
Progressive Wage Model for the cleaning sector

From 1 September 2015, cleaning companies must meet the Progressive Wage Model wage and training requirements for cleaners who are Singapore citizens or permanent residents. There will be revised wages from 1 July 2017.

What is it

The **Progressive Wage Model** (P_WM) for the cleaning sector was developed by the Tripartite Cluster for Cleaners (TCC).

The P_WM comes under the Cleaning Business Licence scheme administered by National Environmental Agency (N_EA). Cleaning companies must meet the P_WM requirements to obtain or renew their licences.

Who it covers

The P_WM requirements:

- Are **mandatory**.
- Cover all Singaporeans and Singapore permanent residents employed in outsourced cleaning jobs.

Employers are encouraged to incorporate the principles of progressive wages into the wage structure of your foreign cleaners.

The progressive wage structure comprises 3 wage ladders for 3 broad categories of cleaning jobs:

Group	Description
Group 1	Office and commercial buildings – e.g. offices, schools, hospitals and polyclinics.
Group 2	Food and beverage (F&B) establishments – e.g. hawker centres and food courts.
Group 3	Conservancy sector – e.g. Town Councils and public cleansing.

These categories account for the most common types of cleaning jobs. They are based on NEA's classification of cleaning sub-sectors under the [Enhanced Clean Mark Accreditation Scheme](#) .

Wage requirements

The TCC reviewed the PWM wages in 2016. The [revised wages recommended in the TCC's report](#)  will take effect from **1 July 2017**.

Note

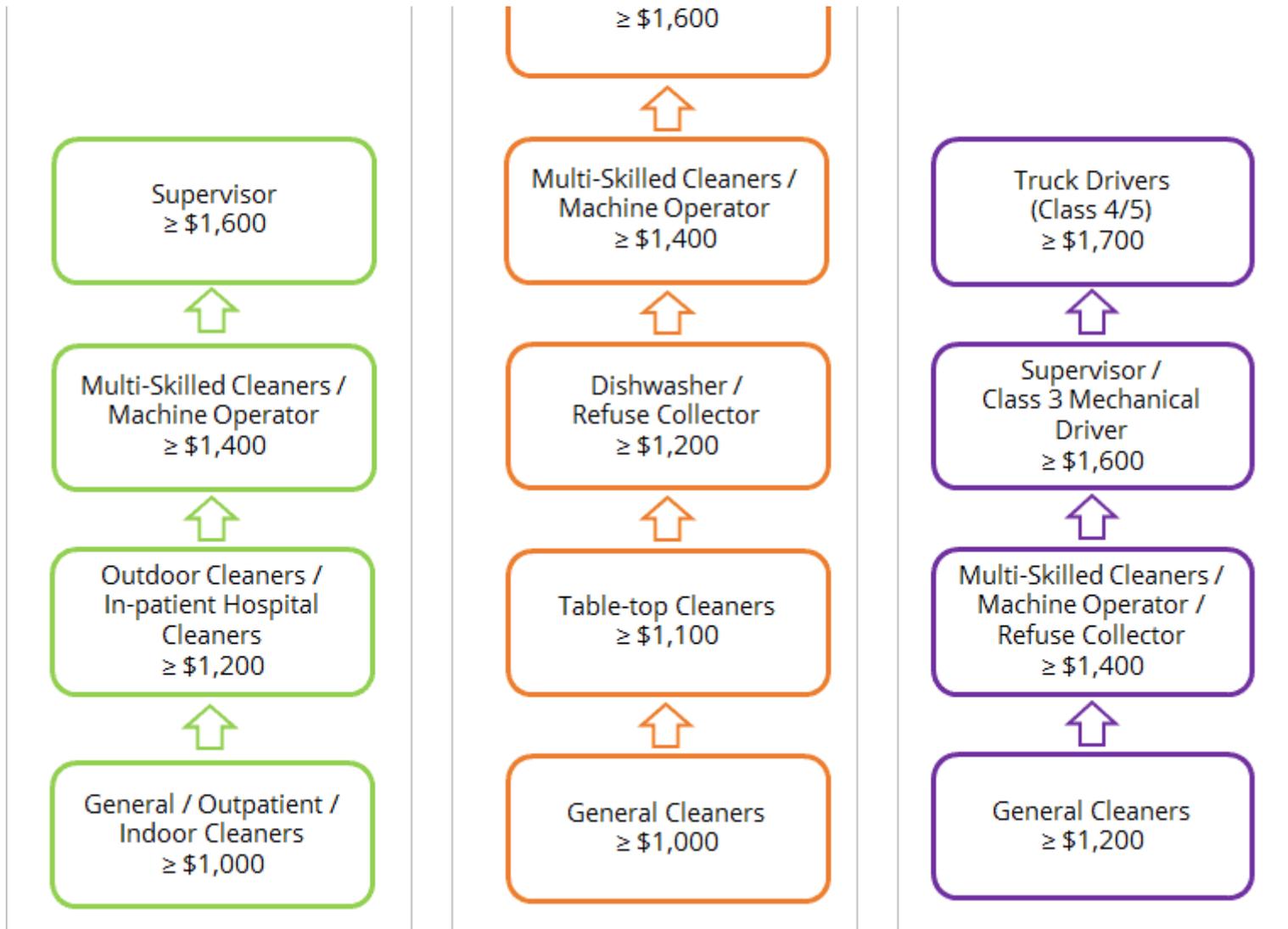
- Wages shown are based on **basic salary**.
- For all groups, team leaders will receive an additional wage allowance, starting from \$100.
- **Part-time workers'** wages will be pro-rated based on the PWM basic wage paid to a full-time worker with a similar job scope.

From 1 September 2015 to 30 June 2017

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You must meet the monthly basic [wage requirements for your workers](#) .





New service contracts starting from 1 July 2017

New service contracts starting from 1 July 2017

If you have new service contracts that **starts from 1 July 2017**, you must use the following revised wages.



Office & Commercial

e.g. Office, school,
hospital and polyclinic

Supervisors
≥ \$1,660



Multi-Skilled
Cleaners / Machine
Operators
≥ \$1,460



Outdoor Cleaners /
Healthcare Cleaners
≥ \$1,260



General /

F&B Establishment

e.g. Hawker centre,
Food court

Supervisors
≥ \$1,660



Multi-skilled Cleaners
/ Machine Operators
≥ \$1,460



Dishwashers /
Refuse Collectors
≥ \$1,260



Table-top Cleaners
≥ \$1,160



Conservancy

e.g. Town council,
public cleansing

Truck Drivers
(Class 4/5)
≥ \$1,760



Supervisors /
Mechanical Drivers
≥ \$1,660



Multi-skilled Cleaners
/ Machine Operators/
Refuse Collectors
≥ \$1,460



General /
Indoor Cleaners
≥ \$1,060

General Cleaners
≥ \$1,060

General Cleaners
≥ \$1,260

Existing service contracts before 1 July 2017

Existing service contracts before 1 July 2017

If you have existing service contracts that started **before 1 July 2017**, you must change to the following wages by 1 July 2018.

Service contracts starting from 1 July 2018 must also use the following wages.

Group 1
Office & Commercial
e.g. Office, school,
hospital and polyclinic

Supervisors
≥ \$1,720

Group 2
F&B Establishment
e.g. Hawker centre,
Food court

Supervisors
≥ \$1,720

Multi-skilled Cleaners
/ Machine Operators
≥ \$1,520

Group 3
Conservancy
e.g. Town council,
public cleansing

Truck Drivers
(Class 4/5)
≥ \$1,820



From 1 July 2019

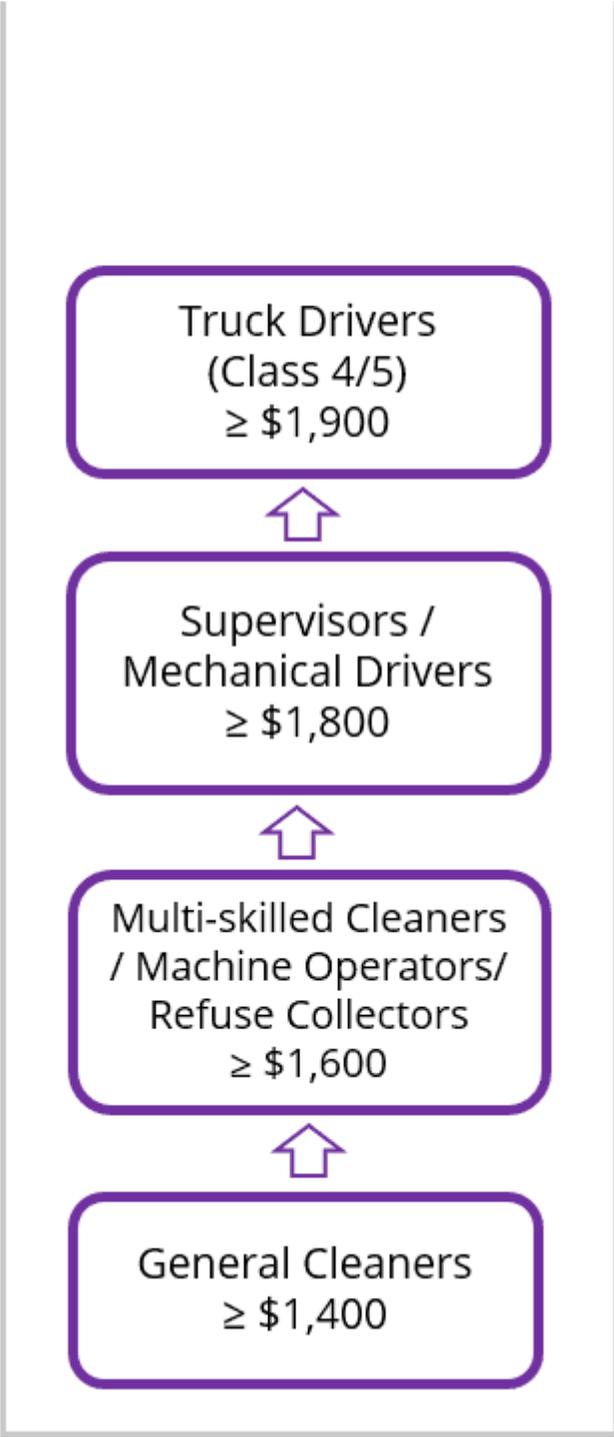
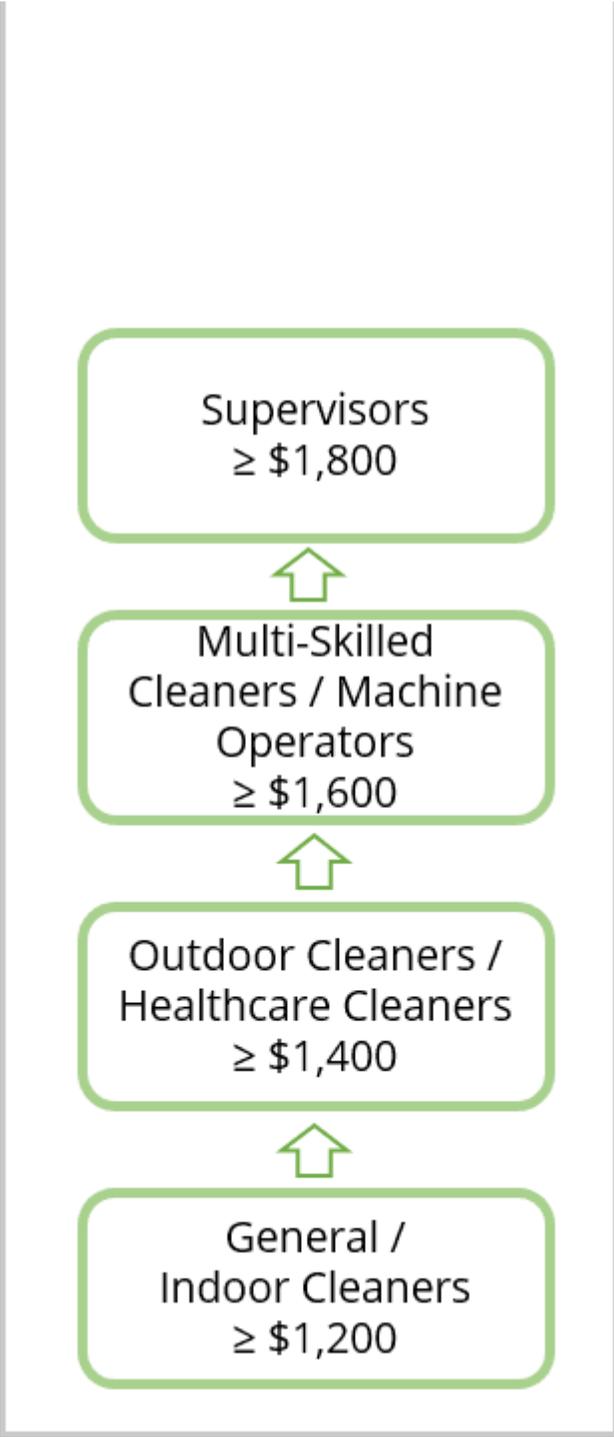
From 1 July 2019

For service contracts starting from 1 July 2019, you must use the following wages.

Group 1
Office & Commercial
 e.g. Office, school,
 hospital and polyclinic

Group 2
F&B Establishment
 e.g. Hawker centre,
 Food court

Group 3
Conservancy
 e.g. Town council,
 public cleansing



Training requirements

Your cleaning company must ensure that its Singaporean and PR cleaners meet the PWM's training requirements.

Refer to [SSG's training framework for the cleaning sector](#) .

As an employer, you will benefit from your workers' increased productivity and ability to provide better quality cleaning services to buyers.

Find out more

For more information:

- [TCC's report and recommendations issued in 2012](#) 
- [TCC's report and recommendations issued in 2016](#) 
- [TCC's press release on the revised PWM in 2016](#) 
- [Government's press release on the revised PWM in 2016](#)
- [PWM as a licensing condition for cleaning companies](#) 

Last Updated: 19 May 2017



FAQs

Does the Progressive Wage Model also apply to part-time or temporary workers?

How can I tell that my cleaning service provider is paying its workers appropriate wages?

How much do I need to pay my employees under the Progressive Wage Model?

I'm a cleaner, and my employer has paid me incorrect wages. What can I do?

Who qualifies for the Progressive Wage Model for workers in the cleaning sector?

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