

Progressive Wage Model (PWM) Bonus



What is PWM Bonus?

Mandatory payment for resident cleaners, including part-time cleaners, who have been employed for at least 12 continuous months, and have not already received other forms of bonuses amounting to a minimum sum of 2 weeks of the last drawn basic monthly wage in the last 12 months.



1. Scan for more details on PWM Bonus and wage schedule



<https://go.gov.sg/cleaning-pwm-order>



Who else gets PWM bonus?

A pro-rated bonus is also payable to any cleaner who, since the previous bonus cut-off date, has left employment under circumstances including*:

- 1 Their employment was terminated, or the employee resigned on his/her own accord due to a change in service provider after declining redeployment offered by the current employer.
- 2 They retired during the course of their employment with the cleaning business.
- 3 They were medically boarded out during the course of employment with the cleaning business.

* Please refer to Clause 1.5.4 of the QR code S/N 1 to the right for the full scenarios



2. Scan for PWM Bonus calculator



<https://go.gov.sg/pwmbonuscalculator>



How is PWM bonus calculated?

	Monthly rated cleaners	Monthly Basic Wage	x	$\frac{12 \text{ months}}{52 \text{ weeks}}$	x	2 weeks
	Hourly and Daily rated cleaners	Average of Latest 6 Months' Wage	x	$\frac{12 \text{ months}}{52 \text{ weeks}}$	x	2 weeks



When will PWM bonus be paid?

- Within 1 month of the bonus cut-off date.
- If paid in tranches, the bonus must be disbursed in no more than 2 tranches, with all payments completed within 1 month of the bonus cut-off date.

