

Dear Employer,

Do you know how to uplift your employees' wages through the Progressive Wage Model (PWM)?

What is PWM?



PWM raises wages of your employees by setting wage levels based on their skills and productivity. When you send your employees for training to upgrade their skills, your business can benefit from cost-savings due to improved productivity.

Who is covered?

PWM covers Singapore citizens and permanent residents who are employed under a contract of service (both full-time and part-time) in the following:

Sectors



Occupations



What are the PWM wage requirements?

Monthly Basic Wage for following sectors:



Basic wage includes:

- Salary for work done
- Wage adjustments
- Increments that an employee is entitled to under a contract of service

* Overtime payment: at 1.5x the basic rate of pay

Monthly Gross Wage for following sectors/occupations:



Gross wage includes:

- Basic Wage
- Allowances (e.g. travel, food, housing)
- Commissions

* Overtime payment: either at 1.5x the basic rate of pay or the additional PWM gross wage requirements for overtime, whichever is higher

*For employees covered under Part 4 of the Employment Act

You can find details of the prescribed wage levels for your respective sectors/occupations at go.gov.sg/pwwr

How do I comply with PWM?

Step 1

- Pay eligible employees at least the required PWM wage level, and all your other local employees at least the Local Qualifying Salary (LQS)
- Train eligible employees according to the stipulated training requirements

Note: Eligible employees should be paid the required applicable PWM wage, even if they have not yet attained the required PWM training requirement.

Step 2

- Update your employees' occupational and employment information in MOM's Occupational Employment Dataset via go.gov.sg/oed-wr

Step 3

- Scan the QR code to complete the MOM's **Occupational Employment Dataset consent form:**



If you hire foreign workers, you **must comply** with the PWM/LQS requirements in order to renew existing work passes or apply for new work passes.

If you are paying at least the PWM wages to your employees, we encourage you to apply for the PW Mark via www.gobusiness.gov.sg. With the PW Mark, you can gain recognition and support from consumers and corporate buyers.

What support is available?

The Progressive Wage Credit Scheme (PWCS) will provide employers with transitional support by co-funding wage increases for eligible lower-wage workers up to 2026. Co-funding will be automatically calculated and disbursed.

To qualify, resident employees should receive a minimum qualifying gross monthly wage increase of at least \$100.

You can find details on PWCS at go.gov.sg/pwcs



For more information on the respective PWMs and wages, please scan the QR code:

