



**Highlighted Updates
(Correct as at 19 August 2022)**

- [About 46,000 Retail Workers to benefit from new Retail Progressive Wage Model Recommendations, 15 Aug](#)
- [Queries on Covid-related matters](#)

About 46,000 Retail Workers to benefit from new Retail Progressive Wage Model Recommendations, 15 Aug

- The Government has accepted the Tripartite Cluster for Retail (TCR)'s recommendations on their new Progressive Wage Model (PWM).
- The recommendations sets a three-year schedule of sustained PWM wage increases from 2022 to 2024, outlines a clear career progression pathway for retail workers, and stipulates the training requirements for retail job roles.
- The changes will take effect from 1 September 2022. This includes additional PWM wage requirements for overtime hours worked in a month.
- The recommendations will benefit about 46,000 resident full-time and part-time retail assistants, cashiers, and supervisors, with those at the entry level seeing their monthly wages move up by 18% from \$1,850 in 2022 to \$2,175 in 2024 over the three-year period.
- To give employers time to adjust and comply with the Progressive Wage requirements, MOM will focus on educating employers on the various requirements over a period of six months (from September 2022 to February 2023). Employers who do not comply with the requirements during this transitional period will not have their work pass privileges suspended.
- These moves will complement the Food Services and Retail Business Revitalisation Package and Retail Industry Transformation Map in developing a future-ready Retail sector that can adapt to shifting trends, technological advancements, and the rapidly changing needs of consumers.

UPLIFTING OUR RETAIL WORKERS WITH PROGRESSIVE WAGES

Over the years, the Progressive Wage Models (PWMs) have provided clear career progression pathways with sustainable wage increases and targeted training for our lower-wage workers.

From 1 Sep 2022, the Retail PWM, extension of current PWMs to in-house workers, and Local Qualifying Salary requirement will be implemented. In 2023, the PWM will be extended to the Food Services and Waste Management sectors, and also Administrators and Drivers.

Together with the Progressive Wage Mark accreditation scheme, these moves will cover up to 94% of lower-wage workers by 2023.

Retail PWM ~46,000 workers will benefit | ~14,000 workers will receive wage increases to first year PWM wage level

SEP 2016	AUG 2017	MAR 2021	MAR 2022
Ministry of Trade and Industry launched the Retail Industry Transformation Map	SkillsFuture Singapore, Workforce Singapore and Enterprise Singapore launched the Skills Framework for Retail	Government accepted recommendation by Tripartite Workgroup on Lower-Wage Workers to expand PWM to Retail Industry	Ministry of Trade and Industry introduced the Food Services and Retail Business Revitalisation Package

FROM 1 SEP 2022

- Three-year schedule of sustained baseline wage increases from 2022 to 2024
- Mandatory training requirement – minimum of 1 Workforce Skills Qualification (WSQ) training module
- Employers with retail workers will need to comply with Retail PWM requirements in order to apply for new Work Passes or renew existing Work Passes.

Employers will not be penalised from Sep 2022 to Feb 2023, to give them time to adjust and comply with the requirements.

Mdm Ong | 48 years old | Retail Assistant

With the Retail PWM, Mdm Ong will:

- > Receive **wage increments** from \$125 to \$240* annually
- > Be equipped through **training**, e.g. WSQ training module on customer experience management

*Based on increase in gross wage payable from 1 Sep 2022 to 31 Aug 2025. Baseline gross wage refers to the total wage payable to a full-time PWM worker based on their regular contracted working hours excluding overtime payments.

Baseline Monthly Wages

Increment

\$1,850

2022

\$2,175

2024

↑ 18%

PWM Job Level	Baseline Gross Wages	Annual Wage Adjustment and Increment (From 1 Sep of each calendar year)	Annual Wage Adjustment and Increment	Growth Rate (Compound Annual Growth Rate)
Retail Assistant/Cashier	\$1,850	\$1,975 (+\$125)	\$2,175 (+\$200)	↑ 18% (+8.4%)
Senior Cashier/Senior Retail Assistant	\$2,035	\$2,175 (+\$140)	\$2,395 (+\$220)	↑ 18% (+8.5%)
Assistant Retail Supervisor	\$2,240	\$2,395 (+\$155)	\$2,635 (+\$240)	↑ 18% (+8.5%)

For more information, visit www.mom.gov.sg/pwm

[For more details: <https://go.gov.sg/nacva3>]

Queries on Covid-related matters

- Refer to MOM's FAQs: www.mom.gov.sg/covid-19/frequently-asked-questions
- For the latest COVID-19 updates, subscribe to MOM's telegram channel: <https://t.me/s/sgministryofmanpower>
- For further advice, contact MOM here: www.mom.gov.sg/feedback

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