

Our Ref: BCA ID 74.0.14

25 April 2019

Manpower Strategy and Planning Group

See Distribution List

Dear Sirs

GOVERNMENT PROCUREMENT REQUIREMENTS FOR LIFT MAINTENANCE SERVICES TO BE PROCURED FROM FIRMS COMMITTED TO THE PROGRESSIVE WAGE MODEL (PWM)

This circular informs the industry that the Government will only procure lift maintenance services for tenders from firms listed under BCA's Contractors Registration System (CRS) ME09 workhead as committed to the Progressive Wage Model (PWM) from 1 May 2019 and the corresponding progressive wage requirement.

Implementation – Requirements for Lift Maintenance Services

2. On 13 November 2018, BCA issued a circular to encourage lift maintenance firms to apply to be listed under the BCA's CRS ME09 workhead as firms committed to the adoption of PWM (or PWM firms) as the public sector will be taking the lead to procure lift maintenance services only from such firms.

(See <https://www.corenet.gov.sg/media/2187070/application-for-listing-as-progressive-wage-model-pwm-firms-under-cont.pdf>)

3. ***This will take effect from 1 May 2019*** where GPEs will stipulate as a critical evaluation criterion that tender awards can only be made to PWM firms registered under CRS ME09 workhead.

- The criterion will apply to both lift maintenance services procured as standalone contracts as well as lift maintenance services procured as part of base specifications or exercisable options in new lift installation contracts.
- In situations where the main contractor is not a lift maintenance services company, but has engaged a lift maintenance services sub-contractor for the purpose of providing such services, the sub-contractor must be registered under CRS ME09 workhead and committed to the adoption of PWM.

Progressive Wage Benchmark

4. As highlighted in the circular on 13 November 2018, **PWM firms have to progressively adjust the wages of the lift maintenance workers to meet higher basic wage threshold, until the full wage levels under the PWM framework is met.** BCA has worked with the Unions and the Singapore Lifts and Escalators Contractors and Manufacturers Association (SLECMA) on the transition of the industry to PWM. The implementation dates and the corresponding basic wage benchmarks for Singapore resident lift maintenance personnel are listed in Table 1 below. To remain as PWM firms under the ME09 registration, firms must complete the adjustment of the basic wages of all Singapore resident lift maintenance personnel to the stipulated basic wage benchmark (or higher) by the corresponding implementation date or earlier.

Table 1: Transitional Wage Benchmarks

Implementation Date	Basic wage benchmark to be met
By 1 Jul 2020	Meet at least 70% of PWM basic monthly wages for all Singapore resident lift maintenance personnel
By 1 Jul 2021	Meet at least 80% of PWM basic monthly wages for all Singapore resident lift maintenance personnel
By 1 Jul 2022	Meet 100% of PWM basic monthly wages for all Singapore resident lift maintenance personnel

5. To ensure that the firm is compliant with the wage benchmark requirements, all firms will be required to submit the PWM Reports to BCA annually and upon request for review. Firms failing to abide may be removed from the listing as PWM firms in CRS.

6. We encourage firms which intend to provide lift maintenance services for the Government tenders to register under the ME09 workhead as PWM firms before 1 May 2019 and to adopt the progressive wage benchmarks by the dates stipulated. For further enquiries, please send your enquiry or feedback through <https://www.bca.gov.sg/feedbackform/> or call 1800-3425222 (1800-DIAL BCA).

Yours faithfully,



ER. GRACE MUI
GROUP DIRECTOR
MANPOWER STRATEGY AND PLANNING GROUP
for CHIEF EXECUTIVE OFFICER
BUILDING AND CONSTRUCTION AUTHORITY

Progressive Wage Model Framework

PWM Job Title	Job roles/Competencies	Range of PWM Basic Monthly Wages
Senior Supervisor	- Deployment of workforce - Supervision management	\$3,500 - \$6,000
Supervisor	Team lead for - Maintenance - Response and recovery - Replacement and upgrading	\$2,800 - \$5,000
Master Specialist	- Form and lead quality and safety initiatives - Provide training and mentorship	\$4,000 - \$6,000
Principal Specialist	- Provide technical expertise in troubleshooting and repair - Well versed in different L&E models - Conduct L&E quality and safety assessments	\$3,200 - \$5,500
Senior Specialist	- Perform maintenance work independently - Incident response and recovery - Replacement of advanced components	\$2,600 - \$3,500
Specialist	- Perform maintenance work independently - Incident response - Replacement of basic components	\$2,250 - \$2,950
Assistant Specialist	- Perform maintenance work under supervision	\$1,850 - \$2,500

PWM Job Title	Basic Minimum Monthly Wages by 1 Jul 2020	Basic Minimum Monthly Wages by 1 Jul 2021	Basic Minimum Monthly Wages by 1 Jul 2022
Senior Supervisor	\$2,450	\$2,800	\$3,500
Supervisor	\$1,960	\$2,240	\$2,800
Master Specialist	\$2,800	\$3,200	\$4,000
Principal Specialist	\$2,240	\$2,560	\$3,200
Senior Specialist	\$1,820	\$2,080	\$2,600
Specialist	\$1,580	\$1,800	\$2,250
Assistant Specialist	\$1,300	\$1,480	\$1,850

DISTRIBUTION LIST

President

Association of Property & Facility Managers

secretariat@apfm.myqbiz.com

Deputy Executive Secretary

Building Construction and Timber Industries Employees' Union (BATU)

gohty@ntuc.org.sg

Director

Building and Infrastructure

Defence Science & Technology Agency

lee_eng_hua@dsta.gov.sg

Deputy Chief Executive Officer (Building)

Housing & Development Board

Fong_Chun_Wah@hdb.gov.sg

Director

Engineering & Operations Group

JTC Corporation

mark_koh@jtc.gov.sg

Deputy Chief Executive

Infrastructure & Development

Land Transport Authority

chua_chong_kheng@lta.gov.sg

Advisor & Executive Committee Member

Metal Industries Workers Union (MIWU)

jessie_yeo@ntuc.org.sg

Director of Infrastructure

Infrastructure And Facility Services Division

Ministry of Education HQ (Ghim Moh)

CHOO_Boon_Chiao@moe.gov.sg

Director, Foreign Workforce Policy Department

Ministry of Manpower

HENG_Jian_Wei@mom.gov.sg

Assistant Director

Infrastructure Development & Management Division

Ministry of Home Affairs

Quek_tee_kim@spf.gov.sg

Chief
Health Infrastructure Project
MOH Holdings Pte Ltd
bengthong.koh@mohh.com.sg

Senior Assistant Director
Procurement and Project Facilitation Department
National Environment Agency
choo_yoke_choy@nea.gov.sg

Director (Building & Estates Management)
People's Association (PA)
david_low@pa.gov.sg

Director
Engineering Development & Procurement Department
Public Utilities Board
young_joo_chye@pub.gov.sg

President
Real Estate Developers' Association of Singapore
enquiry@redas.com

Deputy Chief Executive Officer
Sentosa Development Corporation
agencies_circulars@sentosa.com.sg

President
Singapore Contractors Association Limited
enquiry@scal.com.sg

Executive Secretary
Singapore Industrial & Services Employees' Union (SISEU)
sylvia_choo@ntuc.org.sg

President
Singapore Lift & Escalator Contractors & Manufacturers Association (SLECMA)
bstan@ctlclaw.com

Deputy Secretary General
Singapore Manual & Mercantile Workers' Union (SMMWU)
surashrm@smmwu.org.sg

Chief (Sport Infrastructure Group)
Sport Singapore
Lim_hong_khiang@sport.gov.sg

Chief Planner
Urban Redevelopment Authority
hwang_yu-ning@ura.gov.sg

Executive Secretary
United Workers of Electronics & Electrical Industries (UWEEI)
melvin_yong@ntuc.org.sg

Director, Healthcare, Social & Business Services
Workforce Singapore
Janice_FOO@wsg.gov.sg

All CORENET e-info subscribers

All BCA RW02 and ME09 contractors

All Public Sector Panels of Consultants (PSPC) registered firms

All Town Councils