

Annex A: Progressive Wage Model (PWM) for Lift and Escalator (L&E) Maintenance

Background

1 The Progressive Wage Model (PWM) for lift and escalator (L&E) maintenance workers was recommended by the Tripartite Cluster for Lift and Escalator Industry (TCLE) in July 2021 which was accepted by the Government¹. The PWM creates clear career progression pathways with wages commensuration with the job responsibilities and competencies of the lift and escalator (L&E) workforce. It applies to all Singapore citizens and permanent residents employed in the industry.

PWM Requirements and Benefits

2 Progressive wages: Issued in December 2022, the PWM has been mandated as a registration requirement for L&E maintenance contractors under BCA's RW02B and RW03B workheads². The PWM Order³ issued by BCA mandates:

- a. A schedule of minimum basic wages for local technicians across all job levels;
- b. A schedule of basic wage increases from 2023 to 2028⁴; and
- c. An annual PWM bonus of at least one month's basic wage, with effect from Jan 2023.

Skills Development and Certification

3 Competency Certifications for L&E Workforce. To support the implementation of PWM, the Building and Construction Authority (BCA) and the Institute of Technical Education (ITE) have collaborated to develop certification courses for various competency levels within the PWM L&E framework. These courses provide L&E technicians with a consistent, structured pathways to develop their competencies⁵.

4 The certification system ensures workers can progress through clearly defined competency levels, linking skills development directly to wage advancement and career opportunities in Singapore's evolving L&E industry.

¹ More information on the recommendations of Tripartite Cluster for Lift & Escalator (TCLE) industry on the progressive wage model for the lift & escalator maintenance sector is [here](#).

² More information on BCA RW02B and RW03B workheads is [here](#).

³ More on the Progressive Wage Model (PWM) Order is [here](#).

⁴ More information on the basic wage Lift and Escalator (L&E) Progressive Wage Model (PWM) baseline wage floor is [here](#).

⁵ More information on certification courses for Lift and Escalator (L&E) Progressive Wage Model (PWM) is at [Certificate of Competencies \(CoC\)](#); [Higher Nitec in Vertical Transportation \(3 years\)](#) \ Institute of Technical Education; [Work-Study Diploma in Vertical Transportation](#) \ Institute of Technical Education