

PARTNER OF LABOUR MOVEMENT

Tripartite Cluster for Food (TCF) Services Industry

Nominated by NTUC U Care Centre

The Tripartite Cluster for Food Services (TCF) Industry was formed in March 2021 to develop a Progressive Wage Model (PWM) for the food services sector. The TCF comprises tripartite partners, namely the Labour Movement, Singapore National Employers Federation, Ministry of Manpower, Enterprise Singapore, SkillsFuture Singapore, Singapore Food Agency, Workforce Singapore and various restaurant and food services companies and industry associations.

The TCF has conducted numerous rounds of stakeholder engagement sessions, focus group discussions and meetings since March 2021 to gather feedback and address the existing challenges faced by the industry regarding wages, manpower shortage and rising business costs. Despite some initial apprehension and differing views, the TCF members landed on a tripartite consensus on setting the PWM Baseline Gross Wages with effect from 1 March 2023.

The insights drawn from consultations with industry stakeholders were deliberated at TCF meetings and culminated in recommendations to uplift the food services industry, which the Government accepted in February 2023. These recommendations encompassed differentiated career tracks within the PWM Career ladder to map out a clear progression pathway, minimum training requirement of at least two WSQ modules, a set of baseline gross wages, and an annual increment of \$165 across the various PWM job roles for the next two years.

The TCF believes that the annual wage increments will help provide better income security and gain ground with the median wage to ensure food services workers continue to see sustained wage increases and attract more job seekers to join the industry. The close collaborative spirit and commitment to candid and open communication among the TCF members helped strengthen tripartism. They allowed all stakeholders' views to be heard and considered.

To advocate for continuous upskilling, one of the key TCF recommendations was the mandatory training requirements of two WSQ modules aligned with the Skills Framework for Food Services.