

# PROGRESSIVE WAGE MODEL

## For the Waste Management Industry

### 垃圾管理业渐进式薪金模式

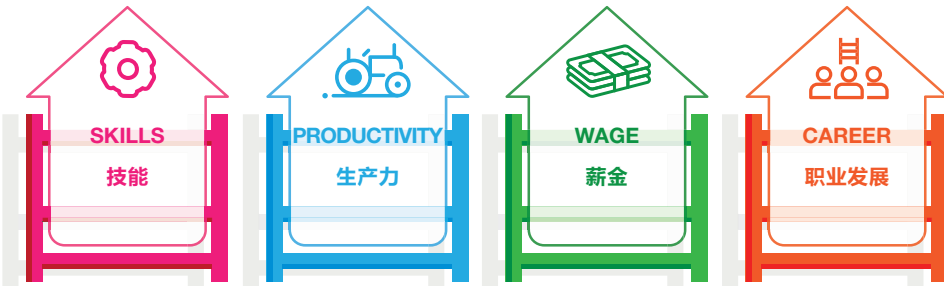


# The Four Ladders of Progressive Wage Model

## 渐进式薪金模式的四个阶梯

The Progressive Wage Model (PWM) provides a clear progression pathway, enabling our workers to earn **Better Wages** with **Better Work Prospects** as they become **Better Skilled** and **More Productive**.

The PWM is applicable to all resident workers, i.e., **Singapore Citizens / Permanent Residents (SC/PR)** in the sector. Part-timers will adopt a pro-rated PWM Baseline wage.



渐进式薪金模式为我们的工友提供明确的职业发展，并**提升他们的技能和生产力**而从中获得**更好的工资和工作前景**。

渐进式薪金模式只受用于所有本地工友，既行业内的**新加坡公民/永久居民**。兼职工友将获得相对比例的渐进式薪金模式工资。

*Note: For firms hiring foreign workers, employers are encouraged to adopt the key principles of progressive wages in their wage structure.*

注：对于雇用外籍劳工的公司，我们鼓励雇主在工资结构中采用渐进式薪金的主要原则。

For more information on PWM, please contact NTUC U Care Centre:  
欲知更多关于渐进式薪金模式的详情，请联络全国职工总会U关怀中心：

### NTUC U Care Centre

☎ 1800-CALL-PWM (1800-2255-796) (Mon – Fri: 9am – 6pm)

✉ [ucarecentre@ntuc.org.sg](mailto:ucarecentre@ntuc.org.sg)

🌐 <https://www.ntuc.org.sg/ucarecentre> [f /ucarecentre](https://www.facebook.com/ucarecentre)

**An ntuc Initiative**

In October 2020, the Tripartite Workgroup on Lower-Wage Workers (TWG-LWW) was formed to look at ways to further uplift the wages and well-being of lower-wage workers (LWWs). This included the expansion of the Progressive Wage Model (PWM) to more sectors as well as ensuring that lower-wage worker wage growth continues to outpace median wage growth.

The Tripartite Cluster for Waste Management Industry (TCWM), represented by industry associations, employers, service buyers, unions and government agencies, released its recommendations on 24 January 2022 which were accepted by the Government.

The Waste Management (WM) PWM covers resident (SC/PR) PWM workers in the Waste Collection and Materials Recovery sub-sectors from 1 July 2023.

在2020年10月，政府成立了《低薪雇员劳资政工作小组》，探讨如何进一步提高低薪工友的工资和福利。这包括把渐进式薪金模式推行至更多的行业，并确保低薪工友的工资增长能持续超越中位数工资的增长幅度。

由行业协会，雇主，买家，工会和政府机构代表组成的《垃圾管理业劳资政工作小组》(TCWM)，于2022年1月24日发布了建议书，已被政府所接纳。

从2023年7月1日起，垃圾管理业渐进式薪金模式涵盖在垃圾收集业与物料回收业的本地（新加坡公民/永久居民）工友。



To read the full TCWM report, scan the QR code or visit [www.ntuc.org.sg/pwm](http://www.ntuc.org.sg/pwm)

若想参阅 TCWM 报告全文，扫描二维码或浏览 [www.ntuc.org.sg/pwm](http://www.ntuc.org.sg/pwm)

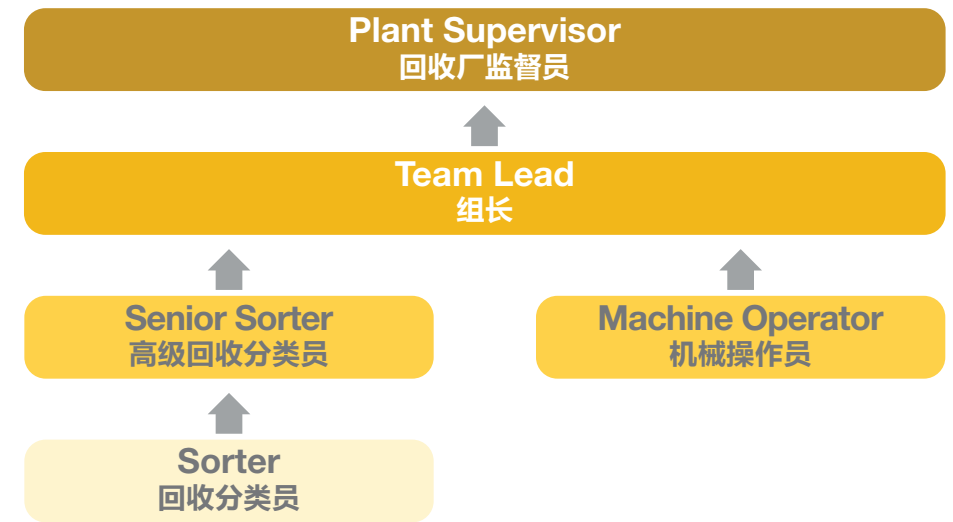
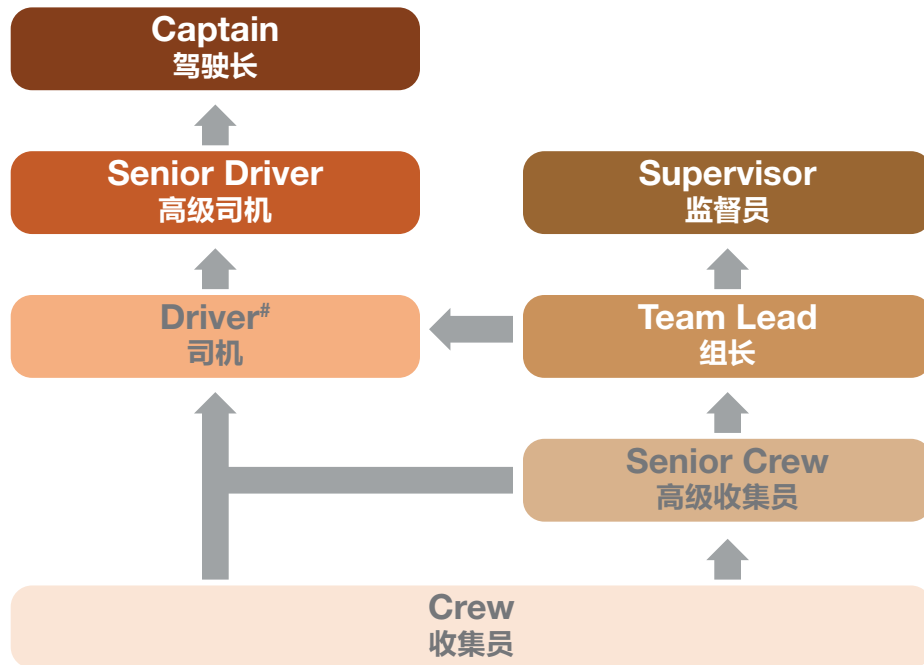


# PWM Career Ladder

## 渐进式薪金模式的职业发展阶梯

To provide a clear career progression pathway in the waste management sector, the TCWM maps out the operational and supervisory job roles within the (a) Waste Collection Sub-Sector and (b) Materials Recovery Sub-Sector.

为垃圾管理业提供清晰的职业发展途径, TCWM 制定了在 (a) 垃圾收集; 和 (b) 物料回收范围内的运作和监督工作岗位。



Note: Under the Waste Collection Sub-Sector, a Crew / Senior Crew / Team Lead may be deployed as a Driver provided that the worker has attained at least a Class 4 driving licence and met the required training requirements.

附注: 属于垃圾收集业的收集员 / 高级收集员 / 组长, 只要持有至少第4等级驾驶执照并符合相关的培训标准, 就可以被转为司机。

# has a Class 4 driving licence & operates Rear End Loader or Hooklift truck.

# 持有四级驾驶执照并操作后端装载机或吊车。

# PWM Skills Ladder

## 渐进式薪金模式的技能阶梯

The PWM Skills Ladder ensures that the waste management workers will have the necessary skills and competencies to carry out their work competently and safely.

To meet the National Environment Agency (NEA)'s General Waste Collectors (GWCs) and General Waste Disposal Facilities (GWDFs) licensing conditions, all eligible resident waste management workers of all waste management companies must attain the mandatory training requirements based on their respective job roles with effect from 1 July 2023.

渐进式薪金模式的技能阶梯会确保垃圾管理工友具备所需的技能和工作能力，以便让他们胜任和安全地进行工作。

以符合国家环境局的一般垃圾收集和一般垃圾处理设施执照准则，所有垃圾管理公司的本地垃圾管理工友都必须从2023年7月1日起，根据他们各自的工作职务达到规定的培训要求。

### Waste Collection Sub-Sector 垃圾收集业

PWM Job Role	PWM Training Requirements	Technical Skills & Competencies (TSC) Title	Course Description	TSC Code
Crew	2 Mandatory WSQ Modules	Waste Collection Management	<b>For Class A &amp; B GWCs</b> Carry Out Waste Collection in Accordance to Assigned Schedule (Level 1)	EVS-WMO-1008-1.1
			<b>For Class C GWCs</b> Carry Out Collection of Sludge and Greasy Waste (Level 1)	EVS-WMO-1009-1.1
		Workplace Safety and Health Practices Implementation	Identify WSH hazards and risk control measures in waste sorting and assist in inspection and investigation of incidents (Level 2)	EVS-WSH-2006-1.1
Senior Crew	3 Mandatory WSQ Modules (cumulative <sup>^</sup> )	Waste Collection Management	<b>For Class A &amp; B GWCs</b> Carry Out Waste Collection in Accordance to Assigned Schedule (Level 1)	EVS-WMO-1008-1.1
			<b>For Class C GWCs</b> Carry Out Collection of Sludge and Greasy Waste (Level 1)	EVS-WMO-1009-1.1
		Workplace Safety and Health Practices Implementation	Identify WSH hazards and risk control measures in waste sorting and assist in inspection and investigation of incidents (Level 2)	EVS-WSH-2006-1.1
		Incident and Accident Investigation	Respond to and support the investigation of incidents (Level 2)	EVS-WSH-2002-1.1

Note: The courses are only conducted in English.

附注：以上课程只以英语进行。

PWM Job Role	PWM Training Requirements	Technical Skills & Competencies (TSC) Title	Course Description	TSC Code
<b>Team Lead</b>	3 Mandatory WSQ Modules <i>(would have taken at preceding job level)</i>	Waste Collection Management	<b>For Class A &amp; B GWCs</b> Carry Out Waste Collection in Accordance to Assigned Schedule (Level 1)	EVS-WMO-1008-1.1
			<b>For Class C GWCs</b> Carry Out Collection of Sludge and Greasy Waste (Level 1)	EVS-WMO-1009-1.1
		Workplace Safety and Health Practices Implementation	Identify WSH hazards and risk control measures in waste sorting and assist in inspection and investigation of incidents (Level 2)	EVS-WSH-2006-1.1
		Incident and Accident Investigation	Respond to and support the investigation of incidents (Level 2)	EVS-WSH-2002-1.1
	Optional	Learning & Development	Apply workplace learning techniques to enhance employees' development (Level 2)	EVS-PDV-2003-1.1
<b>Supervisor</b>	4 Mandatory WSQ Modules (cumulative <sup>o</sup> )	Waste Collection Management	<b>For Class A &amp; B GWCs</b> Carry Out Waste Collection in Accordance to Assigned Schedule (Level 1)	EVS-WMO-1008-1.1
			<b>For Class C GWCs</b> Carry Out Collection of Sludge and Greasy Waste (Level 1)	EVS-WMO-1009-1.1
		Workplace Safety and Health Practices Implementation	Identify WSH hazards and risk control measures in waste sorting and assist in inspection and investigation of incidents (Level 2)	EVS-WSH-2006-1.1
		Incident and Accident Investigation	Respond to and support the investigation of incidents (Level 2)	EVS-WSH-2002-1.1
		Learning & Development	Apply workplace learning techniques to enhance employees' development (Level 2)	EVS-PDV-2003-1.1

PWM Job Role	PWM Training Requirements	Technical Skills & Competencies (TSC) Title	Course Description	TSC Code
Crew	2 Mandatory WSQ Modules	Waste Collection Management	<b>For Class A &amp; B GWCs</b> Carry Out Waste Collection in Accordance to Assigned Schedule (Level 1)	EVS-WMO-1008-1.1
			<b>For Class C GWCs</b> Carry Out Collection of Sludge and Greasy Waste (Level 1)	EVS-WMO-1009-1.1
		Workplace Safety and Health Practices Implementation	Identify WSH hazards and risk control measures in waste sorting and assist in inspection and investigation of incidents (Level 2)	EVS-WSH-2006-1.1
Driver <sup>#</sup>	3 Mandatory WSQ Modules	Waste Collection Management	<b>For Class A &amp; B GWCs</b> Use Appropriate Mechanical Devices to Compress and Transport Waste During Waste Collection (Level 2) - Rear End Loader	EVS-WMO-2008-1.1
			<b>For Class A &amp; B GWCs</b> Use Appropriate Mechanical Devices to Compress and Transport Waste During Waste Collection (Level 2) - Hooklift & Others	EVS-WMO-2002-2.1
			<b>For Class C GWCs</b> Carry Out Collection of Sludge and Greasy Waste (Level 1)	EVS-WMO-1009-1.1
		Workplace Safety and Health Practices Implementation	Identify WSH hazards and risk control measures in waste sorting and assist in inspection and investigation of incidents (Level 2)	EVS-WSH-2006-1.1
		Incident and Accident Investigation	Respond to and support the investigation of incidents (Level 2)	EVS-WSH-2002-1.1
Senior Driver	3 Mandatory WSQ Modules <i>(would have taken at preceding job level)</i>	Waste Collection Management	<b>For Class A &amp; B GWCs</b> Use Appropriate Mechanical Devices to Compress and Transport Waste During Waste Collection (Level 2) - Rear End Loader	EVS-WMO-2008-1.1
			<b>For Class A &amp; B GWCs</b> Use Appropriate Mechanical Devices to Compress and Transport Waste During Waste Collection (Level 2) - Hooklift & Others	EVS-WMO-2002-2.1
			<b>For Class C GWCs</b> Carry Out Collection of Sludge and Greasy Waste (Level 1)	EVS-WMO-1009-1.1
		Workplace Safety and Health Practices Implementation	Identify WSH hazards and risk control measures in waste sorting and assist in inspection and investigation of incidents (Level 2)	EVS-WSH-2006-1.1
		Incident and Accident Investigation	Respond to and support the investigation of incidents (Level 2)	EVS-WSH-2002-1.1
	Optional	Learning & Development	Apply workplace learning techniques to enhance employees' development (Level 2)	EVS-PDV-2003-1.1

<sup>#</sup> For Class A & B GWCs, driver may operate either Rear-End Loader (REL) or Hooklift trucks.

<sup>^</sup> cumulative modules would include the WSQ modules attained at the preceding job level.

PWM Job Role	PWM Training Requirements	Technical Skills & Competencies (TSC) Title	Course Description	TSC Code
<b>For Class A &amp; B General Waste Collectors</b>				
<b>Captain</b>	4 Mandatory WSQ Modules (cumulative^)	Waste Collection Management	Use Appropriate Mechanical Devices to Compress and Transport Waste During Waste Collection (Level 2) - Rear End Loader	EVS-WMO-2008-1.1
		<i>Note: Captain is required to be trained in more than 1 vehicle type, thus there is a need to be trained for 2 different course description</i>	Use Appropriate Mechanical Devices to Compress and Transport Waste During Waste Collection (Level 2) - Hooklift & Others	EVS-WMO-2002-2.1
		Workplace Safety and Health Practices Implementation	Identify WSH hazards and risk control measures in waste sorting and assist in inspection and investigation of incidents (Level 2)	EVS-WSH-2006-1.1
		Incident and Accident Investigation	Respond to and support the investigation of incidents (Level 2)	EVS-WSH-2002-1.1
	Optional	Learning & Development	Apply workplace learning techniques to enhance employees' development (Level 2)	EVS-PDV-2003-1.1
<b>For Class C General Waste Collectors</b>				
<b>Captain</b>	4 Mandatory WSQ Modules (cumulative^)	Waste Collection Management	Carry Out Collection of Sludge and Greasy Waste (Level 1)	EVS-WMO-1009-1.1
		Workplace Safety and Health Practices Implementation	Identify WSH hazards and risk control measures in waste sorting and assist in inspection and investigation of incidents (Level 2)	EVS-WSH-2006-1.1
		Incident and Accident Investigation	Respond to and support the investigation of incidents (Level 2)	EVS-WSH-2002-1.1
		Learning & Development	Apply workplace learning techniques to enhance employees' development (Level 2)	EVS-PDV-2003-1.1

## Materials Recovery Sub-Sector 物料回收业

PWM Job Role	PWM Training Requirements	Technical Skills & Competencies (TSC) Title	Course Description	TSC Code
<b>Sorter</b>	2 Mandatory WSQ Modules	Waste Sorting Management	Perform Waste Sorting at a material recovery facility according to set procedures (Level 1)	EVS-WMO-1005-1.1
		Workplace Safety and Health Practices Implementation	Identify WSH hazards and risk control measures in waste sorting and assist in inspection and investigation of incidents (Level 2)	EVS-WSH-2006-1.1
<b>Senior Sorter</b>	Mandatory WSQ Module <i>(would have taken)</i>	Waste Sorting Management	Perform Waste Sorting at a material recovery facility according to set procedures (Level 1)	EVS-WMO-1005-1.1
		Robotics and Automation Application	Apply procedural knowledge of robotic systems and automated technologies to execute environmental services tasks (Level 2)	EVS-TEM-2004-1.1
	Select (1) WSQ Module	Operate mechanical devices or heavy machinery to perform waste sorting (Level 2)	EVS-WMO-2005-1.1	
		Workplace Safety and Health Practices Implementation	Identify WSH hazards and risk control measures in waste sorting and assist in inspection and investigation of incidents (Level 2)	EVS-WSH-2006-1.1
	Mandatory WSQ Module <i>(would have taken)</i>	Incident and Accident Investigation	Respond to and support the investigation of incidents (Level 2)	EVS-WSH-2002-1.1
		Equipment and Inventory Management	Maintaining stocks and equipment for operations (Level 2)	EVS-EQM-2001-1.1
Optional				
<b>Machine Operator</b>	3 Mandatory WSQ Modules <i>(cumulative<sup>^</sup>)</i>	Waste Sorting Management	Perform Waste Sorting at a material recovery facility according to set procedures (Level 1)	EVS-WMO-1005-1.1
		Operate mechanical devices or heavy machinery to perform waste sorting (Level 2)	EVS-WMO-2005-1.1	
		Workplace Safety and Health Practices Implementation	Identify WSH hazards and risk control measures in waste sorting and assist in inspection and investigation of incidents (Level 2)	EVS-WSH-2006-1.1
	Optional	Incident and Accident Investigation	Respond to and support the investigation of incidents (Level 2)	EVS-WSH-2002-1.1
<b>Team Lead</b>	Mandatory WSQ Module <i>(would have taken)</i>	Waste Sorting Management	Perform Waste Sorting at a material recovery facility according to set procedures (Level 1)	EVS-WMO-1005-1.1
		Operate mechanical devices or heavy machinery to perform waste sorting (Level 2)	EVS-WMO-2005-1.1	
	Select (1) WSQ Module <i>(would have taken either one)</i>	Robotics and Automation Application	Apply procedural knowledge of robotic systems and automated technologies to execute environmental services tasks (Level 2)	EVS-TEM-2004-1.1
		Workplace Safety and Health Practices Implementation	Identify WSH hazards and risk control measures in waste sorting and assist in inspection and investigation of incidents (Level 2)	EVS-WSH-2006-1.1
	Mandatory WSQ Module <i>(would have taken)</i>	Incident and Accident Investigation	Respond to and support the investigation of incidents (Level 2)	EVS-WSH-2002-1.1
		Equipment and Inventory Management	Maintaining stocks and equipment for operations (Level 2)	EVS-EQM-2001-1.1
		Learning & Development	Apply workplace learning techniques to enhance employees' development (Level 2)	EVS-PDV-2003-1.1
Optional				
<b>Plant Supervisor</b>	Mandatory WSQ Module <i>(would have taken)</i>	Waste Sorting Management	Perform Waste Sorting at a material recovery facility according to set procedures (Level 1)	EVS-WMO-1005-1.1
		Operate mechanical devices or heavy machinery to perform waste sorting (Level 2)	EVS-WMO-2005-1.1	
	Select (1) WSQ Module	Learning & Development	Apply workplace learning techniques to enhance employees' development (Level 2)	EVS-PDV-2003-1.1
		Robotics and Automation Application	Apply procedural knowledge of robotic systems and automated technologies to execute environmental services tasks (Level 2)	EVS-TEM-2004-1.1
	Mandatory WSQ Module	Operate automated systems and follow safety procedures in waste sorting operations (Level 3)	EVS-TEM-3004-1.1	
	Mandatory WSQ Module <i>(would have taken)</i>	Workplace Safety and Health Practices Implementation	Identify WSH hazards and risk control measures in waste sorting and assist in inspection and investigation of incidents (Level 2)	EVS-WSH-2006-1.1
		Incident and Accident Investigation	Respond to and support the investigation of incidents (Level 2)	EVS-WSH-2002-1.1
Optional	Equipment and Inventory Management	Maintaining stocks and equipment for operations (Level 2)	EVS-EQM-2001-1.1	

<sup>^</sup> cumulative modules would include the WSQ modules attained at the preceding job level.

# PWM Wage Ladder

## 渐进式薪金模式的薪金阶梯

The PWM Wage Ladder sets out the baseline wages and sustainable annual increases which are pegged to the respective job roles.

In line with TWG-LWW's recommendation for Progressive Wages to be expressed in gross terms, the TCWM recommended a set of baseline gross wages (excluding OT) and the corresponding overtime rate of pay.

The TCWM also recommends fixed annual increments for all job rungs, with faster wage growth for the lower job rungs. This is in line with TWG-LWW's guidance for the wage growth of lower-wage workers to outpace the median workers' wage growth.

渐进式薪金模式的工资阶梯根据各自工作职务来制定基准工资和可持续的年度增长。

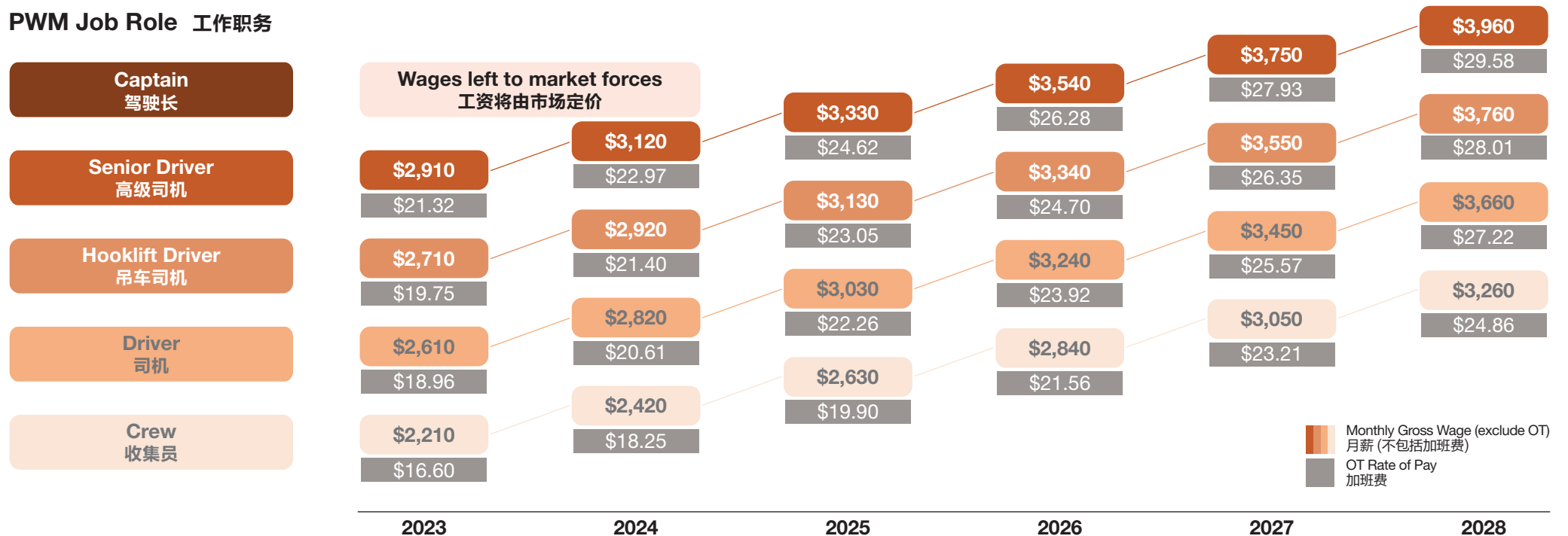
根据《低薪雇员劳资政工作小组》(TWG-LWW)的建议书,渐进式工资将以工资总额来制定。所以TCWM建议了一套基准工资(加班费除外)和加班费率。

TCWM也建议为所有工作职务规定固定年度增长,以较低工作职务的增长幅度属于高些。这将履行TWG-LWW的指导,确保低薪工友的工资增长能持续超越中位数工资的增长幅度。

PWM Baseline Gross Wage (excluding OT) for **Waste Collection Sub-Sector** effective from 1 July of each year (applicable to Public Waste Collectors and General Waste Collectors holding NEA Licences A, B & C)

从每年7月1日起生效的垃圾收集业PWM基准工资总额(加班费除外)《适用于国家环境局颁发的公共垃圾收集和一般垃圾收集A; B; 或C执照持有者》

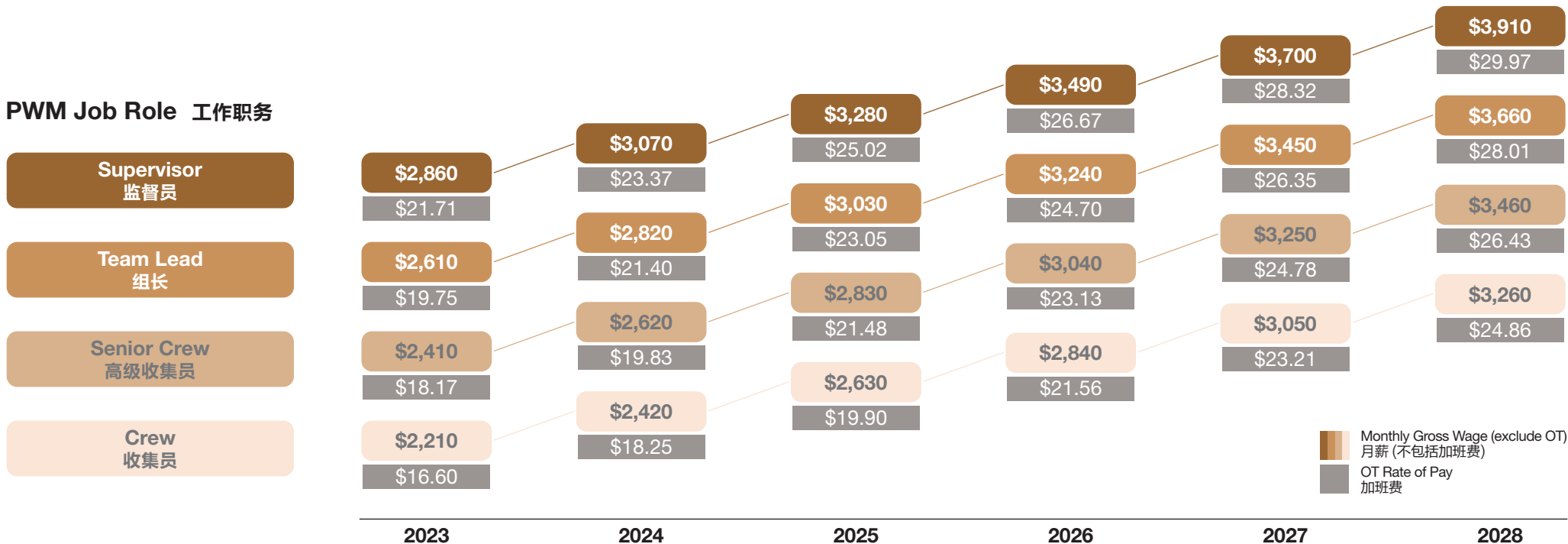
### PWM Job Role 工作职务



PWM Baseline Gross Wage (excluding OT) for **Waste Collection Sub-Sector** effective from 1 July of each year (applicable to Public Waste Collectors and General Waste Collectors holding NEA Licences A, B & C)

从每年7月1日起生效的垃圾收集业PWM基准工资总额(加班费除外)《适用于国家环境局颁发的公共垃圾收集和一般垃圾收集A; B; 或C执照持有者》

**PWM Job Role 工作职责**

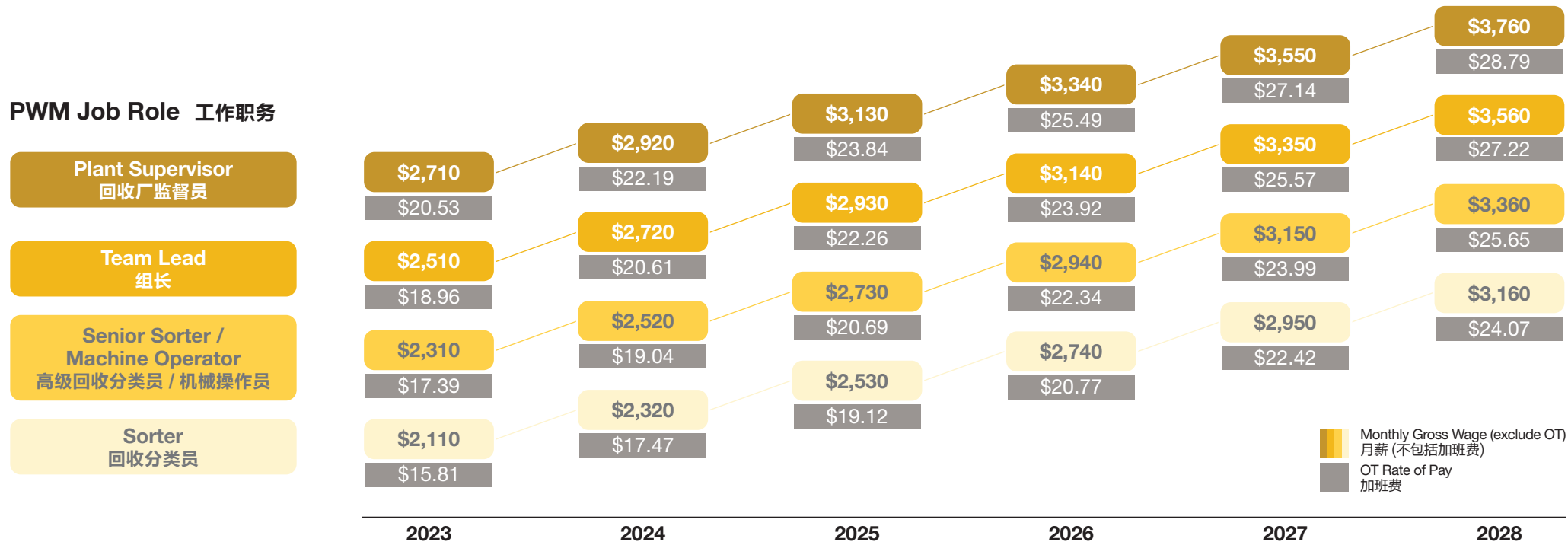


Monthly Gross Wage (exclude OT)  
 月薪 (不包括加班费)  
 OT Rate of Pay  
 加班费

PWM Baseline Gross Wage (excluding OT) for **Materials Recovery Sub-Sector** effective from 1 July of each year (applicable to General Waste Disposal Facilities Licensees)

从每年7月1日起生效的物料回收业PWM基准工资总额(加班费除外)《适用于一般废物处置设施》

**PWM Job Role 工作职责**



Monthly Gross Wage (exclude OT)  
 月薪 (不包括加班费)  
 OT Rate of Pay  
 加班费

Note: • Total Monthly Gross Wage refers to the sum of the Monthly Basic Wage, overtime payments, commissions, allowances and other cash payments, and is before the deduction of employee CPF. It excludes bonuses (e.g., AWS), stock options, other lump sum payments and payments-in-kind as well as employer CPF contributions.

• Crew / Senior Crew / Team Lead may be deployed as a Driver provided that the worker has attained at least a Class 4 driving licence and met the required training requirements.

• Overtime (OT) Rate of Pay refers to the minimum hourly pay for each additional hour worked beyond the stipulated contractual working hours. Part 4 of the Employment Act for overtime rates of pay to be at least 1.5x the basic rate of pay continues to apply.

附注: • 总月基本工资涵盖加班费、佣金、津贴和其他现金支付的总和。它不包括扣除雇员公积金之前的数额, 花红 (例如AWS)、股票期权、其他一次过支付的款项或实物以及雇主公积金缴交额。

• 队员、资深队员、组长可被调派为司机必须持有至少第四级驾驶执照, 并符合所需的训练要求。

• 加班费 (OT) 指的是在规定的合同工作时间以外每增加一小时的最低时薪。“雇佣法令”的第四部分规定, 加班费至少为基本工资的1.5倍而这项规定继续适用。

# PWM Bonus Implementation

## 渐进式薪金模式花红的实施

To better attract and retain workers, the TCWM recommended a mandatory PWM Bonus for eligible waste management workers from 1 January 2024. This is to incentivise companies to invest more in the training of workers who stay on to further raise their productivity.

The PWM Bonus quantum is to be no less than one month of the worker's prevailing basic monthly wage and should not be tied to the worker's performance.

The PWM Bonus must be made at least once a year, but not more than twice a year. The Bonus must be reflected in the salary slips and is subject to CPF contributions by both employer and employee.

Employers are given the flexibility to determine which month(s) of the year to be the cut-off date for the PWM Bonus computation. However, they must credit the PWM Bonus payment within one month from the cut-off date, or on the worker's last day of employment, whichever is earlier.

Employers are advised to communicate clearly with their employees through a staff circular on the PWM Bonus eligibility and their policy on the payment schedule.

为了更好吸引和留住工友, TCWM建议从2024年1月1日起, 为符合条件的垃圾管理工友, 实行强制性的渐进式薪金模式花红。这是为了让企业对其工友增加培训与栽培, 从而进一步提高他们的生产力。

渐进式薪金模式花红的数额必须不少于工友现有的基本月薪, 并且不能跟工友的工作表现挂钩。

渐进式薪金模式花红每年必须发放至少一次, 但发放的次数一年不可超过两次。花红必须列明在薪水单, 也必须缴纳雇主和雇员的公积金缴纳数额。

雇主能灵活性决定用哪个月份来制定渐进式薪金模式花红的起算时限。但是, 他们必须在起算时限后的一个月内, 或在员工最后的离职日(以较早一日为准), 支付渐进式薪金模式花红。

雇主应该通过员工信函清楚列出渐进式薪金模式花红的符合条件和花红的发放时限准则。

# Who is eligible?

## 谁符合资格?

Full-time and part-time resident (SC/PR) workers who are employed by the same employer for at least 12 months at the point of PWM Bonus computation. The employment period of 12 months will include paid and statutory leave.

全职和兼职的本地(新加坡公民/永久居民)工友必须在渐进式薪金模式花红的起算时, 已经为同一个雇主工作了至少12个月。涵盖于12个月的工作时限包括有薪假和法定假。

Scenarios 情况	PWM Bonus Payable? 可否获取渐进式薪金模式花红?
(a) Part Time Worker / Casual Worker 兼职工工 / 散工	Yes (pro-rated) 可以 (按比例分配)
(b) Retired / Medically Boarded Out 退休 / 因重病无法续职	Yes (pro-rated) 可以 (按比例分配)
(c) Worker resigns on own accord 员工自行辞职	No 不可以
(d) Worker gets terminated due to misconduct 员工因行为不检被解雇	No 不可以

For part-time workers, the length of service (employment period) will be counted from their first day of employment.

对于兼职工工, 服务年限(雇用期)将从他们受雇的第一天开始计算。

What is considered a PWM Bonus? 什么算是渐进式薪金模式花红?	What is NOT considered a PWM Bonus? 什么不被视为渐进式薪金模式花红?
<ul style="list-style-type: none"><li>• Performance bonus 表现花红</li><li>• Retention bonus 留职奖金</li></ul>	<ul style="list-style-type: none"><li>• Any basic wage 任何基本工资</li><li>• Any overtime payments 任何加班费</li></ul>
<ul style="list-style-type: none"><li>• Annual wage supplement (commonly known as "13th month" bonus) 常年工资补贴 《俗称“第十三个月”花红》</li></ul>	<ul style="list-style-type: none"><li>• Any reimbursement for special expenses incurred by a worker in the course of the worker's employment 工友在就职过程中所报销的特别消费</li></ul>
<ul style="list-style-type: none"><li>• Festive bonus 佳节花红</li></ul>	<ul style="list-style-type: none"><li>• Any regular allowance or incentives however described 任何定期津贴或奖励, 不论其名称</li></ul>
<ul style="list-style-type: none"><li>• Any such class of variable bonuses that an employer may pay its workers 雇主可能给予员工的任何可变动性花红</li></ul>	

# PWM Bonus

## 渐进式薪金模式花红

### Waste Collection Sub-Sector

Applicable to Public Waste Collectors (PWCs) and General Waste Collectors (GWCs) holding NEA Licences A, B & C

PWM Bonus effective from 1 January 2024 to be paid to eligible employees

### 垃圾收集业

适用于国家环保局颁发的公共垃圾收集和一般垃圾收集A; B; 或C执照持有者  
凡符合条件的工友将享有从2024年1月1日起生效的渐进式薪金模式花红

PWM Job Role 工作职务	2024	2025	2026	2027	2028
Senior Driver 高级司机	≥ \$2920	≥ \$3130	≥ \$3340	≥ \$3550	≥ \$3760
Hooklift Driver 吊车司机	≥ \$2720	≥ \$2930	≥ \$3140	≥ \$3350	≥ \$3560
Driver 司机	≥ \$2620	≥ \$2830	≥ \$3040	≥ \$3250	≥ \$3460
Crew 收集员	≥ \$2320	≥ \$2530	≥ \$2740	≥ \$2950	≥ \$3160
Supervisor 监督员	≥ \$2970	≥ \$3180	≥ \$3390	≥ \$3600	≥ \$3810
Team Lead 组长	≥ \$2720	≥ \$2930	≥ \$3140	≥ \$3350	≥ \$3560
Senior Crew 高级收集员	≥ \$2520	≥ \$2730	≥ \$2940	≥ \$3150	≥ \$3360
Crew 收集员	≥ \$2320	≥ \$2530	≥ \$2740	≥ \$2950	≥ \$3160

### Materials Recovery Sub-Sector

Applicable to General Waste Disposal Facilities (GWDFs) Licensees

PWM Bonus effective from 1 January 2024 to be paid to eligible employees

### 物料回收业

适用于一般垃圾处理设施

凡符合条件的工友将享有从2024年1月1日起生效的渐进式薪金模式花红

PWM Job Role 工作职务	2024	2025	2026	2027	2028
Plant Supervisor 回收厂监督员	≥ \$2820	≥ \$3030	≥ \$3240	≥ \$3450	≥ \$3660
Team Lead 组长	≥ \$2620	≥ \$2830	≥ \$3040	≥ \$3250	≥ \$3460
Senior Sorter / Machine Operator 高级回收分类员 / 机械操作员	≥ \$2420	≥ \$2630	≥ \$2840	≥ \$3050	≥ \$3260
Sorter 回收分类员	≥ \$2220	≥ \$2430	≥ \$2640	≥ \$2850	≥ \$3060



For further details on PWM Bonus implementation, please refer to the full TCWM report via the QR code or visit [www.ntuc.org.sg/pwm](http://www.ntuc.org.sg/pwm)

请浏览[www.ntuc.org.sg/pwm](http://www.ntuc.org.sg/pwm)或扫描二微码参阅TCWM报告书