

## Additional Retail PWM Gross Wage Requirements for Overtime Hours

Extracted from Annex D of Tripartite Cluster for Retail Report (11 August 2025)

Gross Wage Requirements from 1 September 2025 to 31 August 2026			
Overtime Hours In A Month	Retail Assistant / Cashier	Senior Retail Assistant / Senior Cashier	Assistant Retail Supervisor
<b>0</b> (Baseline Gross Wage)	<b>\$2,305</b>	<b>\$2,535</b>	<b>\$2,790</b>
1	\$2,321	\$2,552	\$2,809
2	\$2,336	\$2,570	\$2,828
3	\$2,352	\$2,587	\$2,847
4	\$2,368	\$2,604	\$2,866
5	\$2,384	\$2,621	\$2,885
6	\$2,399	\$2,639	\$2,904
7	\$2,415	\$2,656	\$2,923
8	\$2,431	\$2,673	\$2,942
9	\$2,446	\$2,691	\$2,961
10	\$2,462	\$2,708	\$2,980
11	\$2,478	\$2,725	\$2,999
12	\$2,494	\$2,742	\$3,018
13	\$2,509	\$2,760	\$3,037
14	\$2,525	\$2,777	\$3,056
15	\$2,541	\$2,794	\$3,075
16	\$2,556	\$2,812	\$3,094
17	\$2,572	\$2,829	\$3,113
18	\$2,588	\$2,846	\$3,132
19	\$2,604	\$2,863	\$3,151
20	\$2,619	\$2,881	\$3,170
21	\$2,635	\$2,898	\$3,189
22	\$2,651	\$2,915	\$3,209
23	\$2,666	\$2,933	\$3,228
24	\$2,682	\$2,950	\$3,247
25	\$2,698	\$2,967	\$3,266
26	\$2,714	\$2,984	\$3,285
27	\$2,729	\$3,002	\$3,304
28	\$2,745	\$3,019	\$3,323
29	\$2,761	\$3,036	\$3,342
30	\$2,776	\$3,054	\$3,361
31	\$2,792	\$3,071	\$3,380
32	\$2,808	\$3,088	\$3,399
33	\$2,824	\$3,105	\$3,418
34	\$2,839	\$3,123	\$3,437
35	\$2,855	\$3,140	\$3,456
36	\$2,871	\$3,157	\$3,475
37	\$2,886	\$3,175	\$3,494
38	\$2,902	\$3,192	\$3,513
39	\$2,918	\$3,209	\$3,532
40	\$2,934	\$3,226	\$3,551
41	\$2,949	\$3,244	\$3,570
42	\$2,965	\$3,261	\$3,589
43	\$2,981	\$3,278	\$3,608
44	\$2,997	\$3,296	\$3,627

Gross Wage Requirements from 1 September 2025 to 31 August 2026			
Overtime Hours In A Month	Retail Assistant / Cashier	Senior Retail Assistant / Senior Cashier	Assistant Retail Supervisor
45	\$3,012	\$3,313	\$3,646
46	\$3,028	\$3,330	\$3,665
47	\$3,044	\$3,347	\$3,684
48	\$3,059	\$3,365	\$3,703
49	\$3,075	\$3,382	\$3,722
50	\$3,091	\$3,399	\$3,741
51	\$3,107	\$3,416	\$3,760
52	\$3,122	\$3,434	\$3,779
53	\$3,138	\$3,451	\$3,798
54	\$3,154	\$3,468	\$3,817
55	\$3,169	\$3,486	\$3,836
56	\$3,185	\$3,503	\$3,855
57	\$3,201	\$3,520	\$3,874
58	\$3,217	\$3,537	\$3,893
59	\$3,232	\$3,555	\$3,912
60	\$3,248	\$3,572	\$3,931
61	\$3,264	\$3,589	\$3,950
62	\$3,279	\$3,607	\$3,969
63	\$3,295	\$3,624	\$3,988
64	\$3,311	\$3,641	\$4,007
65	\$3,327	\$3,658	\$4,026
66	\$3,342	\$3,676	\$4,046
67	\$3,358	\$3,693	\$4,065
68	\$3,374	\$3,710	\$4,084
69	\$3,389	\$3,728	\$4,103
70	\$3,405	\$3,745	\$4,122
71	\$3,421	\$3,762	\$4,141
72	\$3,437	\$3,779	\$4,160

Gross Wage Requirements from 1 September 2026 to 31 August 2027			
Overtime Hours In A Month	Retail Assistant / Cashier	Senior Retail Assistant / Senior Cashier	Assistant Retail Supervisor
<b>0</b> (Baseline Gross Wage)	<b>\$2,435</b>	<b>\$2,680</b>	<b>\$2,950</b>
1	\$2,452	\$2,698	\$2,970
2	\$2,468	\$2,717	\$2,990
3	\$2,485	\$2,735	\$3,010
4	\$2,501	\$2,753	\$3,030
5	\$2,518	\$2,771	\$3,051
6	\$2,535	\$2,790	\$3,071
7	\$2,551	\$2,808	\$3,091
8	\$2,568	\$2,826	\$3,111
9	\$2,584	\$2,844	\$3,131
10	\$2,601	\$2,863	\$3,151
11	\$2,618	\$2,881	\$3,171
12	\$2,634	\$2,899	\$3,191
13	\$2,651	\$2,918	\$3,211
14	\$2,667	\$2,936	\$3,232
15	\$2,684	\$2,954	\$3,252

Gross Wage Requirements from 1 September 2026 to 31 August 2027			
Overtime Hours In A Month	Retail Assistant / Cashier	Senior Retail Assistant / Senior Cashier	Assistant Retail Supervisor
16	\$2,701	\$2,972	\$3,272
17	\$2,717	\$2,991	\$3,292
18	\$2,734	\$3,009	\$3,312
19	\$2,750	\$3,027	\$3,332
20	\$2,767	\$3,045	\$3,352
21	\$2,784	\$3,064	\$3,372
22	\$2,800	\$3,082	\$3,393
23	\$2,817	\$3,100	\$3,413
24	\$2,833	\$3,119	\$3,433
25	\$2,850	\$3,137	\$3,453
26	\$2,867	\$3,155	\$3,473
27	\$2,883	\$3,173	\$3,493
28	\$2,900	\$3,192	\$3,513
29	\$2,916	\$3,210	\$3,533
30	\$2,933	\$3,228	\$3,553
31	\$2,950	\$3,246	\$3,574
32	\$2,966	\$3,265	\$3,594
33	\$2,983	\$3,283	\$3,614
34	\$2,999	\$3,301	\$3,634
35	\$3,016	\$3,320	\$3,654
36	\$3,033	\$3,338	\$3,674
37	\$3,049	\$3,356	\$3,694
38	\$3,066	\$3,374	\$3,714
39	\$3,082	\$3,393	\$3,734
40	\$3,099	\$3,411	\$3,755
41	\$3,116	\$3,429	\$3,775
42	\$3,132	\$3,447	\$3,795
43	\$3,149	\$3,466	\$3,815
44	\$3,166	\$3,484	\$3,835
45	\$3,182	\$3,502	\$3,855
46	\$3,199	\$3,521	\$3,875
47	\$3,215	\$3,539	\$3,895
48	\$3,232	\$3,557	\$3,915
49	\$3,249	\$3,575	\$3,936
50	\$3,265	\$3,594	\$3,956
51	\$3,282	\$3,612	\$3,976
52	\$3,298	\$3,630	\$3,996
53	\$3,315	\$3,648	\$4,016
54	\$3,332	\$3,667	\$4,036
55	\$3,348	\$3,685	\$4,056
56	\$3,365	\$3,703	\$4,076
57	\$3,381	\$3,722	\$4,096
58	\$3,398	\$3,740	\$4,117
59	\$3,415	\$3,758	\$4,137
60	\$3,431	\$3,776	\$4,157
61	\$3,448	\$3,795	\$4,177
62	\$3,464	\$3,813	\$4,197
63	\$3,481	\$3,831	\$4,217
64	\$3,498	\$3,849	\$4,237
65	\$3,514	\$3,868	\$4,257

Gross Wage Requirements from 1 September 2026 to 31 August 2027			
Overtime Hours In A Month	Retail Assistant / Cashier	Senior Retail Assistant / Senior Cashier	Assistant Retail Supervisor
66	\$3,531	\$3,886	\$4,278
67	\$3,547	\$3,904	\$4,298
68	\$3,564	\$3,923	\$4,318
69	\$3,581	\$3,941	\$4,338
70	\$3,597	\$3,959	\$4,358
71	\$3,614	\$3,977	\$4,378
72	\$3,630	\$3,996	\$4,398

Gross Wage Requirements from 1 September 2027 to 31 August 2028 (subject to review)			
Overtime Hours In A Month	Retail Assistant / Cashier	Senior Retail Assistant / Senior Cashier	Assistant Retail Supervisor
<b>0</b> (Baseline Gross Wage)	<b>\$2,565</b>	<b>\$2,820</b>	<b>\$3,100</b>
1	\$2,582	\$2,839	\$3,121
2	\$2,600	\$2,858	\$3,142
3	\$2,617	\$2,878	\$3,163
4	\$2,635	\$2,897	\$3,185
5	\$2,652	\$2,916	\$3,206
6	\$2,670	\$2,935	\$3,227
7	\$2,687	\$2,955	\$3,248
8	\$2,705	\$2,974	\$3,269
9	\$2,722	\$2,993	\$3,290
10	\$2,740	\$3,012	\$3,311
11	\$2,757	\$3,032	\$3,333
12	\$2,775	\$3,051	\$3,354
13	\$2,792	\$3,070	\$3,375
14	\$2,810	\$3,089	\$3,396
15	\$2,827	\$3,108	\$3,417
16	\$2,845	\$3,128	\$3,438
17	\$2,862	\$3,147	\$3,459
18	\$2,880	\$3,166	\$3,480
19	\$2,897	\$3,185	\$3,502
20	\$2,915	\$3,205	\$3,523
21	\$2,932	\$3,224	\$3,544
22	\$2,950	\$3,243	\$3,565
23	\$2,967	\$3,262	\$3,586
24	\$2,985	\$3,281	\$3,607
25	\$3,002	\$3,301	\$3,628
26	\$3,020	\$3,320	\$3,650
27	\$3,037	\$3,339	\$3,671
28	\$3,055	\$3,358	\$3,692
29	\$3,072	\$3,378	\$3,713
30	\$3,090	\$3,397	\$3,734
31	\$3,107	\$3,416	\$3,755
32	\$3,125	\$3,435	\$3,776
33	\$3,142	\$3,455	\$3,798
34	\$3,160	\$3,474	\$3,819
35	\$3,177	\$3,493	\$3,840

Gross Wage Requirements from 1 September 2027 to 31 August 2028 (subject to review)			
Overtime Hours In A Month	Retail Assistant / Cashier	Senior Retail Assistant / Senior Cashier	Assistant Retail Supervisor
36	\$3,195	\$3,512	\$3,861
37	\$3,212	\$3,531	\$3,882
38	\$3,230	\$3,551	\$3,903
39	\$3,247	\$3,570	\$3,924
40	\$3,265	\$3,589	\$3,945
41	\$3,282	\$3,608	\$3,967
42	\$3,300	\$3,628	\$3,988
43	\$3,317	\$3,647	\$4,009
44	\$3,335	\$3,666	\$4,030
45	\$3,352	\$3,685	\$4,051
46	\$3,369	\$3,704	\$4,072
47	\$3,387	\$3,724	\$4,093
48	\$3,404	\$3,743	\$4,115
49	\$3,422	\$3,762	\$4,136
50	\$3,439	\$3,781	\$4,157
51	\$3,457	\$3,801	\$4,178
52	\$3,474	\$3,820	\$4,199
53	\$3,492	\$3,839	\$4,220
54	\$3,509	\$3,858	\$4,241
55	\$3,527	\$3,878	\$4,263
56	\$3,544	\$3,897	\$4,284
57	\$3,562	\$3,916	\$4,305
58	\$3,579	\$3,935	\$4,326
59	\$3,597	\$3,954	\$4,347
60	\$3,614	\$3,974	\$4,368
61	\$3,632	\$3,993	\$4,389
62	\$3,649	\$4,012	\$4,410
63	\$3,667	\$4,031	\$4,432
64	\$3,684	\$4,051	\$4,453
65	\$3,702	\$4,070	\$4,474
66	\$3,719	\$4,089	\$4,495
67	\$3,737	\$4,108	\$4,516
68	\$3,754	\$4,127	\$4,537
69	\$3,772	\$4,147	\$4,558
70	\$3,789	\$4,166	\$4,580
71	\$3,807	\$4,185	\$4,601
72	\$3,824	\$4,204	\$4,622

For the purposes of the PWM additional gross wage requirements, overtime hours worked in a month will be rounded down to the nearest whole number.

**Illustrative example:**

In September 2025, the PWM Baseline Gross Wage (i.e. exclude OT) for a full-time Retail Assistant is \$2305 which can be made up of Monthly Basic Wage + Variable Payments (e.g. allowances and commissions).

**No Overtime in a Given Month**

If say the Monthly Basic Wage is \$1900, the variable payments (e.g. allowances) would have to be at least \$405 to meet the PWM Baseline Gross Wage of \$2305.

**With Overtime**

If a retail worker puts in overtime, the OT rate of pay in this example would be at least \$14.95 per hour ( $\$1900 \text{ basic wage} \times 12 \text{ months} / [52 \text{ weeks} \times 44 \text{ hours}]$  multiplied by 1.5), as OT pay is based on at least 1.5 times of Basic Rate of Pay.

If say the total OT hours in a particular month is 10 hours, then the OT payment would be \$149.50, making a total of \$2049.50 of basic wage and OT payment, which is insufficient to meet the required gross wage threshold for 10 hours of OT as the gross wage threshold for 10 OT hour is \$2462 in this example. This means other variable payments such as allowances are needed to make up for the difference in order to comply with the corresponding PWM Gross Wage Requirements.