

Implementation of the Progressive Wage Model (PWM) for the L&E Sector

Presented by: Mr. Darius Ho

Senior Engineer

Electrical and Mechanical Engineering Group,
Building and Construction Authority (BCA)



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Scope of Presentation

1. STC (2018) & TCLE (2021) Recommendations
2. PWM Implementation
 - a. Mandatory PWM for lift maintenance companies
 - b. PWM Wage Requirements
 - c. PWM Bonus Requirements
3. Updates on training available at each PWM level



L&E STC's Recommendations

- Formed in January 2017
- To look into initiatives to attract, develop, and retain locals in the lift and escalator industry
- Comprises over 20 representatives from government, trade unions, industry association and firms, as well as service buyers
- Recommendations of the L&E STC were accepted by the Government on **19 Sept 2018**

Better Jobs

Provide better jobs to attract locals to join the industry

Higher Skills

Up skill workforce to deliver better quality maintenance services

Better Remuneration

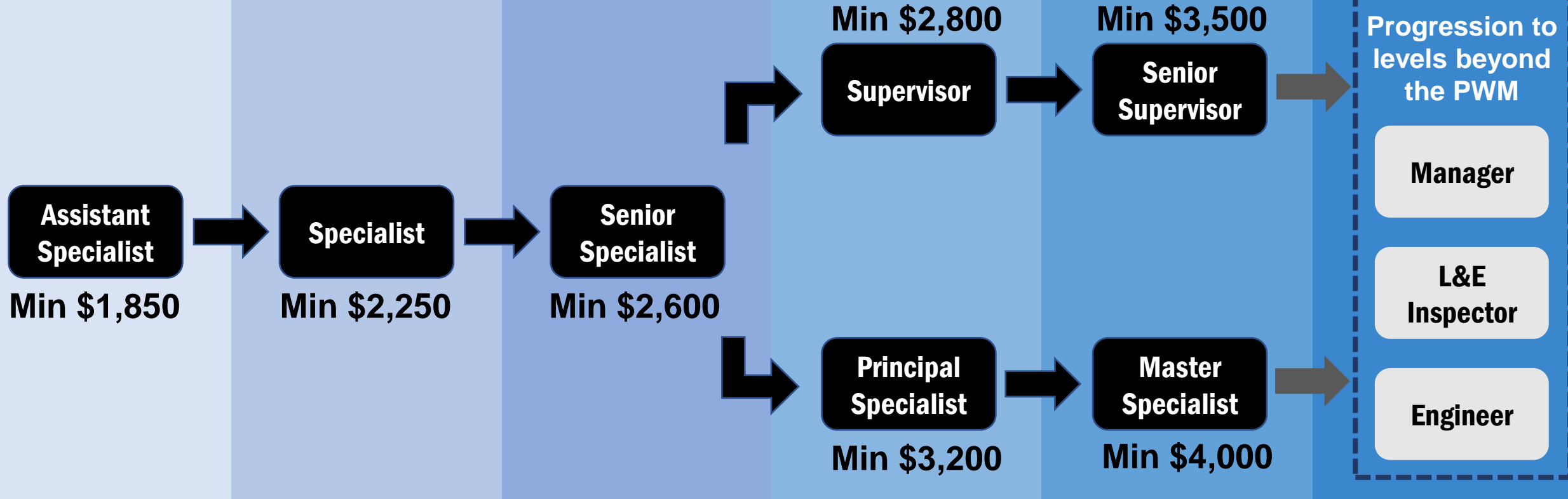
Ensure commensurate wages to build up a core workforce to anchor the industry

Raising Productivity

Push for wider adoption of technology to reduce manpower reliance



PWM Wage requirements in 2022



3 Year Transitional Timeline was also given for PWM Committed firms to meet the PWM Wage requirements in 2022:

Year	Minimum PWM Wage Requirement
2020	70% of minimum PWM wage
We are here → 2021	80% of minimum PWM wage
2022	100% of minimum PWM wage

PWM Wage Requirements

Firms are required to pay the minimum PWM wages for all SC/PR L&E maintenance techs by 2022

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

80% Min Wage Requirement



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TCLE Recommendations

- Took over from previous STC in 2020
- Included escalator maintenance technicians in the L&E PWM
- Wage review for L&E maintenance technicians from 2023 to 2029
- Introduced a mandatory PWM bonus

Tripartite Committee for Lifts and Escalators (TCLE)

Unions

1. BATU
2. MIWU
3. The SMMWU
4. UWEEI
5. Employment and Employability Institute

Industry

1. SLECMA
2. Town Councils
3. ASM
4. APFM
5. REDAS

Government

1. MOM
2. BCA
3. WSG
4. SSG
5. ITE

Industry Engagement

PWM Wage Requirements

PWM Job Level	Minimum Basic PWM Wage						
	2022	2023	2024	2025	2026	2027	2028
Master Specialist	\$4,000	Employers to decide on wages for higher tier PWM levels based on market forces					
Senior Supervisor	\$3,500						
Principal Specialist	\$3,200	\$3,330	\$3,460	\$3,590	\$3,720	\$3,935	\$4,150
Supervisor	\$2,800	\$3,015	\$3,230	\$3,445	\$3,660	\$3,875	\$4,090
Senior Specialist	\$2,600	\$2,805	\$3,010	\$3,215	\$3,420	\$3,620	\$3,820
Specialist	\$2,250	\$2,460	\$2,670	\$2,880	\$3,090	\$3,280	\$3,470
Assistant Specialist	\$1,850	\$2,075	\$2,300	\$2,525	\$2,750	\$2,915	\$3,080

Source: TCLE Recommendation Report 2021 (<https://go.gov.sg/bca-tcle-report-2021>)



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PWM Bonus Requirement

1. TCLE has also recommended the introduction of an Annual Bonus (“PWM Bonus”) from January 2023 onwards, of **no less than one month’s basic wage**.
2. The PWM Bonus can include the following payments made to the resident workers:
 - a. annual wage supplement (commonly known as “13th month” bonus);
 - b. performance bonus;
 - c. retention bonus;
 - d. festive bonus; or
 - e. any such class of variable bonuses that a L&E firm may provide its workers.

Source: TCLE Recommendation Report 2021 (<https://go.gov.sg/bca-tcle-report-2021>)



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Mandatory PWM for L&E Maintenance Firms

Requirements

1. L&E companies to submit PWM wage plans during:
 - CRS Registration / Renewals
 - Annually during submission period (e-mail reminders would be sent)
2. All SC/PR L&E maintenance workers must be paid the minimum PWM wages.
3. Checks will be conducted and enforcement actions will be taken on firms that are non-compliant.



PWM Application

Firms who have not applied, are strongly encouraged to sign up before the mandatory PWM is implemented in 2022.

How to Apply:

Download the following forms at <https://go.gov.sg/bca-lift-escalator-pwm>:

1. PWM Application Form
2. Progressive Wage Plan Form

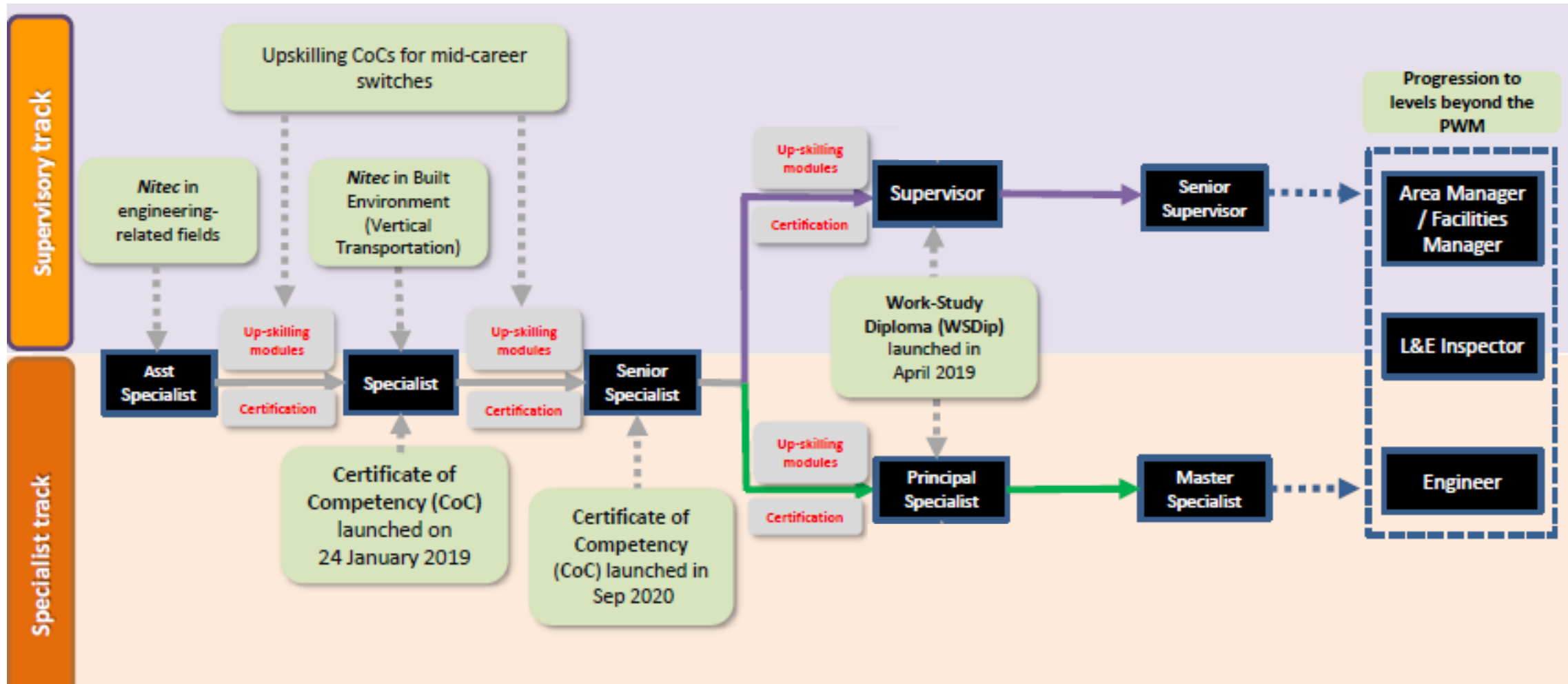
Email the completed application form and PWM report to bca_lescheme@bca.gov.sg



**Enquiries on the PWM scheme for the L&E sector can be sent to bca_lescheme@bca.gov.sg*



Training and certification framework



BCA will require certification for all PWM Levels (except Master Specialist and Senior Supervisor) once all the courses are ready.

Training and certification framework

CoC in Lift Maintenance for Lift Specialist

Item	Details
Pre-requisite	Min 1 year work experience in related field (maintenance)
Duration of CoC	<ul style="list-style-type: none">• Half-day Familiarization course• 1-day project-based Assessment
Assessment	<ul style="list-style-type: none">• Theory Assessment – 1hr, 30 MCQ• Practical Assessment – 4 hours, 4 Test Stations• 30% Theory, 70% Practical weightage• 50% in aggregate to pass
Launch Date	24 January 2019
Passing Rate	>97%

50 Firms already registered!

Once PWM is mandated, all workers carrying out Lift maintenance independently must possess CoC in Lift Maintenance for Lift Specialists.

**Actual date for mandatory certification TBC.*

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Training and certification framework

CoC in Lift Maintenance for Senior Lift Specialist

Item	Details
Pre-requisite	Min 3 year work experience in related field (maintenance)
Duration of CoC	<ul style="list-style-type: none">• 30 hours course to be conducted at night• 10-day, 3 hours each lesson include lessons and project-based Assessment
Assessment	<ul style="list-style-type: none">• Theory Assessment –1 ¼hr, 40 MCQ• Practical Assessment –4 hours, 4 Test Stations• 30% Theory, 70% Practical weightage• 50% in aggregate to pass
Launch Date	21 Sep 2021

BCA will require certification for all PWM Levels (except Master Specialist and Senior Supervisor) once all the courses are ready.

**Actual date for mandatory certification TBC.*

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List of L&E courses offered by ITE

No	Course Title	Duration	PWM level
1	CoC in Lift System and Equipment Maintenance	60 hours	Preparatory course for Specialist Certification
2	CoC in Lift Maintenance for Lift Specialist (English/ Chinese)	1.5 days	Specialist Certification Test
3	CoC in Basic Lift Installer	20 hours	Preparatory course for Senior Specialist Certification
4	CoC in Lift Power & Control	60 hours	
5	CoC in Lift Testing & Commissioning	60 hours	
6	CoC in Lift Maintenance for Senior Lift Specialist	30 hours	Senior Specialist Certification Course + Test
7	CoC in Lift Electronics and Control Systems	60 hours	Preparatory course for Principal Specialist certification
8	CoC in Lift System and Equipment Maintenance (Advance)	60 hours	Principal Specialist/ Supervisor Certification Course + Test

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Thank you



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