

PROGRESSIVE WAGE MODEL (LIFT SECTOR)

To attract and retain Singapore resident lift maintenance personnel for the sector

WHY introduce PWM?

- Lift sector faces challenges of an **ageing workforce & difficulty in attracting new entrants**
- **Attract and retain Singapore residents** for the lift sector
- **Build up industry competency** at different levels to support enhanced regulatory regime

Lift Manpower

There are currently **> 2,000 TECHNICIANS** maintaining about **70,000 LIFTS** in Singapore

WHAT is PWM?

Career Progression

- Provide Singapore resident lift maintenance personnel with **clear progression pathway** (refer to STC report published 19 Sep 2018 at go.gov.sg/bca-pwm)
- Related training courses are progressively rolled out to the industry

Wage Progression

- Ensure lift maintenance personnel earn **wages commensurate** with job competencies & responsibilities

PWM Roadmap

- One of the **key recommendations** from L&E Sectorial Tripartite Committee (STC) in Sep 2018, which was accepted by the Government
- w.e.f. May 2019, **GPEs took the lead by only awarding lift maintenance tenders to firms that have adopted PWM** for their lift maintenance personnel
- To date, 40 lift contractors (**servicing 95% of lifts in Singapore**) have committed to adopt PWM

Transitional wage benchmark approach:

- By 1 July 2020, lift contractors committed to PWM must meet 70% of wage benchmark
- Transitional wage benchmarks will **progressively increase to 100% of PWM wages in 2022**

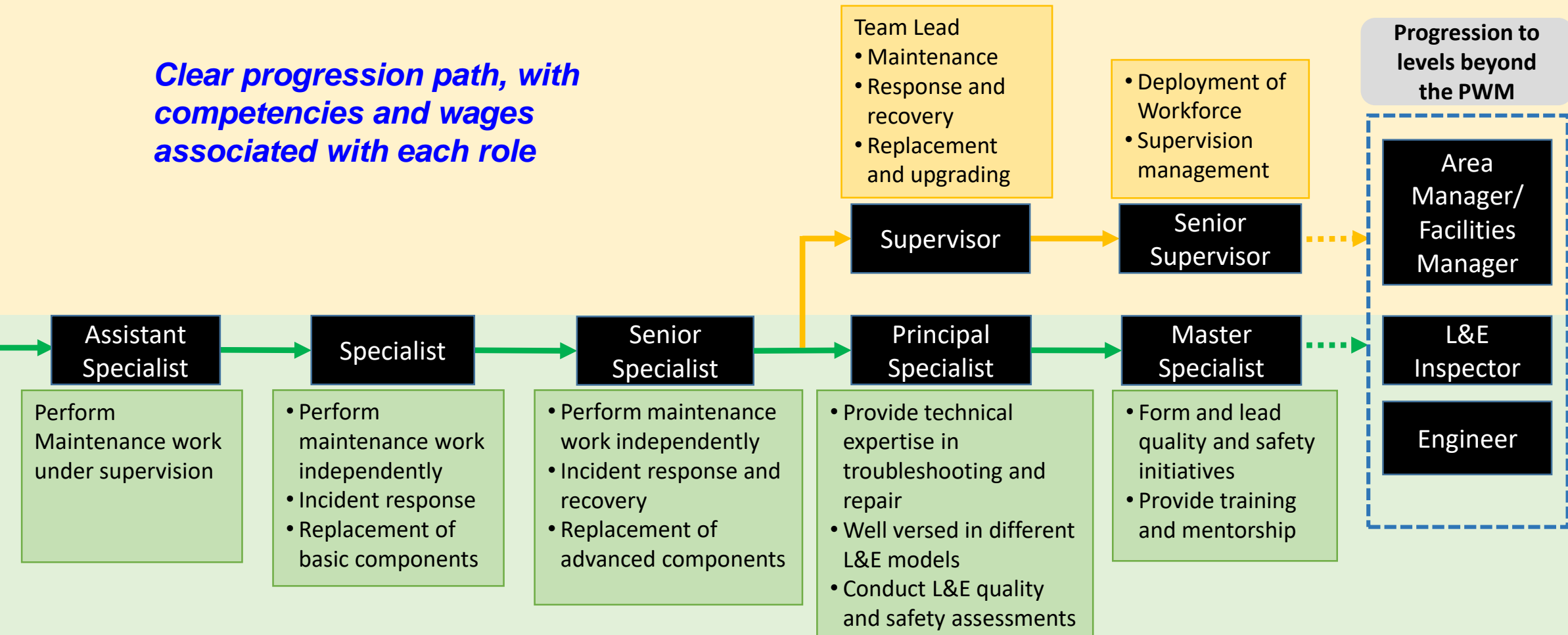
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Clear progression path, with competencies and wages associated with each role

Supervisory track

Specialist track



Proposed Basic Wage Range	\$1,850 - \$2,500	\$2,250 - \$2,950	\$2,600 - \$3,500	\$2,800 - \$5,000 (S) \$3,200 - \$5,500 (PS)	\$3,500 - \$6,000 (SS) \$4,000 - \$6,000 (MS) or more
Current Wages (Basic)	\$1,300 - \$1,600	\$1,600 - \$1,900	\$1,900 - \$2,200	\$2,500 - \$5,000 (supervisor) \$2,200 - \$4,500 (technicians) or more	

