

**Annex A: Enhanced PWM Wage Ladder**

**PWM Baseline Wages refer to monthly basic wages; are effective from 1 January of each year.**

PWM Job Level	PWM Baseline Wages		
	2021 (Current)	2022	2023
Security Officer (SO)	\$1,400	\$1,442	\$1,650
	\$ inc >	42	208
	% inc >	3%	14.4%
Est. Gross Wage	\$2,193	\$2,259	\$2,585
Senior SO (SSO)	\$1,585	\$1,633	\$1,830
	\$ inc >	48	197
	% inc >	3%	12.1%
Est. Gross Wage	\$2,483	\$2,558	\$2,867
Security Supervisor (SS)	\$1,785	\$1,839	\$2,040
	\$ inc >	54	201
	% inc >	3%	10.9%
Est. Gross Wage	\$2,796	\$2,881	\$3,196
Senior SS (SSS)	\$1,985	\$2,045	\$2,240
	\$ inc >	60	195
	% inc >	3%	9.5%
Est. Gross Wage	\$3,109	\$3,203	\$3,509

Note: Est. Gross Wage refers to Basic Wage + Overtime Pay only (assume 72 overtime hours a month at 1.5x basic rate).

PWM Job Level	2023 Est. Gross (for comparison)	PWM Baseline Wages <sup>^</sup>					CAGR*
		2024	2025	2026	2027	2028	
Security Officer (SO)	\$2,585	\$2,650	\$2,870	\$3,090	\$3,310	\$3,530	7.4%
	\$ inc >	65	220	220	220	220	
	% inc >	2.5%	8.3%	7.7%	7.1%	6.6%	
Senior SO (SSO)	\$2,867	\$2,950	\$3,170	\$3,390	\$3,610	\$3,830	6.7%
	\$ inc >	83	220	220	220	220	
	% inc >	2.9%	7.5%	6.9%	6.5%	6.1%	
Security Supervisor (SS)	\$3,196	\$3,250	\$3,470	\$3,690	\$3,910	\$4,130	6.2%
	\$ inc >	54	220	220	220	220	
	% inc >	1.7%	6.8%	6.3%	6.0%	5.6%	
Senior SS (SSS)	\$3,509	\$3,550	\$3,770	\$3,990	\$4,210	\$4,430	5.7%
	\$ inc >	41	220	220	220	220	
	% inc >	1.2%	6.2%	5.8%	5.5%	5.2%	

Note: Est. Gross in 2023 refers to 2023's Basic Wage + Overtime Pay only (assume 72 overtime hours a month at 1.5x basic rate).

<sup>^</sup> At these stipulated wages, security officers shall not work for more than 72 extra hours in one calendar month (an extra hour refers to every additional hour of work that is beyond 44 hours of work in one week).

\*Refers to Compound Annual Growth Rate from 2024 to 2028