

Frequently Asked Questions on the Recommendations of the Tripartite Cluster for Food Services (TCF) Industry on Introducing Progressive Wage Model for the Food Services Sector

On Food Services Industry

1. What are some of the operational and manpower challenges facing the industry?

Amidst current global economic outlook, the food services industry faces many challenges such as higher business costs in utilities and rentals, food supplies, and raw ingredients, and manpower shortage.

The industry has also been facing perennial manpower shortage and difficulty in retaining workers due to other competing industries offering better employment terms; unwillingness of workers to work on weekends and public holidays; limited career progression opportunities; perceived poor image of the food services industry as a career choice.

The Food Services PWM will provide workers with a clear progression pathway to higher wages, better skills, and increased job responsibilities. In addition, the Government has also launched the Food Services Industry Transformation Map 2025¹ to support business transformation in the adoption of digital solutions and productivity efforts.

On Food Services Progressive Wage Model (PWM)

2. Why did TCF decide to introduce the PWM for the Food Services industry at this juncture?

In Aug 2021, the Government accepted all 18 recommendations in the Tripartite Workgroup on Lower-Wage Workers' report. One of the TWG-LWW's recommendations was to expand PWM to the Food Services sector by 1 Mar 2023.

This effort is guided by the imperative of uplifting our lower-wage workers so that everyone enjoys the fruits of growth together, and that no worker is left behind as Singapore progresses. Besides the pathway to higher wages, the Food Services PWM also provide workers with a clear progression pathway to better skills, and increased job responsibilities, and will enhance the Food Services sector's attractiveness to resident workers.

3. How many workers will the Food Services PWM benefit?

The TCF's recommendations will cover about 41,000 resident full-time and part-time food services workers, such as kitchen assistants, waiters and cooks, with those at the entry level seeing their monthly wages move up by 19% over the three-year period. These moves will complement the Food Services Industry Transformation Map 2025 in developing an innovative, vibrant Food Services sector.

4. Are hawkers and individual food stall holders expected to comply with the Food Services PWM wage and training requirements?

Firms that are not allowed to hire foreign workers on mainstream work passes, such as individually operated food stalls (e.g. hawker stalls, coffee shop stalls or food court stalls where the stall licensee does not also hold a SFA Food Shop licence²) and street hawkers, will be exempted from the Food

¹ The Food Services Industry Transformation Map 2025 was launched in May 2022 by the Ministry of Trade and Industry to encourage food businesses to innovate, expand and reposition themselves to tap emerging consumer trends as well as to build a local talent pool for new job roles in the sector. For more information, refer to <https://www.mti.gov.sg/ITMs/Lifestyle/Food-Services>

² There are some SFA Food Stall licensees that also hold SFA Food Shop licences. For example, a coffee shop/food court main operator that operates a food stall in addition to managing the coffee shop/food court. If such firms hire foreign workers on mainstream work passes, they will have to comply with the Food Services PWM requirements for employees working at both the food shop and food stall.

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Services PWM wage and training requirements.

On Food Services PWM Career Ladder

5. Why did TCF decide to split the PWM career ladder by types of establishments?

TCF recognises the different business models between Full-Service and Quick-Service food establishments, particularly in terms of operating receipts and manpower deployment. It has thus recommended a differentiated career ladder by type of food establishment.

- **Category A** refers to (i) Quick-Service food establishments such as coffeeshops, food courts, food kiosks, fast-food outlets, and eating houses where customers self-collect food/drink orders from food service counters, as well as (ii) supermarkets with ready-to-eat food stations.
- **Category B** refers to (i) Full-Service food establishments such as restaurants and eating houses that have wait staff (e.g. waiters, banquet servers) and are not classified under Category A, (ii) caterers, and (iii) central kitchens.

6. How will employers know if their employees are covered by the Food Services PWM, especially if the worker has a varied job portfolio (e.g. doing both food services and delivery work)?

Employers should refer to MOM's website for the job descriptions, which are also published in the TCF report. If a worker performs multiple job roles such as food services and delivery functions and spends majority of his/her working time in the job functions covered by Food Services PWM, he/she should be classified as a food services worker and be paid the applicable PWM wage.

Employers should clearly communicate to their employees the FS PWM job role and associated establishment type that the employees are classified under. If there are disagreements, employers/employees should approach their unions (if applicable) or MOM for assistance.

Employers will also have to declare the PWM job role their food services worker(s) are working in based on the corresponding job descriptions provided by TCF. The declaration is to be done via the Occupational Employment Dataset (OED) that MOM administers.

7. If my firm falls under the SSIC for Manufacture of Food Products, do I need to comply to Food Services PWM?

Employers should check the job description published on MOM's website to determine whether their employees are covered under the Food Services PWM. The job descriptions are also published in the TCF report.

If your firm holds an SFA Food Processing (Central Kitchen) licence and hires foreign workers on mainstream work passes (i.e. Work Permit, S Pass, Employment Pass), then your employees who work in the premise(s) with the SFA Food Processing (Central Kitchen) licence will fall under Category B of the career ladder and will have to be paid the applicable PWM wages.

On Food Services PWM Skills Ladder (Setting Minimum Training Requirements)

8. Why did TCF set a minimum number of WSQ training modules for the respective job levels?

As part of efforts to uplift and support the industry transformation through upskilling, the TCF has recommended minimum training requirements for all Food Services PWM job roles. This will ensure the food services workforce will be adequately trained to handle their assigned tasks.

As a start, the TCF recommends a total of two (2) Singapore WSQ training modules be stipulated as the minimum PWM training requirement for all PWM job roles. (See Annex C of TCF report for details of training modules.)

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Food Services Sector	PWM Training Requirements
• Manager • Waiter Supervisor • Waiter • Senior Cook • Cook • Kitchen Assistant • Food Service Counter Attendant • Food/Drink Stall Assistant	Minimum 2 WSQ modules

Employers must ensure that their Singapore citizen and PR food services workers meet the food services PWM training requirements of attaining at least 2 Workforce Skills Qualification (WSQ) Statement of Attainment, out of the list of approved WSQ training modules.

Alternatively, if employers have in-house WSQ training modules that have the prefix “FSS” in the accompanying Technical Skills & Competencies (TSC) code, these training modules can be used to meet the training requirements as well.

The number of training modules required is not set on a cumulative basis. For example, an employee who is promoted from Waiter to Waiter Supervisor will still only need to attain a total of at least 2 WSQ modules, and not 4 WSQ modules. If the employee had attained the 2 WSQ modules while doing the job of a Waiter, he/she will have met the Food Services PWM requirement, and does not need to do 2 additional WSQ modules once promoted to Waiter Supervisor.

For the job roles of Senior Cook and Manager, training as per the list of approved WSQ training modules is encouraged but not mandatory, so that employers have the flexibility to train these employees in senior positions according to their own business needs.

9. How will the introduction of the mandatory training requirements affect the employers?

Employers are expected to ensure that their food services workers attain the mandatory training requirements. To give employers adequate time to comply with the training requirements for their food services employees, while balancing manpower resourcing needs, the TCF recommends the following grace period to be given:

- For new hires: 6 months from the new hire’s date of employment
- For existing employees: up till 29 February 2024 (1 year from the Food Services PWM implementation on 1 March 2023)

For new hires or existing employees who have attained food services related tertiary level certification or qualification, such as from recognised culinary institutes or institutes of higher learning or who were in Work-Study programmes in food services related courses, they will be deemed to have met PWM training requirements. These qualifications or certifications will have to be mapped to at least one of the Technical Skills & Competencies (TSCs) for food handlers and two of the TSCs for non-food handlers as detailed in Annex C of the TCF Report.

On Food Services PWM Wage Ladder

10. How did TCF derive the \$25 and \$50 wage differential for the Kitchen Assistant and Cook in the Quick-Service and Full-Service? If the wage differential is small, why did TCF not combine it into a single job rung?

TCF is aware that the food services industry offers a diverse range of dining experiences, which translates to different operating receipts and remuneration structures. This diversity explains the difference in salaries offered by food services employers, which account for the job complexity and responsibilities in different food establishments. The TCF therefore carefully deliberated on the characteristics of each type of food establishments and the corresponding job roles within the PWM

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career ladder before setting the baseline gross wages for each job role.

The TCF acknowledges the value of the work performed by the FS workers and endeavours to ensure that they are remunerated fairly and their wages remain competitive vis-à-vis other service workers. The TCF took great lengths to consult the numerous industry players from all types of food establishments so as to ensure their views are sought and considered.

The TCF understands that Full-Service food establishments generally have a higher average bill size than Quick-Service food establishments due to their menu pricing policy and the provision of more personalised table service. To determine the appropriate wage differential between each PWM job role and across the two categories, the TCF made reference to the prevailing salary structures and the difference in job duties and responsibilities among these job roles

PWM serves as a safety net for lower-wage workers, providing the minimum baseline gross wages. Employers are encouraged to pay above and beyond the PWM wages.

11. How will the baseline wages affect both employers and consumers?

The TCF is highly aware of the challenges arising from the effects of COVID-19 pandemic coupled with the volatile global economic outlook and perennial manpower crunch. Businesses are experiencing higher costs in raw materials and food supplies, fuel and utilities, supply chain and rentals that exacerbate their operating costs and inflationary pressures.

The TCF acknowledges the value of the work performed by the FS workers and endeavors to ensure that they are remunerated fairly and their wages will remain competitive vis-à-vis other service workers. The TCF took great lengths to consult the numerous industry players from all types of food establishments so as to ensure their views are sought and considered.

The TCF calls upon all end consumers to value the contributions by the food services workers and accord them the due recognition that they deserve. TCF appeals to all to express support in the efforts to help them get better wages, welfare and work prospects. A highly competent and productive workforce will ensure the food services industry can continue to thrive in a nation that prides itself as a food paradise.

To help employers adjust to the Food Services PWM and other Progressive Wage measures, the Government introduced the Progressive Wage Credit Scheme (PWCS) during Budget 2022 to co-fund wage increases of eligible resident employees from 2022 to 2026 by up to 75%. The PWCS reduces the impact on business cost and consumer prices and helps employers adjust to the mandatory wage increases for lower-wage workers, while pushing ahead with efforts to transform business processes and improve firm-level productivity.

12. Will TCF review the PWM recommendations within the next few years?

The TCF will undertake a review of the wage schedule in 2025.

13. Do employers need to pay food services workers the PWM baseline wages during the run-in period? Are employers given enough time to prepare for the implementation of the Food Services PWM on 1 March 2023?

The initial six months of implementation (from the start date of 1 March 2023) will be considered the “run-in period” to give employers time to understand and comply with the PWM requirements. During this period, MOM will not take enforcement action against employers should there be non-compliance. Employers should pay the Food Services PWM wages during the run-in period from 1 March 2023 to 31 August 2023, and employers should make up for any shortfall of PWM wages accrued during the run-in period.

After the “run-in” period, should there be any non-compliance, MOM will advise employers on the appropriate rectification actions to take within a reasonable timeframe, failing which the employer's Work Pass privileges may be suspended (employers may not be able to apply for new or renew existing Work Passes).

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14. For full-time food services workers that go on unpaid leave or paid leave, will they still receive the baseline Food Services PWM wages?

For full-time workers that go on unpaid leave, they will not be paid the baseline Food Services PWM wages.

For full-time workers that go on paid leave (e.g. annual leave, hospitalization leave, maternity leave), Tripartite Partners are still discussing on the requirements. In the interim, for days in which workers are on paid leave, employers are to adhere to the existing Employment Act requirements.

15. For part-time food services workers, will they also receive the baseline Food Services PWM wages?

Food services workers who work on a part-time basis will receive the hourly equivalent Food Services PWM wage pro-rated on the basis of 44 hours of work per week.

For example, a part-time Food/Drink Stall Assistant needs to be paid pro-rated PWM wages of \$9.18 / hour from 1 March 2023 to 29 February 2024, based on the calculation of $(\$1750 \times 12 \text{ months}) / (52 \text{ weeks} \times 44 \text{ hours})$.

16. For part-time food services workers who are currently schooling, will they also receive the baseline Food Services PWM wages?

Tripartite Partners are currently in discussion on the applicability of the Food Services PWM requirements to student workers, and more information will be shared in due course. In the interim, employers are encouraged to adhere to the PWM requirements for their student workers.

17. Why is the Food Services PWM wages expressed in gross terms instead of basic terms?

This is to accord firms with more flexibility to structure wages according to their business needs. Besides the basic wages, firms can include other variable components such as transport and meal allowances, and incentives to meet the required Food Services PWM monthly gross wage. However, Annual Wage Supplement will be excluded from the monthly wage computation.

Expressing Food Services PWM wages in gross terms is more representative of the take home pay of food services workers.

18. What is the recommended Min-Max ratio for the Food Services PWM?

It is up to the company's discretion to set the Min-Max ratio for each of the Food Services PWM job roles. However, employers are advised to refer to the tripartite guidelines for the Min-Max ratio which has been suggested as 1.5.

19. Do employers follow the Food Services PWM Gross Wage Requirements (GWR) table for each additional hour worked beyond 44 hours or the Employment Act (EA) which stipulates that employers must pay workers at least 1.5 times their hourly basic rate of pay for over-time (OT) work?

For full-time food services workers who are covered under Part 4³ of the EA, they are eligible for over-time (OT) payments when they put in additional hours above their contracted working hours. The OT rate of pay shall be at least 1.5x the basic rate of pay as stipulated under the EA.

The Food Services PWM Gross Wage Requirements (GWR) table in Annex D of the TCF Report sets out the wage requirements for employers to meet the Food Services PWM Gross Wage Requirements for overtime pay.

Employers should pay the higher of either the EA OT rate of pay or the GWR as indicated in the table below.

³Part 4 of the Employment Act provides for rest days, hours of work and other conditions of service, and applies to an employee who is not a workman and earns a monthly basic salary of not more than \$2600.

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	Employers should pay the EA OT rate of pay (at least 1.5x the basic rate of pay)	Employers should pay the GWR for each additional hour worked beyond 44 hours
If EA OT rate of pay (at least 1.5x the basic rate of pay) > GWR for each additional hour worked beyond 44 hours	✓	
If GWR for each additional hour worked beyond 44 hours > EA OT rate of pay (at least 1.5x the basic rate of pay)		✓

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Tripartite Cluster for Food Services (TCF) Industry

Term of Office: March 2021 – March 2023

Description	Organisation	Representative
Chair	National Trades Union Congress(NTUC)	Ms. Yeo Wan Ling <i>Concurrently Director, U SME</i>
Co-Chair	Singapore National Employers Federation (SNEF)	Mr. Andrew Tjioe SNEF Representative <i>Concurrently President and CEO, Tung Lok Group</i>
Labour Movement Industry Association / Firms	Food, Drinks and Allied Workers Union	Ms. Toh Hwee Tin Executive Secretary
	Food, Drinks and Allied Workers Union	Mr. Mustafa Lambak Assistant General Secretary
	NTUC	Mr. Zainal Sapari Assistant Director-General
Industry Association / Firms Government	Restaurant Association of Singapore	Mr. Wei Chan Honorary Secretary <i>Concurrently, Managing Director, Pine Garden's Cake</i>
	Singapore Foochow Association	Mr. Hong Poh Hin 1 st Vice-Chairman <i>Concurrently, Chairman, Foochow Coffee Restaurant and Bar Merchants Association Singapore</i>
	Association of Catering Professionals Singapore	Mr. Patrick Chan Vice-President <i>Concurrently CEO, Kitchen Haus Group</i>
	McDonald's Singapore	Ms. Lynn Hong Head, People
	Koufu Group	Ms. Alicia Tee Head of Human Resource
Government	Ministry of Manpower (MOM)	Mr. Lee Chung Wei Divisional Director, Workplace Policy and Strategy Division
	Enterprise Singapore (ESG)	Ms. Angeline Chan Director (Food Services)
	SkillsFuture Singapore (SSG)	Ms. Tracy Lee Director, Industry Development Division 2
	Singapore Food Agency (SFA)	Mr. Tan Han Kiat Acting Senior Director (Licensing Division)
	Workforce Singapore (WSG)	Mr. Kenneth Wong Director, Tourism Division

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Examples of Food Establishments

Categorisation	Establishment	Examples
Quick-Service	Coffeeshops	Chang Cheng Mee Wah Coffeeshop, Kimly Coffeeshop
	Eating houses (customers self-collect food/drinks)	Mr Encik Tan, Café Red Ginger, Ponggol Nasi Lemak, Sushi Express, Ya Kun, Marché Mövenpick
	Fast-food	Burger King, Subway, KFC, 4 Fingers, Texas Chicken, Pizza Hut
	Food court	Food Republic, Kopitiam, Tangs Market
	Food kiosk	Papa Ayam, Gyu & Tori, Tenderfresh Xpress, Udders, Project Acai, Sunday Folks
	Takeaway kiosks	Auntie Anne's, Old Chang Kee, Boost, Koi, Bread Talk, Prima Deli, Pizza Hut
Full-Service	Caterers	Food Talks, Manna Pot, Rasel Catering
	Central kitchen	Taste Asia, Tenderfresh Group, JR Group
	Eating house	The Roti Prata House, Ah Chew Desserts,
	Restaurants (buffet restaurant included)	Komala's Restaurant, Thus Coffee, Peach Garden, Genki Sushi, Pizza Hut, Astons

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List of institutes of higher learning courses that meet the training requirements

Institutes of Higher Learning	Qualification	Corresponding
Institute of Technical Education (ITE)	<i>Nitec in Asian Culinary Arts</i>	PWM Job Role: <u>Kitchen Assistant</u> 1. Food Safety and Hygiene 2. Workplace Safety and Health for Food and Beverage Operations 3. Food and Beverage Equipment Maintenance 4. Food Waste Disposal and Reduction PWM Job Role: <u>Cook</u> 1. Food Safety and Hygiene (Level 1) 2. Workplace Safety and Health for Food and Beverage Operations (Level 2) 3. Food and Beverage Equipment Maintenance (Level 1) 4. Food Waste Disposal and Reduction (Level 2) 5. Meat Storage and Fabrication (Level 2)
	<i>Nitec in Hospitality Operations</i>	PWM Job Role: <u>Waiter</u> 1. Customer Service Excellence 2. Food Safety and Hygiene 3. Workplace Safety and Health for Food and Beverage Operations 4. Food & Beverage Service 5. Food & Beverage Equipment Maintenance PWM Job Role: <u>Waiter Supervisor</u> 1. Customer Service Excellence (Level 1) 2. Food Safety and Hygiene (Level 1) 3. Workplace Safety and Health for Food and Beverage Operations (Level 2)
	<i>Nitec in Pastry & Baking</i>	PWM Job Role: <u>Kitchen Assistant (Pastry)</u> 1. Food Safety and Hygiene 2. Workplace Safety and Health for Food and Beverage Operations 3. Food and Beverage Equipment Maintenance 4. Food Waste Disposal and Reduction PWM Job Role: <u>Assistant Pastry Cook / Assistant Baker</u> 1. Food Safety and Hygiene (Level 1) 2. Workplace Safety and Health for Food and Beverage Operations (Level 2) 3. Food and Beverage Equipment Maintenance (Level 2) 4. Food Waste Disposal and Reduction (Level 2)
	<i>Nitec in Western Culinary Arts</i>	PWM Job Role: <u>Kitchen Assistant</u> 1. Food Safety and Hygiene 2. Workplace Safety and Health for Food and Beverage Operations 3. Food and Beverage Equipment Maintenance (Level 1) 4. Food Waste Disposal and Reduction (Level 2) PWM Job Role: <u>Cook</u> 1. Food Safety and Hygiene (Level 1)

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		2. Workplace Safety and Health for Food and Beverage Operations (Level 2) 3. Food and Beverage Equipment Maintenance (Level 2) 4. Food Waste Disposal and Reduction (Level 2) 5. Meat Storage and Fabrication (Level 2)
	<i>Higher Nitec in Culinary Arts</i>	PWM Job Role: <u>Cook/Senior Cook</u> 1. Food Safety and Hygiene (Level 1) 2. Workplace Safety and Health for Food and Beverage Operations (Level 2) 3. Food and Beverage Equipment Maintenance (Level 2) 4. Food Waste Disposal and Reduction (Level 2) 5. Meat Storage and Fabrication (Level 2)
	<i>Higher Nitec in Pastry & Baking</i>	PWM Job Role: <u>Pastry Cook / Baker</u> 1. Food Safety and Hygiene (Level 1) 2. Workplace Safety and Health for Food and Beverage Operations (Level 2) 3. Food and Beverage Equipment Maintenance (Level 2) 4. Food Waste Disposal and Reduction (Level 2)
	Work-Study Diploma in Hotel & Restaurant Management	PWM Job Role: <u>Waiter Supervisor/Manager</u> 1. Customer Service Excellence (Level 2) 2. Food Safety and Hygiene (Level 2) 3. Workplace Safety and Health for Food and Beverage Operations (Level 2) 4. Productivity Optimisation for Food & Beverages Operations (Level 3) 5. System and Work Process Improvement (Level 2)
	Work-Study Diploma in Culinary Arts & Management	PWM Job Role: <u>Senior Cook</u> 1. Food Safety and Hygiene (Level 1) 2. Workplace Safety and Health for Food and Beverage Operations (Level 2) 3. Food and Beverage Equipment Maintenance (Level 2) 4. Food Waste Disposal and Reduction (Level 2) 5. Meat Storage and Fabrication (Level 2)
Nanyang Polytechnic (NYP)	Diploma in Food & Beverage Business	<u>F&B Management Specialisation</u> PWM Job Role: <u>Waiter</u> 1. Customer Service Excellence 2. Food Safety & Hygiene 3. Food and Beverage Service PWM Job Role: <u>Waiter Supervisor / Manager</u> 1. Customer Service Excellence 2. Food Safety & Hygiene 3. Food and Beverage Service <u>Culinary Arts Specialisation</u> PWM Job Role: <u>Kitchen Assistant</u> 1. Food Safety and Hygiene 2. Workplace Safety and Health for Food and Beverage Operations PWM Job Role: <u>Cook / Senior Cook</u> 1. Food Safety and Hygiene

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		2. Workplace Safety and Health for Food and Beverage Operations 3. Meat Storage and Fabrication
Republic Polytechnic (RP)	Diploma in Restaurant & Culinary Operations	PWM Job Role: <u>Waiter</u> 1. Customer Service Excellence 2. Food Safety and Hygiene 3. Workplace Safety and Health for Food and Beverage Operations 4. Food and Beverages Service PWM Job Role: <u>Waiter Supervisor/ Manager</u> 1. Customer Service Excellence 2. Food Safety and Hygiene 3. Workplace Safety and Health for Food and Beverage Operations 4. Food and Beverages Service PWM Job Role: <u>Counter Attendant / Stall Assistant</u> 1. Customer Service Excellence 2. Food Safety and Hygiene 3. Workplace Safety and Health for Food and Beverage Operations 4. Food and Beverage Service PWM Job Role: <u>Kitchen Assistant</u> 1. Food Safety and Hygiene 2. Workplace Safety and Health for Food and Beverage Operations 3. Food Waste Disposal and Reduction PWM Job Role: <u>Cook / Senior Cook</u> 1. Food Safety and Hygiene 2. Workplace Safety and Health for Food and Beverage Operations 3. Food Waste Disposal and Reduction 4. Meat Storage and Fabrication
Temasek Polytechnic (TP)	Diploma in Culinary & Catering Management	PWM Job Role: <u>Waiter</u> 1. Customer Service Excellence 2. Food Safety and Hygiene 3. Food and Beverage Service PWM Job Role: <u>Waiter Supervisor/Manager</u> 1. Customer Service Excellence 2. Food Safety and Hygiene 3. Food and Beverage Service 4. Workplace Safety and Health for F&B Ops 5. Productivity Optimization for F&B Ops PWM Job Role: <u>Counter Attendant/Stall Assistant</u> 1. Customer Service Excellence 2. Food Safety and Hygiene 3. Food and Beverage Service 4. Workplace Safety and Health for F&B Ops PWM Job Role: <u>Kitchen Assistant</u> 1. Food Safety and Hygiene 2. Workplace Safety and Health for F&B Ops 3. Food Waste Disposal and Reduction 4. F&B equipment Maintenance PWM Job Role: <u>Cook/ Senior Cook</u>

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		1. Food Safety and Hygiene 2. Workplace Safety and Health for F&B Ops 3. Food Waste Disposal and Reduction 4. F&B equipment Maintenance 5. Meat Storage and Fabrication
	Diploma in Food, Nutrition & Culinary Science	PWM Job Role: <u>Kitchen Assistant</u> 1. Food Safety and Hygiene 2. Workplace Safety and Health for Food and Beverage Operations 3. Food Waste Disposal and Reduction PWM Job Role: <u>Cook / Senior Cook</u> 1. Food Safety and Hygiene 2. Workplace Safety and Health for Food and Beverage Operations 3. Food Waste Disposal and Reduction 4. Meat Storage and Fabrication

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Food Services PWM Baseline Gross Wages (excluding overtime payment) for the period from 1 March 2023 to 28 February 2026 to applicable resident⁴ workers in the Food Services sector.

Category A: Quick-Service (QS) Food Establishments & Supermarkets (ready-to-eat food stations)				
PWM Job Level	PWM Baseline Gross Wages	From 1 Mar 2023	From 1 Mar 2024	From 1 Mar 2025
Food/Drink Stall Assistant	Monthly Gross Wage (exclude OT)	\$1750	\$1915	\$2080
		Year-on-year increase >	\$165	\$165
	Hourly Gross Wage*	\$9.18	\$10.04	\$10.91
Kitchen Assistant (QS) / Food Service Counter Attendant	Monthly Gross Wage (exclude OT)	\$1825	\$1990	\$2155
		Year-on-year increase >	\$165	\$165
	Hourly Gross Wage*	\$9.57	\$10.44	\$11.30
Cook (QS)	Monthly Gross Wage (exclude OT)	\$2000	\$2165	\$2330
		Year-on-year increase >	\$165	\$165
	Hourly Gross Wage*	\$10.49	\$11.35	\$12.22

* Hourly Gross Wage (rounded to 2 decimal places) is applicable to part-time workers who work less than 35 hours a week

Category B: Full-Service (FS) Food Establishments, Caterers & Central Kitchens				
PWM Job Level	PWM Baseline Gross Wages	From 1 Mar 2023	From 1 Mar 2024	From 1 Mar 2025
Kitchen Assistant (FS)	Monthly Gross Wage (exclude OT)	\$1850	\$2015	\$2180
		Year-on-year increase >	\$165	\$165
	Hourly Gross Wage*	\$9.70	\$10.57	\$11.43
Cook (FS)	Monthly Gross Wage (exclude OT)	\$2050	\$2215	\$2380
		Year-on-year increase >	\$165	\$165
	Hourly Gross Wage*	\$10.75	\$11.62	\$12.48
Waiter	Monthly Gross Wage (exclude OT)	\$1850	\$2015	\$2180
		Year-on-year increase >	\$165	\$165
	Hourly Gross Wage*	\$9.70	\$10.57	\$11.43
Waiter Supervisor	Monthly Gross Wage (exclude OT)	\$2400	\$2565	\$2730
		Year-on-year increase >	\$165	\$165
	Hourly Gross Wage*	\$12.59	\$13.45	\$14.32

* Hourly Gross Wage (rounded to 2 decimal places) is applicable to part-time workers who work less than 35 hours a week

⁴PWM Baseline Gross Wages are applicable to Singapore Citizens and Permanent Residents only. For foreign manpower, employers are encouraged to adopt the key principles of progressive wages in their wage structure, considering other cost components such as accommodation and levies.