

Briefing slides for General Waste Disposal Facilities (GWDF) Dialogue Session

Date: 7 June 2023 (Wed) – 2.30 pm to 4.30 pm
: 9 June 2023 (Fri) – 10 am to 12 pm

1

Progressive Wage Model (PWM) for Waste Management Industry

Background of Progressive Wage Model (PWM)

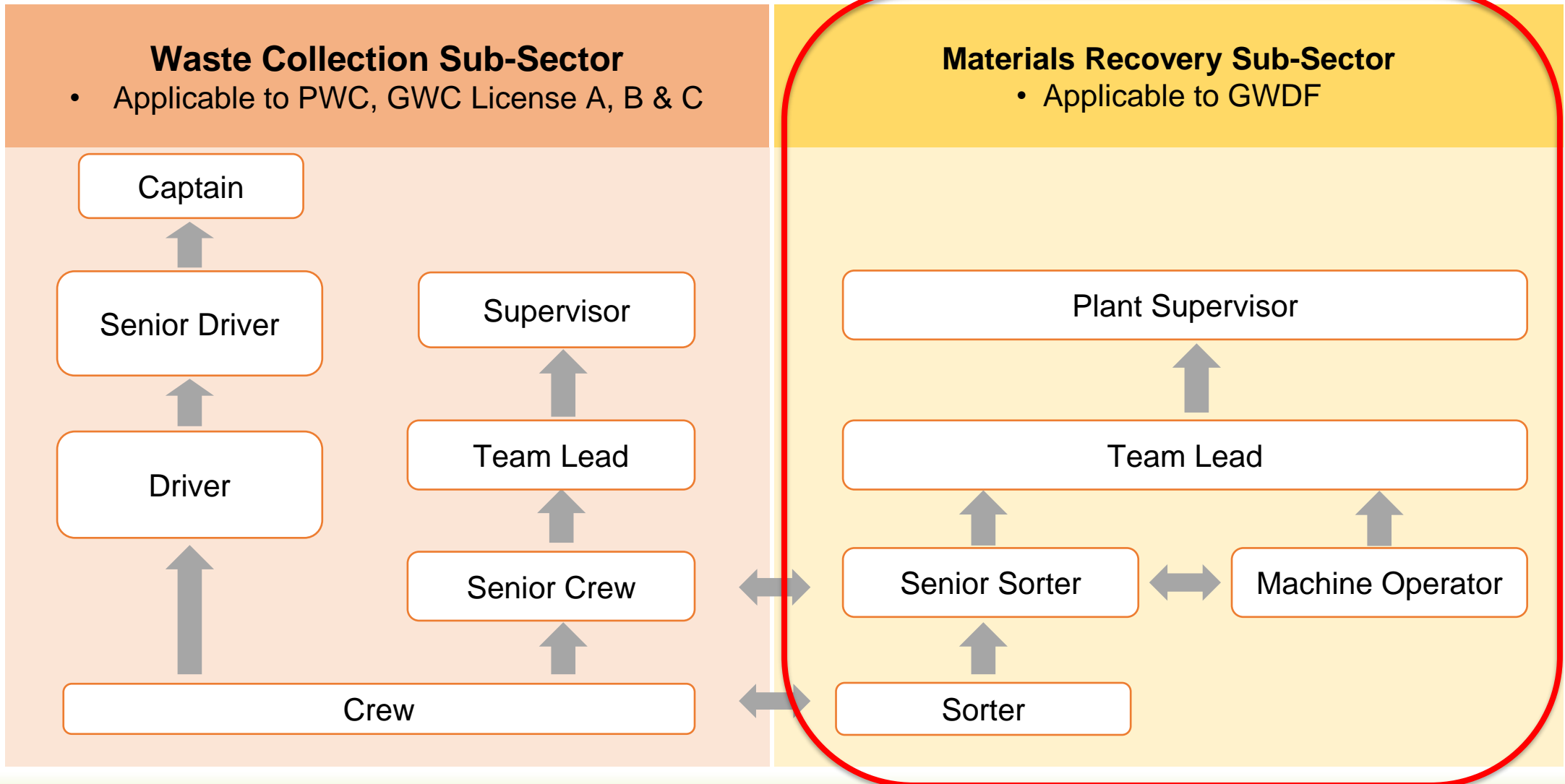
- Key objective of PWM is to **help increase wages of rank-and-file workers** in different sectors through **upgrading their skills** and improving the sectors' productivity
- While PWM **covers Singapore citizens and permanent residents (PRs)**, companies are encouraged to apply principles of “progressive wage” to their foreign workers, where feasible
- PWM **maps out a career pathway** for workers' wages to rise, typically done in tandem with training
- PWMs are spearheaded by MOM and developed by sectoral tripartite committees, which have members/ reps from unions, employers, service buyers, and government agencies

Waste Management PWM

- In Jan 2021, tripartite partners agreed to extend PWM to waste management sector. Tripartite Cluster for Waste Management (TCWM) was formed and the recommendation report* was released on 24 Jan 2022
- Key components of the recommendation report are:
 - (i) Outline clear career progression pathways within the Waste Collection and Materials Recovery sub-sectors;
 - (ii) Stipulate **mandatory** Workforce Skills Qualification (WSQ) training requirements across all job roles;
 - (iii) Set a six-year schedule of sustained PWM wage increases from 2023 to 2028, with initial PWM wage levels taking effect from **1 July 2023**; and
 - (iv) Introduce a mandatory annual PWM bonus for eligible workers from **1 January 2024**

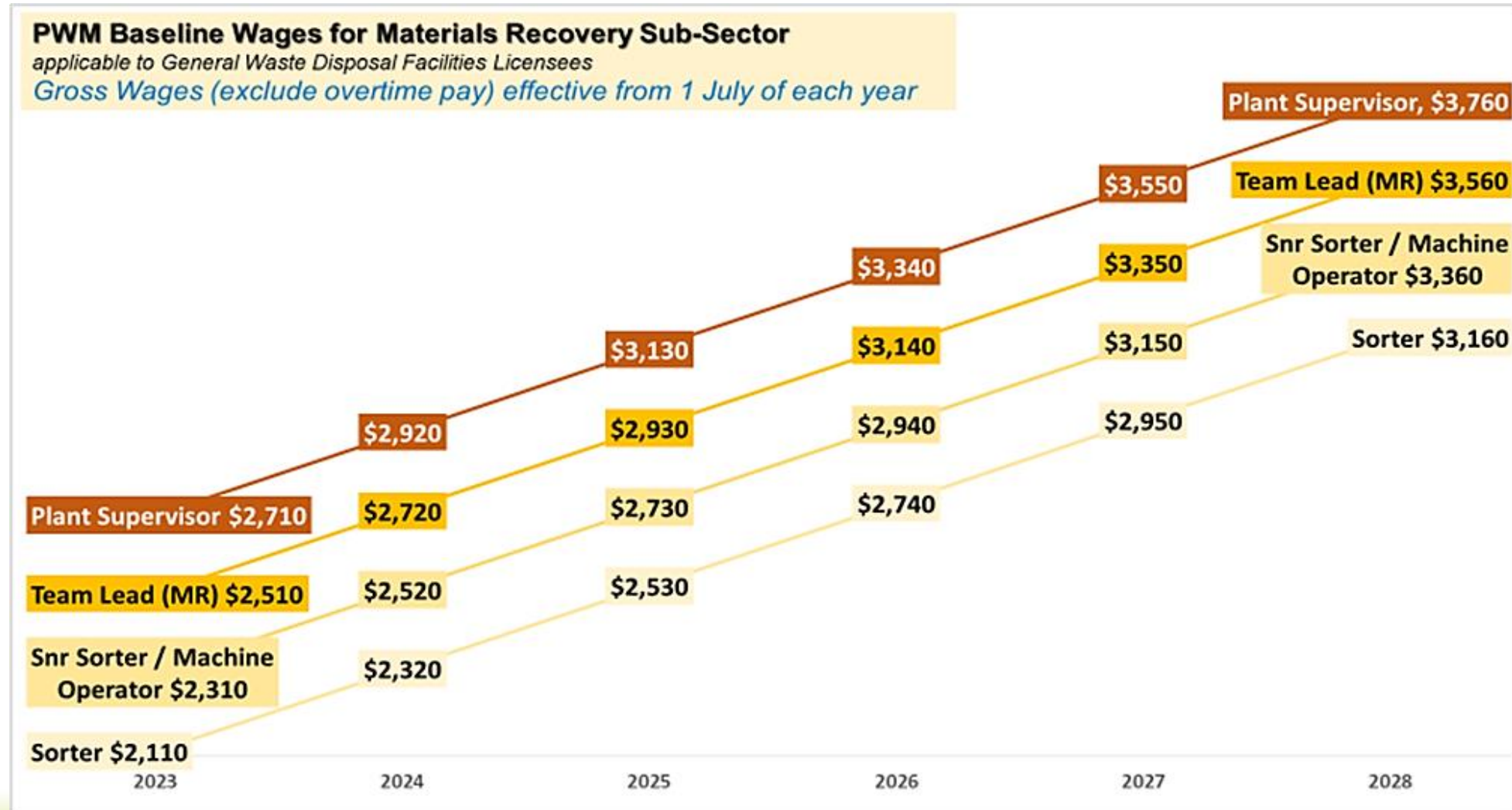
*TCWM recommendation report is available at <https://www.ntuc.org.sg/wps/portal/up2/home/aboutntuc/howeare/tripartism/tripartiteguidelines> (scroll down to the “Waste Management Industry” section).

Waste Management PWM – Career Progression



Waste Management PWM – Baseline Wages

Baseline wage: Stipulated in gross terms for regular contractual working hours, 44 hours, (i.e. excluding overtime pay);



Waste Management PWM – Baseline Wages

PWM Baseline wage: Stipulated in gross terms for regular contractual working hours (i.e. excluding overtime pay);

Materials Recovery Sub-Sector <i>(applicable to GWDF licensees)</i> PWM Baseline Wages are effective from 1 July of each year								
PWM Job Level	PWM Baseline Wages	2023	2024	2025	2026	2027	2028	CAGR^
Sorter	Gross Wage (exclude OT)	\$2110	\$2320	\$2530	\$2740	\$2950	\$3160	8.4%
	% inc >	10.0%	9.1%	8.3%	7.7%	7.1%		
	OT Rate of Pay	\$15.81	\$17.47	\$19.12	\$20.77	\$22.42	\$24.07	
Senior Sorter / Machine Operator	Gross Wage (exclude OT)	\$2310	\$2520	\$2730	\$2940	\$3150	\$3360	7.8%
	% inc >	9.1%	8.3%	7.7%	7.1%	6.7%		
	OT Rate of Pay	\$17.39	\$19.04	\$20.69	\$22.34	\$23.99	\$25.65	
Team Lead	Gross Wage (exclude OT)	\$2510	\$2720	\$2930	\$3140	\$3350	\$3560	7.2%
	% inc >	8.4%	7.7%	7.2%	6.7%	6.3%		
	OT Rate of Pay	\$18.96	\$20.61	\$22.26	\$23.92	\$25.57	\$27.22	
Plant Supervisor	Gross Wage (exclude OT)	\$2710	\$2920	\$3130	\$3340	\$3550	\$3760	6.8%
	% inc >	7.7%	7.2%	6.7%	6.3%	5.9%		
	OT Rate of Pay	\$20.53	\$22.19	\$23.84	\$25.49	\$27.14	\$28.79	

^Refers to Compound Annual Growth Rate from 2023 to 2028

Note: The Overtime (OT) Rate of Pay refers to the minimum hourly pay for each additional hour worked beyond the stipulated contracted working hours.

RECOMMENDED MIN-MAX RATIO		
Waste Collection Sub-Sector	Materials Recovery Sub-Sector	Min-Max Ratio
<ul style="list-style-type: none"> Crew Senior Crew Driver 	<ul style="list-style-type: none"> Sorter Senior Sorter Machine Operator 	1.2
<ul style="list-style-type: none"> Team Lead 	<ul style="list-style-type: none"> Team Lead 	1.3
<ul style="list-style-type: none"> Senior Driver Supervisor 	<ul style="list-style-type: none"> Plant Supervisor 	1.5

Waste Management PWM – PWM Bonus (w.e.f. 1 Jan 2024)

Materials Recovery Sub-Sector <i>(applicable to GWDF licensees)</i> PWM Bonus effective from 1 January 2024 to be paid to eligible employees					
PWM Job Level	2024	2025	2026	2027	2028
Sorter	≥ \$2220	≥ \$2430	≥ \$2640	≥ \$2850	≥ \$3060
Senior Sorter / Machine Operator	≥ \$2420	≥ \$2630	≥ \$2840	≥ \$3050	≥ \$3260
Team Lead	≥ \$2620	≥ \$2830	≥ \$3040	≥ \$3250	≥ \$3460
Plant Supervisor	≥ \$2820	≥ \$3030	≥ \$3240	≥ \$3450	≥ \$3660

- The PWM Bonus payout quantum in the Year of Implementation will be computed from 1 Jan 2024 to the date of PWM Bonus computation cut-off date.
- For example, if the company's PWM Bonus computation cut-off date is on 31 October 2024, the bonus payout amount in 2024 would be pro-rated based on 10 out of 12 months.

Waste Management PWM – PWM Bonus (w.e.f. 1 Jan 2024)

- PWM bonus **can include** the following payments:
 - Performance bonus;
 - Retention bonus;
 - Annual wage supplement (commonly known as “13th month” bonus);
 - Festive bonus; or
 - Any such class of variable bonus that a company provides its workers
- The following **does not qualify** as PWM bonus:
 - Any basic wage;
 - Any overtime payments;
 - Any reimbursement for special expenses incurred by work in the course of the worker’s employment; and
 - Any regular allowance or incentives

Waste Management PWM – Job Description

Materials Recovery Sub-Sector

Sorter	<p>A person assigned to perform waste recycling & materials recovery operations as directed. He/she will handle mechanised tools and equipment, and incidents. The key tasks for the Sorter may include the following:</p> <ul style="list-style-type: none"> • Ensure safety measures are adhered to during operations. • Ensure tools and equipment are replenished, reinstated and maintained. • Report operation abnormalities such as faulty equipment to Senior Sorter/Team Lead/Supervisor.
Senior Sorter	<p>A person assigned to perform waste recycling & materials recovery operations without/with minimal supervision and guide new sorters on the job. He/she will handle mechanised tools and equipment and incidents. The key tasks for the Senior Sorter may include the following:</p> <ul style="list-style-type: none"> • Ensure safety measures are adhered to during operations. • Ensure tools and equipment are replenished, reinstated and maintained. • Provide immediate response to incidents and emergencies. • Report operation abnormalities such as faulty equipment to Team Lead/Supervisor.
Machine Operator <i>(e.g. operate forklift or heavy machineries)</i>	<p>A person assigned to handle heavy machineries and equipment at disposal facility. The key tasks for the Machine Operator may include the following:</p> <ul style="list-style-type: none"> • Ensure safety measures are adhered to during operations. • Ensure tools and equipment are replenished, reinstated and maintained. • Report operation abnormalities such as faulty equipment to Team Lead/Supervisor.

Waste Management PWM – Job Description

Materials Recovery Sub-Sector

Team Lead	<p>A person assigned to perform waste recycling & materials recovery operations when necessary, mentor new sorters, and conduct on the job training. He/she will handle heavy machineries and equipment when necessary and incidents. The key tasks for the Team Lead may include the following:</p> <ul style="list-style-type: none">• Ensure safety measures are adhered to during operations.• Ensure tools and equipment are replenished, reinstated and maintained.• Provide immediate response to incidents and emergencies.• Provide guidance to teams to ensure operations are running efficiently.• Report operation abnormalities such as faulty equipment to Supervisor.
Plant Supervisor	<p>A person assigned to assist in managing waste recycling materials recovery operations at disposal facility, inventory, equipment and maintenance schedule, teams and incidents. The key tasks for the Plant Supervisor may include the following:</p> <ul style="list-style-type: none">• Assist in planning of routes, work schedules and deployment of manpower.• Communicate assigned duties to the team.• Ensure stocks of tools and equipment are in order and ensure replenishment orders are fulfilled on a regular basis.• Evaluate reported equipment faults and report to operations executive.• Resolve operational abnormalities reported by Sorter/Senior Sorter/Machine Operator/Team Lead and conduct on-site investigations for such incidents.

Waste Management PWM – Training Requirements

Applicable to Materials Recovery Sub-Sector: Sorter - Minimum 2 WSQ Modules				
TSC Title	Course Description	Proficiency Level	TSC Code	PWM Training Requirements
Waste Sorting Management	Perform Waste Sorting at a material recovery facility according to set procedures	1	EVS-WMO-1005-1.1	2 Mandatory WSQ Modules
Workplace Safety and Health Practices Implementation	Identify WSH hazards and risk control measures in waste sorting and assist in inspection and investigation of incidents	2	EVS-WSH-2006-1.1	

Waste Management PWM – Training Requirements

Applicable to Materials Recovery Sub-Sector: Senior Sorter - Minimum 3 WSQ Modules				
TSC Title	Course Description	Proficiency Level	TSC Code	PWM Training Requirements
Waste Sorting Management	Perform Waste Sorting at a material recovery facility according to set procedures	1	EVS-WMO-1005-1.1	Mandatory WSQ Module (<i>would have taken</i>)
	Operate mechanical devices or heavy machinery to perform waste sorting	2	EVS-WMO-2005-1.1	Select (1) WSQ Module
Robotics and Automation Application	Apply procedural knowledge of robotic systems and automated technologies to execute environmental services tasks	2	EVS-TEM-2004-1.1	
Workplace Safety and Health Practices Implementation	Identify WSH hazards and risk control measures in waste sorting and assist in inspection and investigation of incidents	2	EVS-WSH-2006-1.1	Mandatory WSQ Module (<i>would have taken</i>)
Incident and Accident Investigation	Respond to and support the investigation of incidents	2	EVS-WSH-2002-1.1	Optional
Equipment and Inventory Management	Maintaining stocks and equipment for operations	2	EVS-EQM-2001-1.1	

Waste Management PWM – Training Requirements

Applicable to Materials Recovery Sub-Sector: Machine Operator - Minimum 3 WSQ Modules				
TSC Title	Course Description	Proficiency Level	TSC Code	PWM Training Requirements
Waste Sorting Management	Perform Waste Sorting at a material recovery facility according to set procedures	1	EVS-WMO-1005-1.1	3 Mandatory WSQ Modules (cumulatively*)
	Operate mechanical devices or heavy machinery to perform waste sorting	2	EVS-WMO-2005-1.1	
Workplace Safety and Health Practices Implementation	Identify WSH hazards and risk control measures in waste sorting and assist in inspection and investigation of incidents	2	EVS-WSH-2006-1.1	
Incident and Accident Investigation	Respond to and support the investigation of incidents	2	EVS-WSH-2002-1.1	Optional

*Would already obtained EVS-WMO-1005-1.1 and EVS-WSH-2006-1.1 if promoted from sorter


Waste Management PWM – Training Requirements

Applicable to Materials Recovery Sub-Sector: Team Lead - Minimum 3 WSQ Modules				
TSC Title	Course Description	Proficiency Level	TSC Code	PWM Training Requirements
Waste Sorting Management	Perform Waste Sorting at a material recovery facility according to set procedures	1	EVS-WMO-1005-1.1	Mandatory WSQ Module <i>(would have taken)</i>
	Operate mechanical devices or heavy machinery to perform waste sorting	2	EVS-WMO-2005-1.1	Select (1) WSQ Module <i>(would have taken either one)</i>
Robotics and Automation Application	Apply procedural knowledge of robotic systems and automated technologies to execute environmental services tasks	2	EVS-TEM-2004-1.1	
Workplace Safety and Health Practices Implementation	Identify WSH hazards and risk control measures in waste sorting and assist in inspection and investigation of incidents	2	EVS-WSH-2006-1.1	Mandatory WSQ Module <i>(would have taken)</i>
Incident and Accident Investigation	Respond to and support the investigation of incidents	2	EVS-WSH-2002-1.1	Optional
Equipment and Inventory Management	Maintaining stocks and equipment for operations	2	EVS-EQM-2001-1.1	
Learning & Development	Apply workplace learning techniques to enhance employees' development	2	EVS-PDV-2003-1.1	

Waste Management PWM – Training Requirements

Applicable to Materials Recovery Sub-Sector: Supervisor - Minimum 4 WSQ Modules				
TSC Title	Course Description	Proficiency Level	TSC Code	PWM Training Requirements
Waste Sorting Management	Perform Waste Sorting at a material recovery facility according to set procedures	1	EVS-WMO-1005-1.1	Mandatory WSQ Module (would have taken)
	Operate mechanical devices or heavy machinery to perform waste sorting	2	EVS-WMO-2005-1.1	Select (1) WSQ Module
Learning & Development	Apply workplace learning techniques to enhance employees' development	2	EVS-PDV-2003-1.1	
Robotics and Automation Application	Apply procedural knowledge of robotic systems and automated technologies to execute environmental services tasks	2	EVS-TEM-2004-1.1	
	Operate automated systems and follow safety procedures in waste sorting operations	3	EVS-TEM-3004-1.1	Mandatory WSQ Module
Workplace Safety and Health Practices Implementation	Identify WSH hazards and risk control measures in waste sorting and assist in inspection and investigation of incidents	2	EVS-WSH-2006-1.1	Mandatory WSQ Module (would have taken)
Incident and Accident Investigation	Respond to and support the investigation of incidents	2	EVS-WSH-2002-1.1	Optional
Equipment and Inventory Management	Maintaining stocks and equipment for operations	2	EVS-EQM-2001-1.1	

Training Providers

Licensees may contact the training providers to enquire about available course dates		
TSC Code	Course Description	Available Training Providers
EVS-WSH-2006-1.1	Identify WSH hazards and risk control measures in waste sorting and assist in inspection and investigation of incidents	WMRAS - Sign-up Information 
EVS-WSH-2002-1.1	Respond to and support the investigation of incidents	WMRAS - Sign-up via QR code NTUC Learning Hub https://www.ntuclearninghub.com/en-gb/-/course/wsh-incident-investigation-course-for-general-cleaners-level-2 Work Work Pte Ltd https://www.workwork.sg/our-courses/incident-accident-investigation-level-2/
EVS-PDV-2003-1.1	Apply workplace learning techniques to enhance employees' development	WMRAS - Sign-up via QR code Integrated Training Consultants - Contact POC Email: itc@trainingconsultants.com.sg Phone: 66846808 Website: www.trainingconsultants.com.sg

Training Providers

Licensees may contact the training providers to enquire about available course dates		
TSC Code	Course Description	Available Training Providers
EVS-WMO-1005-1.1	Perform Waste Sorting at a material recovery facility according to set procedures	WMRAS - Sign-up via QR code
EVS-WMO-2005-1.1	Operate mechanical devices or heavy machinery to perform waste sorting	WMRAS - Sign-up via QR code
EVS-TEM-2004-1.1	Apply procedural knowledge of robotic systems and automated technologies to execute environmental services tasks	WMRAS - Sign-up via QR code Integrated Training Consultants - Contact POC NTUC Learning Hub https://www.ntuclearninghub.com/en-gb/-/course/robotics-and-automation-application-level-2
EVS-TEM-3004-1.1	Operate automated systems and follow safety procedures in waste sorting operations	WMRAS – Sign-up via QR code
EVS-EQM-2001-1.1	Maintaining stocks and equipment for operations	WMRAS – Sign-up via QR code

New EPHA Legislation relating to PWM for Material Recovery sub-sector

23A — (2) Without limiting subsection (1), the prescribed conditions referred to in that subsection may include —

- a) conditions requiring the waste disposal licensee to enter into a **contract of service** in writing with each waste disposal worker employed by the waste disposal licensee;
- b) conditions requiring every contract of service entered into between the waste disposal licensee and every resident waste disposal worker to provide for the payment of a **baseline wage**, a **progressive wage model bonus** or an **overtime payment** to the resident waste disposal worker, that —
 - (i) is not less than the amount; and
 - (ii) in the case of progressive wage model bonus, is to be paid at the frequency, specified under **section 31DA(1)** for the class of waste disposal workers that the resident waste disposal worker belongs to;
- c) conditions requiring the waste disposal licensee to ensure that every waste disposal worker employed by the waste disposal licensee satisfies the **training requirements** as may be specified by the Director-General for the class of waste disposal workers that the waste disposal worker belongs to;
- d) conditions **prohibiting the waste disposal licensee from deploying any individual who is not employed by the waste disposal licensee** to carry out any waste disposal work, unless the individual is a waste disposal worker employed by another waste disposal licensee;

New EPHA Legislation relating to PWM for Material Recovery sub-sector

31DA — (1) For the purposes of the prescribed conditions referred to in sections 23A(2)(b) and 31AA(2)(b), the **Commissioner for Labour must, by order, specify the following** that must be paid to every waste management worker who is a citizen or permanent resident of Singapore:

—

- a) the minimum amount of baseline wage and the date that minimum amount takes effect;
- b) the minimum amount of overtime payment, or the manner of calculating that minimum amount, and the date that minimum amount or manner of calculation (as the case may be) takes effect;
- c) the minimum amount of progressive wage model bonus and the frequency at which the progressive wage model bonus is to be paid, and the date that minimum amount and frequency take effect.


* The Commissioner for Labour Order will be issued by MOM, for now companies may refer to the TCWM report for the relevant figures.

GWDF Licence Application – Additional phase

Submission of relevant PWM information in Waste And Resource Management System (WRMS)


- At the point of licence application or renewal, companies will be notified via email to log in to WRMS and make the relevant PWM submission (i.e. PWM baseline wage, OT pay, PWM Bonus, training attended)
 - This is on-top of the usual clarification details that NEA has been asking during your licence application (i.e. waste type, design capacity, process flow)

WRMS submission of information



National
Environment
Agency
Sustainable. Resilient. Thriving.

Waste and Resource
Management System (WRMS)



Singapore Government
Integrity · Service · Excellence

1

LOGOUT

Logged In As
GWDF Rep

Welcome
Licencee NRIC

WMS

GWDF Dashboard

GWDF Submission Enquiry

Audit Inbox

Audit Inbox

Pending Task (1)

Completed Task (11)

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1 - 1 of 1 items

First Previous Next Last

Pending Task

Case ID	Company Name	Facility Address	License No	Pending Task	Status	Requested On	Last Updated On	Deadline	Action
23-001-A-19-016L-000	Marisol	123 Example Lane	xxx-xxxxxx	Submit Information for PWM Audit	Pending Submission of Info	12/11/2021 5:14:45 PM	12/11/2021 5:14:45 PM	12/11/2021 5:14:45 PM	<div>Enter Task</div>

10

1 - 1 of 1 items

First Previous Next Last

GWDF Rep

Welcome
Licencee NRIC

WMS

GWDF Dashboard

GWDF Submission Enquiry

Audit Inbox

Submit Employee Information

Note: This submission will take you around 5-25minutes to complete.

01 Submit Info

02 Confirmation

02 Acknowledgement

License Information

Company Name	Alpine Pte Ltd	UEN	040808101N	Total Employees	100
License Number	040808101N_GWC1	License Start Date	20/06/2022	License Status	Active
Facility Address	123 Example Lane	License End Date	31/12/2023		

List of Employees

No	Name of Employee	Job Title	Citizenship	Residency	Baseline Wage (\$)	Trainings Attended	Type of Employment	Date of Employment	Action
1				Singapore Permanent Resident	2000.00	1	Full-Time	23/06/2014	<div></div>
2				Citizen	2000.00	2	Part-Time	23/06/2014	<div></div>
3				Foreigner	2000.00	3	Full-Time	23/06/2014	<div></div>
4				Citizen	2000.00	4	Part-Time	23/06/2014	<div></div>
5				Citizen	2000.00	3	Full-Time	23/06/2014	<div></div>
6				Citizen	2000.00	4	Full-Time	23/06/2014	<div></div>
7				Citizen	2000.00	3	Full-Time	23/06/2014	<div></div>
8				Citizen	2000.00	2	Full-Time	23/06/2014	<div></div>
9				Citizen	2000.00	3	Full-Time	23/06/2014	<div></div>

Add Employee

Download Template

Upload Template

Next

Save Draft

- Companies will be prompted to submit employee information and/or supporting documents at different stages.

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WRMS submission of information

- Beside using the system to add in the relevant PWM information, companies can also use the excel template for the data to be exported into WRMS.
 - However, the template should not be amended and filled in correctly for the export to work.

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
	Name of Local Employees	Sex	Job Title	Residence	Citizenship	ID Type	ID Number	Status	Work Permit Number	Date of Employment DDMM/YYYY	Type of Employment	Baseline Wage	Contractual Working Hours Per Week	Total PWM Bonus Amount Received	Last PWM Bonus Payment Date	Hourly OT Rate of Pay	Total OT Hours Per Month	Course	WSQ Assessment Date DDMM/YYYY
1																			
2																			
3																			
4																			
5																			
6																			
7																			
8																			
9																			
10																			
11																			
12																			
13																			
14																			
15																			
16																			
17																			
18																			

8		Citizen	2000.00	2	Full-Time	23/06/2014	/
9		Citizen	2000.00	3	Full-Time	23/06/2014	/

Add EmployeeDownload TemplateUpload Template

Progressive Wage Credit Scheme (PWCS)

- The Progressive Wage Credit Scheme (PWCS) was introduced in Budget 2022 to provide transitional wage support for employers to:
 - Adjust to upcoming mandatory wage increases for lower-wage workers covered by the Progressive Wage and Local Qualifying Salary requirements; and
 - Voluntarily raise wages of lower-wage workers.

* MOM is the scheme owner and the scheme is administered by IRAS. More information can be found in IRAS' website: [https://www.iras.gov.sg/schemes/disbursement-schemes/progressive-wage-credit-scheme-\(pwcs\)](https://www.iras.gov.sg/schemes/disbursement-schemes/progressive-wage-credit-scheme-(pwcs))



Progressive Wage Credit Scheme (PWCS)

The PWCS will have the following design:

1. **Singapore Citizen and Permanent Resident employees are eligible.**
2. **Support for wage increases up to \$2,500 gross monthly wage ceiling will run from 2022 to 2026.** The Government will provide support for wage increases at the stipulated co-funding levels from 2022 to 2026.
3. **Support for wage increases above \$2,500 gross monthly wage and up to \$3,000 ceiling will run from 2022 to 2024.** As the economic conditions remain uncertain in the immediate term, the Government will also provide some support for employees' wage increases above \$2,500 and up to \$3,000 at the stipulated co-funding levels from 2022 to 2024.
4. **Average gross monthly wage increase must be at least \$100 in each qualifying year to be eligible for PWCS.**
5. **Eligible wage increases in each qualifying year will be co-funded for two years.** For example, a 2022 wage increase will be supported in qualifying year 2022, and also in 2023 if sustained.

Progressive Wage (PW) Mark

The PW Mark is an accreditation scheme that recognises eligible firms that pay progressive wages to lower-wage workers:



'PW Mark' recognises employers that pay at least Progressive Wages to eligible workers, as well as Local Qualifying Salary to all other local workers.



'PW Mark Plus' recognises employers that also adopt the Tripartite Standard on Advancing Well-Being of Lower-Wage Workers.

The PW Mark encourages firms to invest in their workers by providing them with fair wages and opportunities for career advancement. This helps to improve the standard of living for lower-wage workers, and benefits businesses by increasing productivity and reducing staff turnover.

PW Mark accredited firms will enjoy benefits such as:



ATTRACT AND
RETAIN WORKERS
AS PROGRESSIVE
EMPLOYER



GAIN GREATER
VISIBILITY AND
SUPPORT FROM
CONSUMERS



ACCESS TO
GOVERNMENT
PROCUREMENT



OPPORTUNITY TO
DEMONSTRATE
INDUSTRY
LEADERSHIP



IMPROVE FIRMS'
CORPORATE
IMAGE



Certificates



Name card

Website



PW Mark accredited firms also stand the opportunity to be showcased in public roadshows!



Decals



Wobblers

- Mark-accredited firms gain access to digital copies of collaterals which they can put up at offices and public facing touch points (e.g., certificates for offices, PW Mark logo for corporate website, name cards, job advertisements, wobblers and decal for delivery vehicles).

Progressive Wage (PW) Mark - Eligibility Criteria

The Waste Management PWM will come into effect on 1 July 2023. To be eligible for the PW Mark, firms must:

- Hire at least 1 local worker covered by Progressive Wage Model (PWM)
- Comply with progressive wage requirements across the Waste Management and other relevant PWMs + Pay all other local workers at least the Local Qualifying Salary (LQS)
- Additionally, adopt the Tripartite Standard on Advancing Well-being of Lower-Wage Workers to attain the PW Mark Plus and be further profiled as a progressive employer

The Government will require eligible suppliers to be PW Mark-accredited for all new tenders called from 1 Mar 2023:

- Signals commitment to uplift lower-wage workers and encourage the adoption of PWs and good employment practices among government suppliers
- Procurement condition applies to all eligible government suppliers awarded tenders called from 1 Mar 2023, and quotations from 1 Mar 2024



Visit the SBF PW Mark Webpage for the latest information on the PW Mark
bit.ly/sbfpwmark



For more information on Waste Management PWM, visit
<https://www.mom.gov.sg/-/media/mom/documents/press-releases/2022/waste-management-pwm.pdf>

Next Steps



Not sure what is OED and how to go about it? Sign up for our next PW Mark Info Session on 4th July via the above QR code

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Removal of Exemption Declaration (ED)

Removal of Exemption Declaration (ED)

- NEA sent a circular back in Mar 2023 to inform all existing ED holders of the upcoming removal of the ED regime from the GWDF framework starting from 1 Jul 2023
- This is to support the roll out of the Progressive Wage Model (PWM) to the waste management industry for uplifting workers in the Material Recovery sub-sector.
- All facilities that receive, store, process or treat general waste, including recycling facilities regardless of design capacity are required to obtain a GWDF licence for their operations.
- By 1 Jul 2023, all EDs are required to submit a new GWDF application for their facilities

3

Submission of bi-annual waste transaction records (WRMS)

Daily Register Template

- Under Section 10 of the Environmental Public Health (General Waste Disposal Facility) Regulations 2017, GWDF licensees must establish and maintain a **Daily Register**, and submit the Daily Register to the Director-General within 14 days after the Director-General requests for the Daily Register records via written notice.
 - To standardise the reporting format, NEA has introduced an excel template.
 - You may wish to download a copy of the template on NEA's GWDF website or through the GWDF module on WRMS.

Important documents

The following table contains important documents that apply to general waste disposal facilities:

S/N	Description	Document
1	Daily and Monthly Register Template*	Daily and Monthly Register Template[XLSX, 55.99 KB]

* All licensed general waste disposal facilities must maintain a daily register that records the following information:

- a) The source, type and quantity of all general waste received;
- b) The type and quantity of all products recovered or produced;
- c) The type and quantity of all general waste stored;
- d) The type and quantity of all residual waste recovered or produced and disposed of; and
- e) The method by which such residue was disposed of.

01 General02 Upload Submissions

GWDF Bi-Annual Submission

Note: This submission will take you around 15 minutes to complete.

This e-service allows General Waste Disposal Facilities (GWDF) licensees to submit

Submission For*

Year*

Month*


[Download Daily and Monthly Register Template](#)

Bi-annual submission in WRMS

- NEA launched the new Waste Resource Management System (WRMS) GWDF module in end 2021 to enable GWDF licensees to submit waste data transaction records online
- GWDF licensees are required to submit their bi-annual waste data transaction records **twice-a-year** with respective Daily Registers attached as supporting documents through the GWDF user module at <https://wrms2.nea.gov.sg>
- The submission period for the 1st half of each calendar year (Jan – Jun) data is opened on 1st Jul of the same year, and for the 2nd half of the calendar year (Jul – Dec) data is opened on 1st Jan of the following year (with the exception of GWDFs with contractual obligations to submit Daily Register records every month)


User Guide for WRMS GWDF Module

- Launch WRMS home page at <https://wrms2.nea.gov.sg>
- Please ensure that the user has been assigned by your CorpPass Admin to access to NEA's Digital Services called "NEA Waste and Resource Management System"




National Environment Agency
Safeguard • Nurture • Cherish


Waste and Resource Management System (WRMS)



Singapore Govern
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Waste and Recycling Data Submission Services (WRMD)

This system is for the following licensees or premises owners to submit waste and recycling data: condominiums, hotels, shopping malls, tenants of recycling land/plants, PWCs, GWCs, UCOs

For Businesses

Log in with **singpass**




Toxic Industrial Waste e-Tracking

This system is for
Toxic Industrial Waste Generator
and Toxic Industrial Waste Collector

For Businesses **For Individuals**

Log in with **singpass** Log in with **singpass**



Public Sector Taking the Lead in Environmental Sustainability (PSTLES)


This system is for Sustainability Manager,
Agency Manager and
Premises Manager

For Businesses

Log in with **singpass**


User Guide for WRMS GWDF Module

- There are two sections under the GWDF Dashboard:
 - a. Pending Submission: Click the submit button to proceed with the bi-annual waste data transaction
 - b. Recent Submission: Lists out all the previous submissions made and their status



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! LOGO

Logged in as
GWDF Rep


Welcome


GWDF Rep


WMS

GWDF Dashboard


GWDF Submission Enquiry

**GWDF Dashboard**

 Mandatory Submission Form. NEA will impose a penalty if company fails to file the document as required.

 [Help](#)

Pending Submission

No.	Submission	Action
1	 GWDF Submission This e-service allows General Waste Disposal Facilities (GWDF) licensees to submit their daily, monthly and/or annual waste data returns.	Submit

Recent Submission

No.	Submission No	Submission for the Year of	Submission for the Month of	Date of Submission	Status
1	GWDF-S-2022-0000321	2022	March	25/05/2022	Pending Resubmission
2	GWDF-S-2022-0000320	2022	April	23/05/2022	Submitted


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User Guide for WRMS GWDF Module – General Page

- After clicking “Submit” in the Pending Submission section, you will be brought to the GWDF Bi-Annual Submission – General Page.

Logged in as
GWDF Rep

Welcome


GWDF Rep

WMS

GWDF Dashboard

GWDF Submission Enquiry

GWDF Submission

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GWDF Bi-Annual Submission

Note: This submission will take you around 15 minutes to complete.

This e-service allows General Waste Disposal Facilities (GWDF) licensees to submit their daily, monthly and/or annual waste data returns.

Submission For*

GWDF disposal 1 (Blk Q st 1 Blk1 SINGAPORE 123456)

Year*

2023

Month*

1st Half (Jan – Jun)

[Download Daily and Monthly Register Template](#)

☒ I have read and agreed to the [Terms & Conditions](#)

☒ I declare that I am authorised to submit the information and/or documents, and that all information provided is true and accurate; and NEA reserves the right to use the data collected for policy and operations planning purposes.

Cancel

Next

User Guide for WRMS GWDF Module – Incoming Waste Page

- You will be brought to the Upload Submissions – Incoming Waste Page. Licensees are required to consolidate and provide the respective waste **received** at the disposal facility in Tonnes/bi-annual.

Logged in as
GWDF Rep

Welcome

GWDF Rep

WMS

GWDF Dashboard

GWDF Submission Enquiry

GWDF Submission

Help

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Incoming WasteProducts Recovered or ProducedStockpileResidual Waste DisposedAdditional CommentsUpload Supporting Document(s)

Type of Waste Received*

Please select

Source*

Please select

Company Name of Waste Received From*

Quantity Received (Tonnes/bi-annual)*

ClearAdd

Waste Type Received	Source	Company Name of Waste Received From	Quantity Received (Tonnes/bi-annual)	Action
Ash	Import	company test	100.0	
Biomass Waste	Local	company zx	100.0	

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User Guide for WRMS GWDF Module – Products Recovered or Produced Page

- Next section, will be the – Products Recovered or Produced. Licensees are required to consolidate and provide the respective Products Recovered or Produced that is sent/sold/exported out of the facility in Tonnes/bi-annual.

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Incoming WasteProducts Recovered or ProducedStockpileResidual Waste DisposedAdditional CommentsUpload Supporting Document(s)

Products Recovered or Produced*Please select

Destination*Please select

Company of Waste sold to*

Total Quantity (Tonnes/bi-annual)*

ClearAdd

Products Recovered or Produced	Destination	Company of Waste sold to	Total Quantity (Tonnes/bi-annual)	Action
Carton	Sold Locally	company test	300.0	
Charcoal	Export	ABC gwdf company	300.0	

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User Guide for WRMS GWDF Module – Stockpile Page

- Next section, will be the – Stockpile. Licensees are required to provide the relevant Type of Waste and Quantity **Stored** at the end of each bi-annual submission (e.g. end of Jun or Dec)

GWDF Submission

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Incoming Waste

Products Recovered or Produced

Stockpile

Residual Waste Disposed

Additional Comments

Upload Supporting Document(s)

Type of Waste Stored/Stockpile as at the end of Jan - Jun*





Biomass Waste

Quantity Stored/Stockpile (Tonnes) as at the end of Jan - Jun*

200.0

Clear

Add

Type of Waste Stored/Stockpile as at the end of Jan 2021	Quantity Stored/Stockpile (Tonnes) as at the end of Jan 2021	Action
Ash	100.0	 
Biomass Waste	200.0	 

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User Guide for WRMS GWDF Module – Residual Waste Disposed Page

- Next section, will be the – Residual Waste Disposed. Licensees are required to provide the relevant Type of Residual Waste Disposed, Destination, and Quantity sent to the Incineration Plants or Tuas Marine Transfer Station on a bi-annual basis (i.e. compiling the total tonnes of residual waste in tonnes/bi-annual)

GWDF Submission

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Incoming Waste

Products Recovered or Produced

Stockpile

Residual Waste Disposed

Additional Comments

Upload Supporting Document(s)

Type of Residual Waste Disposed*







Destination of Residual Waste*

Quantity (Tonnes/bi-annual)*

Please select

Clear

Add

Type of Residual Waste Disposed	Destination of Residual Waste	Quantity (Tonnes/bi-annual)	Action
Bulk Material	company test	50.0	 
Contaminated recyclables	company zx	100.0	 
General Waste (e.g. non-recyclables)	ABC gwdf company	150.0	 

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User Guide for WRMS GWDF Module – Additional Comments Page

- Next section, will be the – Additional Comments

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Incoming Waste Products Recovered or Produced Stockpile Residual Waste Disposed **Additional Comments** Upload Supporting Document(s)

Did the disposal facility receive any public feedback or notices/warning letters from any public agency in the last month? If so, please elaborate.

Does the facility have an updated contingency plan for the disposal of stored waste in the event of any disruption at the facility? If so, please elaborate.

Remarks

- Nil, if it is not applicable.
- If you have any changes in your contingency plans that differs from your submission/renewal, you may provide the update in this textbox.
- Any other matters, that you wish to inform NEA.

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User Guide for WRMS GWDF Module – Upload Supporting Document(s) Page

- Next section, will be the – Upload Supporting Documents(s)
- Licensees are required to **upload their Daily Register for each month (e.g. Jan to Jun 2023)**
- Note: Please only attach the excel file for the respective month, please avoid combining your excel files for the entire bi-annual submission
- There is no requirement to submit annual reports or other supporting documents unless requested by NEA
- Click “Submit” to complete the submission

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Incoming Waste Products Recovered or Produced Stockpile Residual Waste Disposed Additional Comments Upload Supporting Document(s)

Daily and Monthly Register - Jan

Daily and Monthly Register - Feb

Daily and Monthly Register - Mar

Audited Financial Report

Annual Report

Trips Information

Supporting Documents

Choose File Drop File here

Allowed file types: .xlsx
Maximum upload file size: 10MB

Choose File Drop File here

Allowed file types: .xlsx
Maximum upload file size: 10MB

Choose File Drop File here

Allowed file types: .xlsx
Maximum upload file size: 10MB

Choose File Drop File here

Allowed file types: .xlsx, .xls, .doc, .docx, .pdf, .jpeg, .jpg
Maximum upload file size: 10MB

Choose File Drop File here

Allowed file types: .xlsx, .xls, .doc, .docx, .pdf, .jpeg, .jpg
Maximum upload file size: 10MB

Choose File Drop File here

Allowed file types: .xlsx, .xls, .doc, .docx, .pdf, .jpeg, .jpg, .zip
Maximum upload file size: 10MB

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User Guide for WRMS GWDF Module – Submission Acknowledgement Page

- You will be directed to the Acknowledgement Page and an email notification will be sent to you upon submission


GWDF Monthly submission

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GWDF Monthly submission



Success

The (**Submission No: GWDF-S-2019-0000229**) has been submitted successfully on **09/04/2019 05:57:55 PM**

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