

Client Update: Singapore

2023 JULY

Employment & Benefits

Updated Progressive Wage Model Requirements for Cleaning, Waste Collection and Materials Recovery Sectors

On 30 June 2023, the Ministry of Manpower ("MOM") announced that the Government has accepted recommendations by the Tripartite Cluster for Cleaners and the Tripartite Cluster for Waste Management, respectively, in relation to:

- Conservancy Truck Drivers (Class 4/5) ("CTDs") under the Cleaning Progressive Wage Model ("PWM"); and
- The waste collection and materials recovery sub-sectors.

	Cleaning Sector	Waste Collection and Materials Recovery Sub-sectors
New PWM requirements	Annual wage increases for Conservancy Truck Drivers (Class 4/5) ("CTDs") to be implemented over six years from 1 July 2023 to 30 June 2029. The wages will follow the job role of "Driver" under the Waste Management PWM.	Annual wage increases for waste management ("WM") workers in all appointed Public Waste Collectors, licensed General Waste Collectors and licensed General Waste Disposal Facilities to be implemented over six years from 1 July 2023 to 30 June 2029.
	Updated definition of CTD to include only drivers in cleaning services: " <i>[a] person who possesses Class 4/5 driving licence and who operates mechanical vehicle whose un-laden weight exceeds 2,500kg for cleaning services</i> ".	Mandatory annual bonus ("PWM Bonus") to be effective from 1 January 2024 for eligible full- and part-time resident WM workers who have worked for the same employer for 12 months.
Implementation	Cleaning businesses that seek to be licensed must ensure that their submitted progressive wage plans for resident cleaners comply with the latest PWM guidelines. Licensed cleaning businesses that do not comply may have their licences suspended or revoked and are liable to a fine not exceeding S\$5,000.	Implemented through NEA's licensing regime and supplemented by MOM's work pass system such that WM companies must pay the required PWM wages in order to hire new foreign workers.

For any queries on your obligations under the relevant PWM for your sector, please contact our Employment Law partners.

Click on the following links for more information (available on the MOM website at www.mom.gov.sg):

- [MOM Press Release titled "Government accepts and Commissioner of Labour implements updated recommendations for Conservancy Truck Drivers \(Class 4/5\) by The Tripartite Cluster for Cleaners"](#)
- [MOM Press Release titled "Commissioner For Labour Implements Tripartite Cluster for Waste Management's Recommended Wage Increases and Mandatory Annual Bonus"](#)

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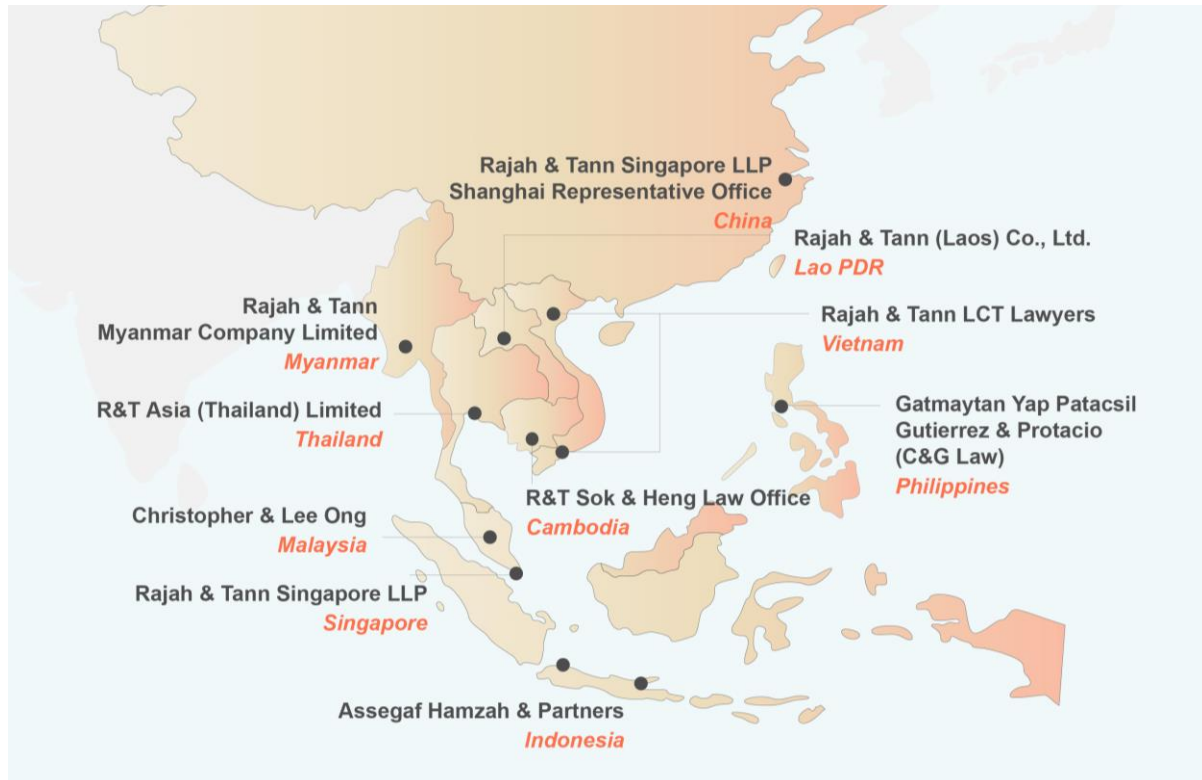
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