for SkillsFuture Credit.

Programme	Agency	Information
		<ul style="list-style-type: none"> NTUC members enjoy 50% unfunded* course fee support for up to \$250 each year when you sign up for courses supported under UTAP. NTUC members aged 40 and above enjoy a higher cap of up to \$500 per year, while NTUC Starter members can enjoy 50% unfunded course fee support for up to \$200 per year. <p>* Unfunded course fee refers to the balance course fee payable after applicable government subsidy.</p>