

Higher Baseline Wages for Waste Management Workforce from July 2026



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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 Progressive Wage Model (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.

Waste Collection Sub-Sector

Applicable to Public Waste Collectors and General Waste Collectors holding NEA Licences A, B & C

PWM JOB ROLE

Below baseline wages refer to monthly basic wage

Captain

Wages left to market forces

Senior Driver

Hooklift Driver

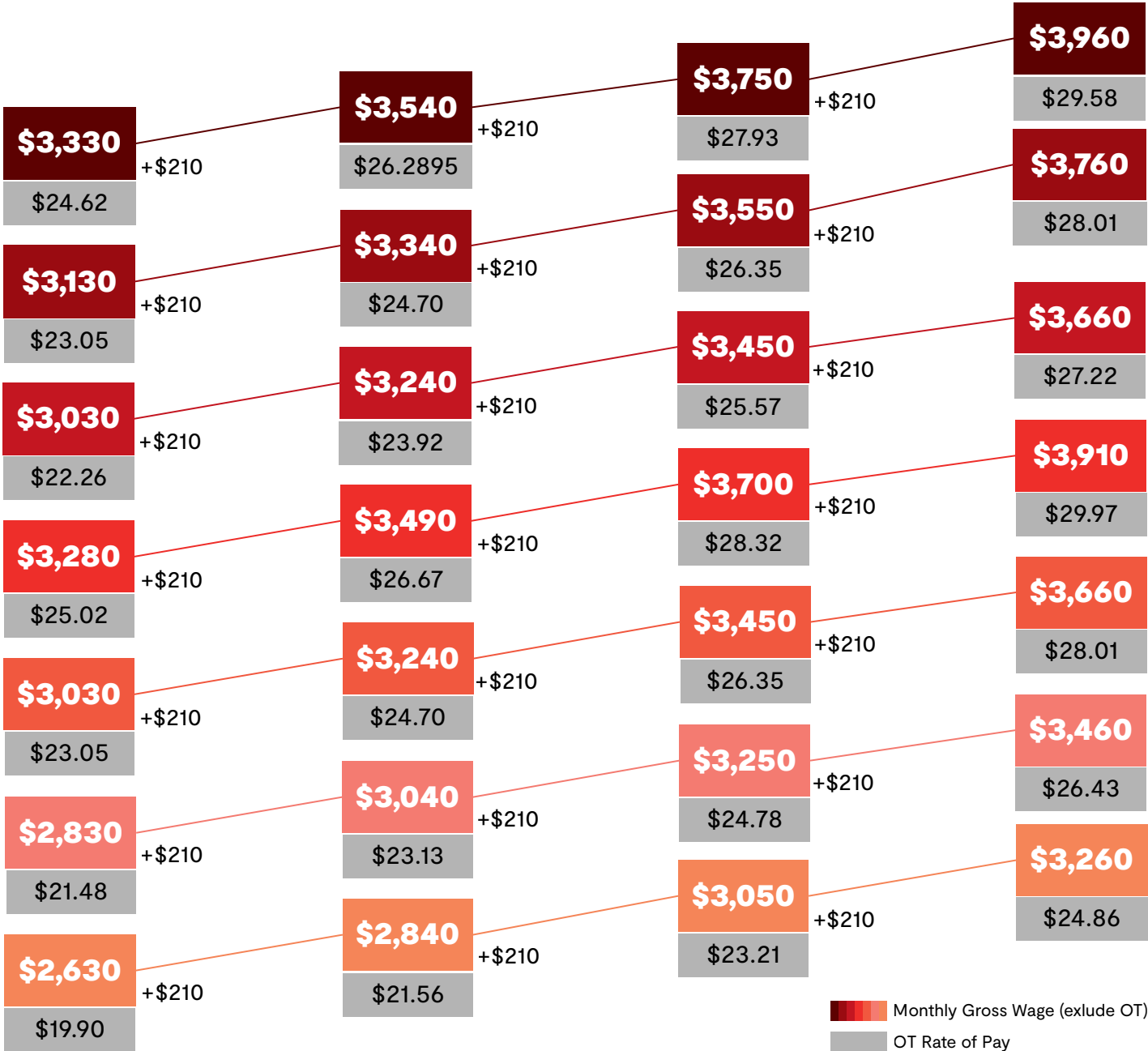
Driver

Supervisor

Team Lead

Senior Crew

Crew



Materials Recovery Sub-Sector

Applicable to General Waste Disposal Facilities Licensees

PWM JOB ROLE

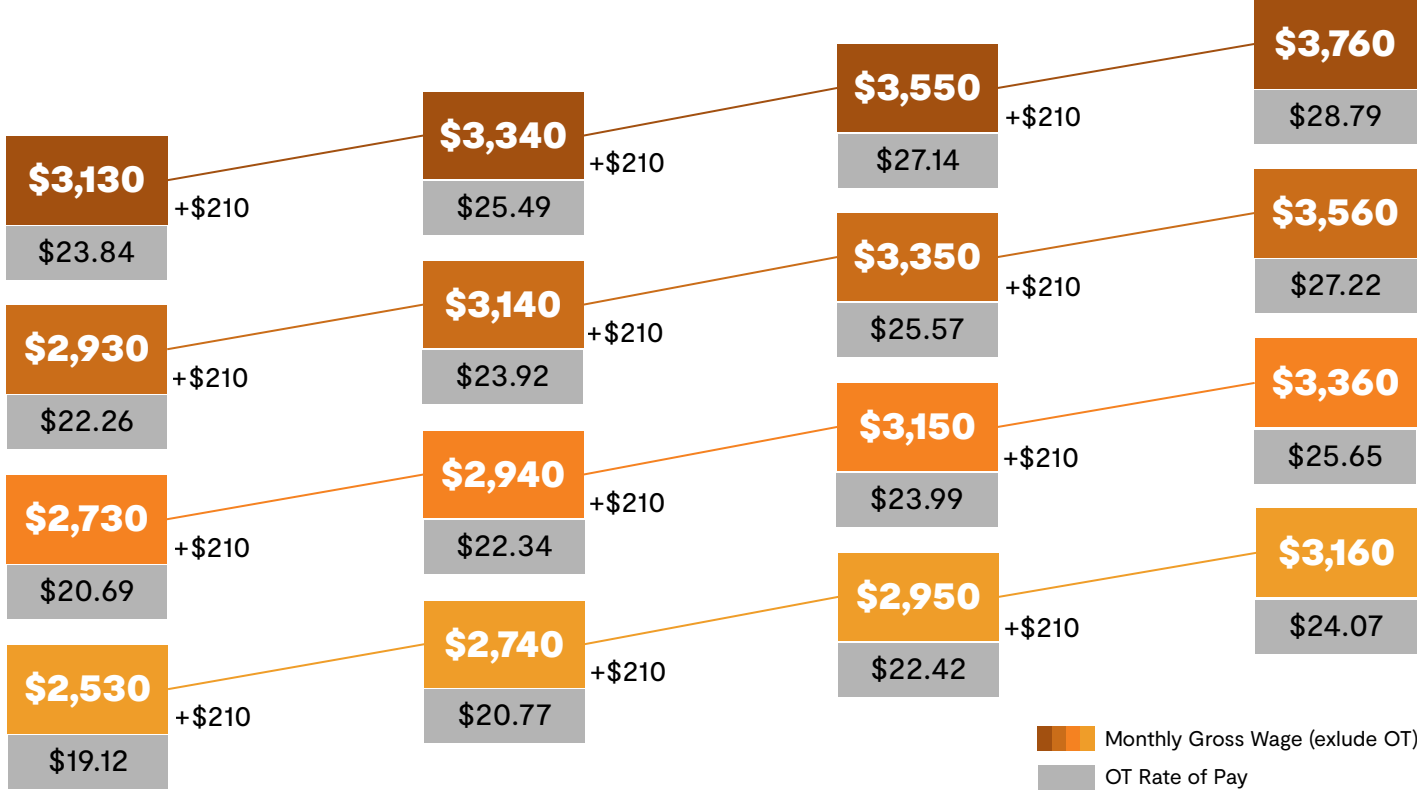
Below baseline wages refer to monthly basic wage

Plant Supervisor

Team Lead

Senior Sorter / Machine Operator

Sorter



- 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 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.

Other terms and conditions apply.

PROGRESSIVE WAGE (PW) PORTAL

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

- Visit [go.gov.sg/pw-portal](http://go.gov.sg/pw-portal)
- Log in with Singpass
- View job level & salary employer declared

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

Need help? Contact MOM at:

- 6320 7722 (Mon-Fri: 8.30am-5.30pm)
- MOM\_OED@mom.gov.sg