

Progressive Wage Model (PWM) for the Food Services Sector

Developed by tripartite committees consisting of unions, employers and the government, the PWM helps to uplift lower-wage workers' wages.

Who is covered?

All full-time and part-time Singapore Citizens and Permanent Residents on a contract of service, regardless of age or status (e.g., on probation).



What are the PWM wage requirements?

Pay your employees **gross wages**, which include:



Basic Wage



Allowances
(e.g. travel, food, housing)



Commissions

- The applicable PWM wage will be determined based on your establishment type and your employee's job function.
- The Food Services PWM will cover job roles in two categories of establishments.

Category A

(**Quick-Service (QS)** food establishments such as those operating food courts and coffeeshops, fast-food outlets, food kiosks, and eating houses where customers self-collect food or drink orders from food service counters, supermarkets with ready-to-eat food stations).

Job Level	*Monthly gross wage requirements			**Hourly gross wage requirements		
	From 1 March 2023	From 1 March 2024	From 1 March 2025	From 1 March 2023	From 1 March 2024	From 1 March 2025
Senior Cook	Left to market forces					
▲ Cook (QS)	≥ \$2,000	≥ \$2,165	≥ \$2,330	≥ \$10.49	≥ \$11.35	≥ \$12.22
▲ Kitchen assistant (QS) / Food service counter attendant	≥ \$1,825	≥ \$1,990	≥ \$2,155	≥ \$9.57	≥ \$10.44	≥ \$11.30
▲ Food / drink stall assistant	≥ \$1,750	≥ \$1,915	≥ \$2,080	≥ \$9.18	≥ \$10.04	≥ \$10.95

Category B

(Full-Service (FS)) food establishments (which are establishments that have wait staff such as waiters or banquet servers and are not under Category A), Food caterers and Central kitchens).

Job Level	*Monthly gross wage requirements			**Hourly gross wage requirements		
	From 1 March 2023	From 1 March 2024	From 1 March 2025	From 1 March 2023	From 1 March 2024	From 1 March 2025
Senior Cook	Left to market forces					
Cook (FS)	≥ \$2,050	≥ \$2,215	≥ \$2,380	≥ \$10.75	≥ \$11.62	≥ \$12.48
Kitchen assistant (FS)	≥ \$1,850	≥ \$2,015	≥ \$2,180	≥ \$9.70	≥ \$10.57	≥ \$11.43
Manager	Left to market forces					
Waiter Supervisor	≥ \$2,400	≥ \$2,565	≥ \$2,730	≥ \$12.59	≥ \$13.45	≥ \$14.32
Waiter	≥ \$1,850	≥ \$2,015	≥ \$2,180	≥ \$9.70	≥ \$10.57	≥ \$11.43

* For full-time food services employees under Category A / B (35–44 hours per week excluding overtime payments)

**For part-time food services employees under Category A / B, wage requirements are prorated on a 44-hour basis

- If you hire foreign workers, you must pay all local employees not covered by the PWM at least the Local Qualifying Salary.

Did you know?

If your employee performs work across different establishment types (i.e., Category A or B), and spends majority (i.e., more than 50%) of his/her working time in a Category B establishment, he/she should be classified under Category B and be paid the applicable PWM wage.

- If you are paying at least the PWM wages to your employees, we encourage you to apply for the **Progressive Wage (PW) Mark** via gobusiness.gov.sg. With the PW Mark, you can gain recognition and support from consumers and corporate buyers.
- The Government will provide employers with transitional support by co-funding wage increases for eligible lower-wage workers. For more information on the **Progressive Wage Credit Scheme**, please visit go.gov.sg/pwcs.



For more information on the coverage, wage, and training requirements for Food Services PWM, please scan the QR code:

