

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

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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

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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

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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

Table 3		
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

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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**

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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

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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

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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

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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

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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