

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

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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

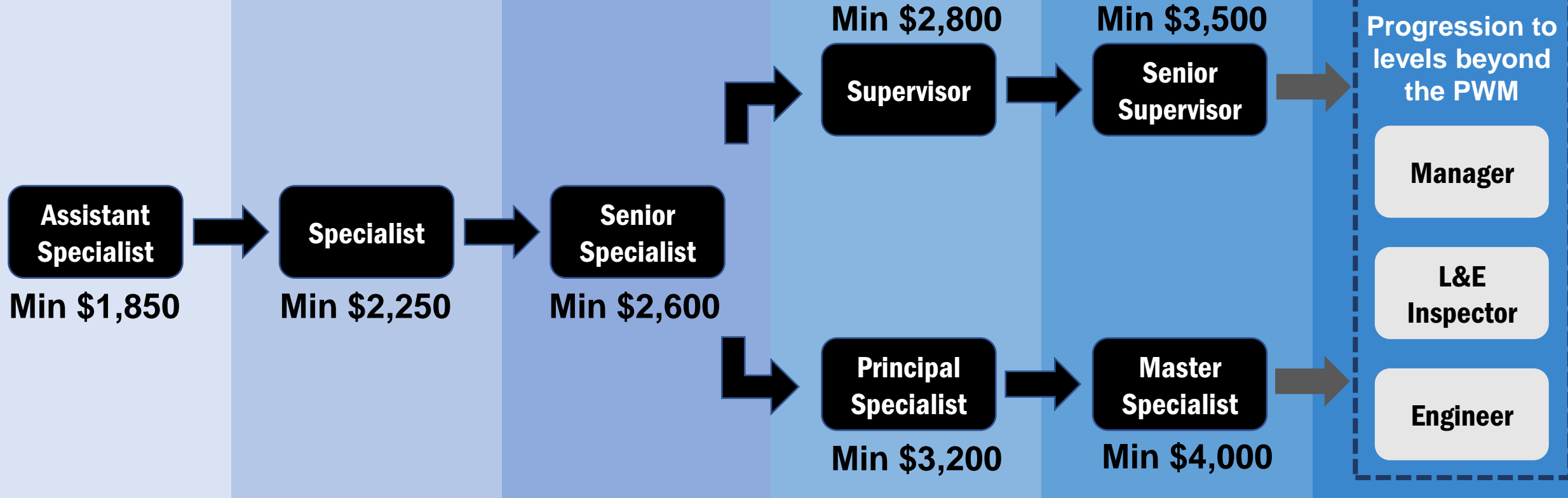
**Ensure commensurate wages to build up a core workforce to anchor the industry**

## 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
<b>We are here</b> → 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**



# 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

**BUILD SG**



# PWM Wage Requirements

PWM Job Level	Minimum Basic PWM Wage						
	2022	2023	2024	2025	2026	2027	2028
Master Specialist	\$4,000	<b>Employers to decide on wages for higher tier PWM levels based on market forces</b>					
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

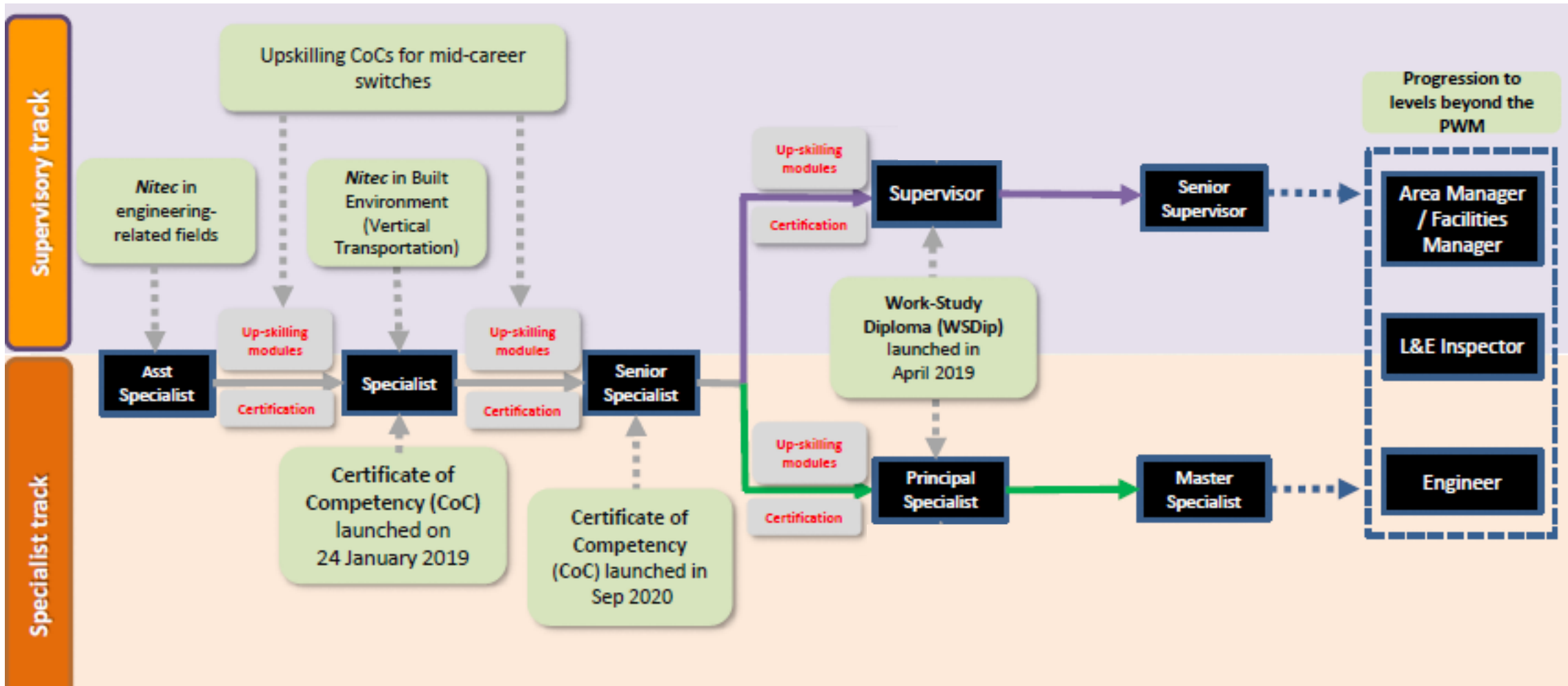
Email the completed application form and PWM report to [bca\\_lescheme@bca.gov.sg](mailto:bca_lescheme@bca.gov.sg)



*\*Enquiries on the PWM scheme for the L&E sector can be sent to [bca\\_lescheme@bca.gov.sg](mailto: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"><li>• Half-day Familiarization course</li><li>• 1-day project-based Assessment</li></ul>
Assessment	<ul style="list-style-type: none"><li>• Theory Assessment – 1hr, 30 MCQ</li><li>• Practical Assessment – 4 hours, 4 Test Stations</li><li>• 30% Theory, 70% Practical weightage</li><li>• 50% in aggregate to pass</li></ul>
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.*

# 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"><li>• 30 hours course to be conducted at night</li><li>• 10-day, 3 hours each lesson include lessons and project-based Assessment</li></ul>
Assessment	<ul style="list-style-type: none"><li>• Theory Assessment –1 ¼hr, 40 MCQ</li><li>• Practical Assessment –4 hours, 4 Test Stations</li><li>• 30% Theory, 70% Practical weightage</li><li>• 50% in aggregate to pass</li></ul>
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.**

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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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