NEWSLETTER, SEPTEMBER 2025

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EMPLOYMENT ACT REVIEW

The tripartite partners have formed a Tripartite Workgroup ("**TWG**") to review the Employment Act 1968 ("**EA**"). The TWG held its first meeting on 4 August 2025.

The current EA review is part of the tripartite partners' ongoing commitment to ensure that our labour compact remains fit-for-purpose amidst major shifts in the labour environment such as our changing workforce profile and evolving economic landscape.

The TWG's work will be guided by the following objectives: (i) to safeguard basic employment standards; (ii) to strike the right balance between business and labour interests while maintaining space for employers, employees, and unions to reach sustainable and mutually beneficial agreements; and (iii) to preserve a well-functioning labour market as Singapore's competitive advantage to ensure that we continue having a productive workforce and thriving business.

The TWG expects to submit its recommendations to the Government by the second half of 2026.

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RETAIL PROGRESSIVE WAGE MODEL

The Retail Progressive Wage Model ("**PWM**") is developed by the Tripartite Cluster for Retail Industry ("**TCR**"). The PWM features (i) training requirements to ensure that workers have the skills they need to carry out their jobs, and (ii) progressive wages set at each level to ensure that workers are paid wages that correspond to their skills and productivity. Employers must meet the PWM requirements to renew existing work passes or apply for new work passes.

The Government has accepted the TCR's latest recommendations on the PWM, released on 11 August 2025.

The recommendations set a three-year schedule of sustained PWM wage increases from 1 September 2025 to 31 August 2028, as set out in the table below.

PWM Job Level	**PWM Baseline Gross Wages**	**[Existing] From 1 Sep 2024**	**[NEW] From 1 Sep 2025**	**[NEW] From 1 Sep 2026**	**[NEW] From 1 Sep 2027^**
Retail Assistant/Cashier	**Monthly Gross Wage** *(exclude OT)*	$2,175	$2,305	$2,435	$2,565
		Year-on-year increase >	$130	$130	$130
	Hourly Gross Wage+	$11.41	$12.09	$12.77	$13.45
Senior Cashier/Senior Retail Assistant	**Monthly Gross Wage** *(exclude OT)*	$2,395	$2,535	$2,680	$2,820
		Year-on-year increase >	$140	$145	$140
	Hourly Gross Wage+	$12.56	$13.30	$14.06	$14.79

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Assistant Retail Supervisor	**Monthly Gross Wage** *(exclude OT)*	$2,635	$2,790	$2,950	$3,100
		Year-on-year increase >	$155	$160	$150
	Hourly Gross Wage+	$13.82	$14.63	$15.47	$16.26

+ Hourly Gross Wage is applicable to part-time workers who work less than 35 hours a week

^ PWM wage from 1 Sep 2027 is subject to review in 2026. TCR may consider adjusting the PWM gross wage requirements upwards if the economic situation improves.

The recommendations also expand the list of Workforce Skills Qualifications ("**WSQ**") training modules that qualify for meeting the minimum PWM training requirement of completing one WSQ training module for all job roles. Retail workers that hold relevant qualifications from an Institute of Higher Learning or have attained the ITE Skills Subject Certificate in Retail & e-Commerce will also be recognised as having met the minimum PWM training requirements.

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PUBLIC CONSULTATION ON THE SECOND BILL OF THE WORKPLACE FAIRNESS ACT

The first bill of the Workplace Fairness Act ("**WFA**") was passed in January 2025 to strengthen protections for workers against workplace discrimination, while also preserving workplace harmony and giving employers flexibility to meet genuine business needs. As announced in the Parliament, legislation will be introduced to set out the procedural rights and processes for individuals to make private claims under the WFA.

The Ministry of Manpower is therefore now seeking public views on (i) the approach for amicable and expeditious resolution of workplace fairness disputes, (ii) the judicial forum to hear workplace fairness claims, and (iii) the representation of parties by unions for workplace fairness claims.

The public consultation document is published on REACH's website at https://go.gov.sg/wfa-public-consult. Members of the public can submit feedback via the online form by 19 September 2025, 5.00PM SGT.

Should you have any queries as to how this update may affect you or your organisation or require further information, please do not hesitate to email us.

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This newsletter is intended to discuss the Employment Law Updates, and it is not intended to be comprehensive nor should it be construed as legal advice. This newsletter is updated as of 01 September 2025

ABOUT GATEWAY LAW CORPORATION:

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