

Higher Baseline Wages for Drivers from July 2025



Scan for more information on OPW
or visit <https://go.gov.sg/pwmopw>



In line with recommendations by the Tripartite Workgroup on Lower-Wage Workers, the National Wages Council (NWC) has set out the wage schedule of Occupational Progressive Wages (OPW) for Drivers which was implemented from 1 March 2023.

OPW Baseline Gross Wage Requirements (exclude overtime pay)

OPW Job Role

Specialised Driver

≥ \$2,085

≥ \$2,320

General Driver

≥ \$1,970

≥ \$2,190

July 2024

July 2025

Note:

- OPW is applicable to Singapore Citizens and Permanent Residents.
- Employers who hire foreign workers must pay their Drivers OPW wages.
- Part-time resident workers are to be paid pro-rated OPW wages.
- OPW Baseline Gross Wages include allowances and productivity incentives, but exclude overtime pay.
- Employers should classify and pay their workers the applicable OPW for the job role that best fits the worker's job scope, regardless of the job title of the worker. Employers may refer to MOM's website for the detailed job descriptions of roles covered under OPW.
- Employers must adhere to additional gross wage requirements when workers work overtime. This is applicable to workers covered under Part 4 of the Employment Act.

PROGRESSIVE WAGE (PW) PORTAL

All resident employees can login to the PW Portal to check whether their employers are paying them the correct salary, based on the PWM and Local Qualifying Salary (LQS) requirements.



Visit
go.gov.sg/pw-portal



Log in with
Singpass



View the job level and salary
that employer had declared

If your salary or your job level is incorrect, please check with your company.

If you need help, contact MOM at:

☎ 6320 7722 (Monday - Friday, 8:30am to 5:30pm)

✉ MOM_OED@mom.gov.sg

Higher Baseline Wages for Lift & Escalator (L&E) Maintenance Workforce from July 2025



Scan for
more information
on PWM
or visit www.ntuc.org.sg/pwm



Developed by the *Tripartite Cluster for Lift & Escalator Industry* comprising representatives from industry associations, employers, service buyers, unions, and government agencies, the PWM provides a clear progression pathway, enabling our workers to earn Better Wages with Better Work Prospects as they become Better Skilled and More Productive.

The L&E PWM covers resident L&E maintenance workers employed in firms that are registered with the Building and Construction Authority.

PWM Baseline Wage with effect from 1 July of each year

PWM Job Role

Master Specialist

Senior Supervisor

Principal Specialist

Supervisor

Senior Specialist

Specialist

Assistant Specialist

| Wages left to market forces | |
|-----------------------------|-----------|
| ≥ \$3,460 | ≥ \$3,590 |
| ≥ \$3,230 | ≥ \$3,445 |
| ≥ \$3,010 | ≥ \$3,215 |
| ≥ \$2,670 | ≥ \$2,880 |
| ≥ \$2,300 | ≥ \$2,525 |
| 2024 | 2025 |

Note:

- PWM is applicable to Singapore Citizens and Permanent Residents.
- Part-time resident workers are to be paid pro-rated PWM wages.
- PWM baseline wage refers to monthly basic wage.

PWM BONUS

Employers must pay all PWM workers a PWM Bonus. The total PWM Bonus quantum must be **at least one month** of the worker's prevailing monthly basic wage.

The PWM Bonus must be made at least once a year, but not more than twice a year. It should not be tied to the worker's performance.

The Bonus can include the Annual Wage Supplement, and performance, retention and festive bonuses. The PWM Bonus must be reflected in the salary slips and is subject to CPF contributions by both employer and employee.

Other terms and conditions apply.

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Higher Baseline Wages for Administrators from July 2025



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In line with recommendations by the Tripartite Workgroup on Lower-Wage Workers, the National Wages Council (NWC) has set out the wage schedule of Occupational Progressive Wages (OPW) for Administrators which was implemented from 1 March 2023.

OPW Baseline Gross Wage Requirements (exclude overtime pay)

OPW Job Role

Administrative Supervisor

≥ \$2,980

≥ \$3,160

Administrative Executive

≥ \$2,390

≥ \$2,580

Administrative Assistant

≥ \$1,800

≥ \$1,980

July 2024

July 2025

Note:

- OPW is applicable to Singapore Citizens and Permanent Residents.
- Employers who hire foreign workers must pay their Administrators OPW wages.
- Part-time resident workers are to be paid pro-rated OPW wages.
- OPW Baseline Gross Wages include allowances and productivity incentives, but exclude overtime pay.
- Employers should classify and pay their workers the applicable OPW for the job role that best fits the worker's job scope, regardless of the job title of the worker. Employers may refer to MOM's website for the detailed job descriptions of roles covered under OPW.
- Employers must adhere to additional gross wage requirements when workers work overtime. This is applicable to workers covered under Part 4 of the Employment Act.

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Higher Baseline Wages for Waste Management Workforce from July 2025



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Developed by the *Tripartite Cluster for Waste Management Industry* comprising representatives from industry associations, employers, service buyers, unions, and government agencies, the PWM provides a clear progression pathway, enabling our workers to earn Better Wages with Better Work Prospects as they become Better Skilled and More Productive.

All public waste collectors, general waste collectors and general waste disposal facilities are required to comply with the PWM wages and training requirements as part of the waste collection and materials recovery sub-sectors licensing conditions.

PWM Baseline Wage with effect from 1 July of each year

PWM Job Role

| Waste Collection Sub-Sector | 2024 Monthly Gross Wage (exclude OT) | 2025 Monthly Gross Wage (exclude OT) | PWM Bonus |
|-------------------------------------|--|---|--------------|
| Senior Driver | ≥ \$3,120 OT Rate of Pay \$22.97 | ≥ \$3,330 ≥ \$3,130 OT Rate of Pay \$24.62 | |
| Hooklift Driver | ≥ \$2,920 OT Rate of Pay \$21.40 | ≥ \$3,130 ≥ \$2,930 OT Rate of Pay \$22.05 | |
| Driver | ≥ \$2,820 OT Rate of Pay \$20.61 | ≥ \$3,030 ≥ \$2,830 OT Rate of Pay \$22.26 | |
| Supervisor | ≥ \$3,070 OT Rate of Pay \$23.37 | ≥ \$3,280 ≥ \$3,180 OT Rate of Pay \$25.02 | |
| Team Lead | ≥ \$2,820 OT Rate of Pay \$21.40 | ≥ \$3,030 ≥ \$2,930 OT Rate of Pay \$22.05 | |
| Senior Crew | ≥ \$2,620 OT Rate of Pay \$19.83 | ≥ \$2,830 ≥ \$2,730 OT Rate of Pay \$21.48 | |
| Crew | ≥ \$2,420 OT Rate of Pay \$18.25 | ≥ \$2,630 ≥ \$2,530 OT Rate of Pay \$19.30 | |
| | 2024 | 2025 | |
| Materials Recovery Sub-Sector | 2024 Monthly Gross Wage (exclude OT) | 2025 Monthly Gross Wage (exclude OT) | PWM Bonus |
| Plant Supervisor | ≥ \$2,920 OT Rate of Pay \$22.19 | ≥ \$3,130 ≥ \$3,030 OT Rate of Pay \$23.84 | |
| Team Lead | ≥ \$2,720 OT Rate of Pay \$20.61 | ≥ \$2,930 ≥ \$2,830 OT Rate of Pay \$22.26 | |
| Senior Sorter / Machine Operator | ≥ \$2,520 OT Rate of Pay \$19.04 | ≥ \$2,730 ≥ \$2,630 OT Rate of Pay \$20.69 | |
| Sorter | ≥ \$2,320 OT Rate of Pay \$17.47 | ≥ \$2,530 ≥ \$2,430 OT Rate of Pay \$19.12 | |
| | 2024 | 2025 | |

Note:

- PWM is applicable to Singapore Citizens and Permanent Residents.
- Part-time resident workers are to be paid pro-rated PWM wages.
- PWM Baseline Wages for the Waste Management industry are stipulated in gross terms for regular contractual working hours (i.e. excludes overtime pay).
- Total Monthly Gross Wage refers to the sum of the Monthly Basic Wage, overtime payments, commissions, allowances, and other cash payments, and is before deduction of employee CPF. It excludes bonuses (e.g. AWS), stock options, other lump sum payments and payments-in-kind as well as employer CPF contributions.
- The OT Rate of Pay must be at least the amount in the table above, **and** at least 1.5 times the basic rate of pay (as per requirements under Part 4 of the Employment Act).

PWM BONUS

Employers must pay all PWM workers a PWM Bonus. The total Bonus amount must be at least the amount in the above table, **and** at least one month of the last drawn monthly basic wage.

The PWM Bonus must be made at least once a year, but not more than twice a year. It should not be tied to the worker's performance.

The Bonus can include the Annual Wage Supplement, and performance, retention and festive bonuses. The PWM Bonus must be reflected in the salary slips and is subject to CPF contributions by both employer and employee.

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