

2020/21 NWC wage guidelines at a glance

- Reduce non-wage costs first, while considering measures to utilise and manage excess manpower. Support affected workers who wish to seek a second job to supplement income; adopt flexible work schedules; focus on training and upskilling
- Tap government support schemes to offset business and wage costs while pressing on with transformation
- Trim wage costs: Cut MVC or 10% of basic wage
- Make efforts to continue to pay AWS to workers
- Reward workers if firm has done or is still doing well
- For low-wage workers, freeze pay instead of cutting it; give a built-in raise of up to S\$50 if firm freezes wage; consider ex-gratia for workers who step forward to help business
- Retrench workers only as a last resort and ensure that it is done responsibly