

**ORDER BY THE COMMISSIONER OF BUILDING CONTROL
UNDER SECTION 29Q(3) BUILDING CONTROL ACT 1989**

Having considered the recommendations by the Tripartite Cluster for Lift and Escalator Industry (“**TCLE**”), the Commissioner of Building Control makes the following Order under section 29Q(3) of the Building Control Act 1989 (the “**Act**”), in respect of persons (“**Employees**”) who are citizens or permanent residents of Singapore employed by firms registered under section 29P of the Act carrying out maintenance of lifts or escalators in Singapore (“**L&E Maintenance firms**”):

1. For the purposes of section 29Q(3)(a) read with section 29Q(1)(a)(ii) of the Act, the minimum amounts of basic wage (as defined in section 29M of the Act), on or after 09 December 2022, are as follows:

1.1. Minimum amounts of basic wage payable to relevant classes of Employees on or after 1 July 2022:

CLASS OF EMPLOYEES	RESPONSIBILITIES	MINIMUM AMOUNT OF BASIC WAGE
Supervisor	A person who carries out maintenance of lifts and/or escalators independently. He/she may also be leading a team performing maintenance of lifts and/or escalators. Job duties may include: Supervision of replacement and upgrading work, response and recovery of lifts and/or escalators.	\$2,800
Principal Specialist	A person who carries out maintenance of lifts and/or escalators independently. He/she may also provide technical expertise in troubleshooting and repair of lifts and/or escalators. Job duties may include: Conducting of quality and safety assessments for lifts and/or escalators without supervision.	\$3,200
Senior Specialist	A person who carries out maintenance of lifts and/or escalators independently. He/she may also carry out recovery work in the event of an incident involving a lift and/or an escalator. Job duties may include: Replacement of complex components of lifts and/or escalators without supervision.	\$2,600
Specialist	A person who carries out maintenance of lifts and/or escalators independently. Job duties may include: Replacement of basic components of lifts and/or escalators without supervision.	\$2,250

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Assistant Specialist	A person who carries out maintenance of lifts and/or escalators under supervision.	\$1,850

1.2. Minimum amounts of basic wage payable to relevant classes of Employees on or after 1 July 2023:

CLASS OF EMPLOYEES	RESPONSIBILITIES	MINIMUM AMOUNT OF BASIC WAGE
Supervisor	A person who carries out maintenance work independently. He/she may lead a team performing maintenance of lifts and/or escalators. Job duties may include: Supervision of replacement and upgrading work in respect of lifts and/or escalators, and recovery of lifts and/or escalators.	\$3,015
Principal Specialist	A person who carries out maintenance of lifts and/or escalators independently. He/she may also provide technical expertise in troubleshooting and repair of lifts and/or escalators. Job duties may include: Conducting of quality and safety assessments for lifts and/or escalators without supervision.	\$3,330
Senior Specialist	A person who carries out maintenance of lifts and/or escalators independently. He/she may also carry out recovery work in the event of an incident involving a lift and/or an escalator. Job duties may include: Replacement of complex components of lifts and/or escalators without supervision.	\$2,805
Specialist	A person who carries out maintenance of lifts and/or escalators independently. Job duties may include: Replacement of basic components of lifts and/or escalators without supervision.	\$2,460
Assistant Specialist	A person who carries out maintenance of lifts and/or escalators under supervision.	\$2,075

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1.3. Minimum amounts of basic wage payable to relevant classes of Employees on or after 1 July 2024:

CLASS OF EMPLOYEES	RESPONSIBILITIES	MINIMUM AMOUNT OF BASIC WAGE
Supervisor	<p>A person who carries out maintenance of lifts and/or escalators independently. He/she may also lead a team performing maintenance of lifts and/or escalators.</p> <p>Job duties may include: Supervision of replacement and upgrading work, and recovery of lifts and/or escalators.</p>	\$3,230
Principal Specialist	<p>A person who carries out maintenance of lifts and/or escalators independently. He/she may also provide technical expertise in troubleshooting and repair of lifts and/or escalators.</p> <p>Job duties may include: Conducting of quality and safety assessments for lifts and/or escalators without supervision.</p>	\$3,460
Senior Specialist	<p>A person who carries out maintenance of lifts and/or escalators independently. He/she may also carry out recovery work in the event of an incident involving a lift and/or an escalator.</p> <p>Job duties may include: Replacement of complex components of lifts and/or escalators without supervision.</p>	\$3,010
Specialist	<p>A person who carries out maintenance of lifts and/or escalators independently.</p> <p>Job duties may include: Replacement of basic components of lifts and/or escalators without supervision.</p>	\$2,670
Assistant Specialist	<p>A person who carries out maintenance of lifts and/or escalators under supervision.</p>	\$2,300

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1.4. Minimum amounts of basic wage payable to relevant classes of Employees on or after 1 July 2025:

CLASS OF EMPLOYEES	RESPONSIBILITIES	MINIMUM AMOUNT OF BASIC WAGE
Supervisor	<p>A person who carries out maintenance of lifts and/or escalators independently. He/she may also lead a team performing maintenance of lifts and/or escalators.</p> <p>Job duties may include: Supervision of replacement and upgrading work, and recovery of lifts and/or escalators.</p>	\$3,445
Principal Specialist	<p>A person who carries out maintenance of lifts and/or escalators independently. He/she may also provide technical expertise in troubleshooting and repair of lifts and/or escalators.</p> <p>Job duties may include: Conducting of quality and safety assessments for lifts and/or escalators without supervision.</p>	\$3,590
Senior Specialist	<p>A person who carries out maintenance of lifts and/or escalators independently. He/she may also carry out recovery work in the event of an incident involving a lift and/or an escalator.</p> <p>Job duties may include: Replacement of advanced components of lifts and/or escalators without supervision.</p>	\$3,215
Specialist	<p>A person who carries out maintenance of lifts and/or escalators independently.</p> <p>Job duties may include: Replacement of basic components of lifts and/or escalators without supervision.</p>	\$2,880
Assistant Specialist	<p>A person who carries out maintenance of lifts and/or escalators under supervision.</p>	\$2,525

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- 1.5. Minimum amounts of basic wage payable to relevant classes of Employees on or after 1 July 2026:

CLASS OF EMPLOYEES	RESPONSIBILITIES	MINIMUM AMOUNT OF BASIC WAGE
Supervisor	<p>A person who carries out maintenance of lifts and/or escalators independently. He/she may also lead a team performing maintenance of lifts and/or escalators.</p> <p>Job duties may include: Supervision of replacement and upgrading work, and recovery of lifts and/or escalators.</p>	\$3,660
Principal Specialist	<p>A person who carries out maintenance of lifts and/or escalators independently. He/she may also provide technical expertise in troubleshooting and repair of lifts and/or escalators.</p> <p>Job duties may include: Conducting of quality and safety assessments for lifts and/or escalators without supervision.</p>	\$3,720
Senior Specialist	<p>A person who carries out maintenance of lifts and/or escalators independently. He/she may also carry out recovery work in the event of an incident involving a lift and/or an escalator.</p> <p>Job duties may include: Replacement of advanced components of lifts and/or escalators without supervision.</p>	\$3,420
Specialist	<p>A person who carries out maintenance of lifts and/or escalators independently.</p> <p>Job duties may include: Replacement of basic components of lifts and/or escalators without supervision.</p>	\$3,090
Assistant Specialist	<p>A person who carries out maintenance of lifts and/or escalators under supervision.</p>	\$2,750

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- 1.6. Minimum amounts of basic wage payable to relevant classes of Employees on or after 1 July 2027:

CLASS OF EMPLOYEES	RESPONSIBILITIES	MINIMUM AMOUNT OF BASIC WAGE
Supervisor	<p>A person who carries out maintenance of lifts and/or escalators independently. He/she may also lead a team performing maintenance of lifts and/or escalators.</p> <p>Job duties may include: Supervision of replacement and upgrading work, and recovery of lifts and/or escalators.</p>	\$3,875
Principal Specialist	<p>A person who carries out maintenance of lifts and/or escalators independently. He/she may also provide technical expertise in troubleshooting and repair of lifts and/or escalators.</p> <p>Job duties may include: Conducting of quality and safety assessments for lifts and/or escalators without supervision.</p>	\$3,935
Senior Specialist	<p>A person who carries out maintenance of lifts and/or escalators independently. He/she may also carry out recovery work in the event of an incident involving a lift and/or an escalator.</p> <p>Job duties may include: Replacement of advanced components of lifts and/or escalators without supervision.</p>	\$3,620
Specialist	<p>A person who carries out maintenance of lifts and/or escalators independently.</p> <p>Job duties may include: Replacement of basic components of lifts and/or escalators without supervision.</p>	\$3,280
Assistant Specialist	<p>A person who carries out maintenance of lifts and/or escalators under supervision.</p>	\$2,915

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- 1.7. Minimum amounts of basic wage payable to relevant classes of Employees on or after 1 July 2028:

CLASS OF EMPLOYEES	RESPONSIBILITIES	MINIMUM AMOUNT OF BASIC WAGE
Supervisor	<p>A person who carries out maintenance of lifts and/or escalators independently. He/she may also lead a team performing maintenance of lifts and/or escalators.</p> <p>Job duties may include: Supervision of replacement and upgrading work, and recovery of lifts and/or escalators.</p>	\$4,090
Principal Specialist	<p>A person who carries out maintenance of lifts and/or escalators independently. He/she may also provide technical expertise in troubleshooting and repair of lifts and/or escalators.</p> <p>Job duties may include: Conducting of quality and safety assessments for lifts and/or escalators without supervision.</p>	\$4,150
Senior Specialist	<p>A person assigned to carry out maintenance of lifts and/or escalators independently. He/she may also carry out recovery work in the event of an incident involving a lift and/or an escalator.</p> <p>Job duties may include: Replacement of advanced components of lifts and/or escalators without supervision.</p>	\$3,820
Specialist	<p>A person who carries out maintenance of lifts and/or escalators independently.</p> <p>Job duties may include: Replacement of basic components of lifts and/or escalators without supervision.</p>	\$3,470
Assistant Specialist	<p>A person who carries out maintenance of lifts and/or escalators under supervision.</p>	\$3,080

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- 2 For purposes of section 29Q(3)(b) read with section 29Q(1)(a)(iii) of the Act, the minimum amount of the Progressive Wage Model Bonus (as defined in section 29M of the Act) (“**PWM Bonus**”) payable to Employees Eligible for PWM Bonus (as described below), and the frequency of payment of the PWM Bonus, are as follows:
- 2.1 An Employee Eligible for PWM Bonus is an Employee who is employed by a L&E Maintenance firm on a full-time or part-time basis¹ as of 1 January of every year and remains employed for a period of 12 months after that date, and who is not eligible for other forms of bonuses amounting to at least one (1) month of the Employee’s basic wage (as defined in Section 29M of the Act)².
- 2.2 Notwithstanding Clause 2.1, an Employee who is employed by a L&E Maintenance firm on a full-time or part-time basis as of 1 January of a given year but who does not remain employed for a period of 12 months after 1 January of that given year, and who is not eligible for other forms of bonuses amounting to at least one (1) month of the Employee’s basic wage (as defined in Section 29M of the Act), shall be an Employee Eligible for PWM Bonus, if, before the expiry of 12 months from 1 January of a given year:
- 2.2.1 the Employee retires from employment;
- 2.2.2 the Employee is certified by a doctor as medically unfit for continued employment after using up all his /her applicable leave entitlement ; or
- 2.2.3 the Employee’s employment is terminated by the L&E Maintenance firm for reasons other than misconduct.
- 2.3 The PWM Bonus shall be paid to Employees Eligible for PWM Bonus at least once every 12 calendar months of employment from the date on which this Order comes into operation.

¹ “Part-time basis” is defined as work performed under a contract of service for less than 35 hours a week.

² Other forms of bonus must be CPF-deductible and may include Performance Bonus, Retention Bonus, Annual Wage Supplement (or 13th month bonus), Festive Bonus, or any such class of variable bonus that that the L&E Maintenance Firm may provide to its employees.

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- 2.4 The minimum amount of PWM Bonus payable to an Employee Eligible for PWM Bonus shall be no less than one (1) month of the basic wage (as defined in section 29M of the Act) of the Employee Eligible for PWM Bonus, except where a pro-rated PWM Bonus is payable.
- 2.5 A pro-rated PWM Bonus shall be payable to Employees Eligible for PWM Bonus who are part-time employees, in accordance with the computation set out in **Annex A, Table 1**. A pro-rated PWM Bonus shall be payable to the Employees Eligible for PWM Bonus in Clause 2.2.1, 2.2.2 and 2.2.3 above, in accordance with the computation set out in **Annex A, Table 2**.
3. This Order shall come into operation on 9 December 2022.



ER. THANABAL KALIANNAN
Commissioner of Building Control

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ANNEX A

Table 1

Employee Eligible for Pro-Rated PWM Bonus: Part-Time Employee		
Step 1: Calculate basic wage	$\frac{\text{Basic wage of a similar full-time worker x 12 months}}{52 \text{ weeks x contracted hours/week}}$	$\times \text{No. of working hours the part-time employee is required to work under the contract of service in a month}$
Step 2: Find average basic wage of employee over 6 months to smoothen irregularities	$\frac{\text{Sum of monthly basic wage in month 1 to month 6}}{6}$	= Average Basic Wage
Step 3: Calculate pro-rated PWM Bonus	$\text{Average Basic Wage} \times$	$\frac{\text{No. of hours}^{\#} \text{ worked during computation period}^*}{52 \text{ weeks x No. of contractual hours in a week}}$

Table 2

Employee Eligible for PWM Bonus	a. Who was not employed for 12 months during the computation period*; or b. Who remained employed but did not work for 12 months during the computation period*	
Step 1: Calculate pro-rated PWM Bonus	$\text{Employee's Basic Wage} \times$	$\frac{\text{No. of hours}^{\#} \text{ worked during computation period}^*}{52 \text{ weeks x No. of contractual hours in a week}}$

*"Computation period" refers to the period of 12 months from 1 January of the relevant year.

No. of hours worked should refer only to work performed during working hours as stipulated in the employment contract, and exclude all overtime work.