

# At a glance

## NWC 2019/20 guidelines for employers

- Provide employees structured training
- Continue to innovate and implement productivity initiatives
- Leverage government schemes like the Enterprise Development Grant
- Give employees built-in wage increases and variable payments matching performance and contributions if company did well and has good business prospects
- Moderate built-in wage increases and offer variable payments matching performance and contributions if company did well but face uncertain prospects
- Restrain from paying if company did not do well and face uncertain prospects
- Share gains with employees through a one-off payment if company's productivity improved in 2018
- Raise basic monthly wage of low-wage workers from S\$1,300 to S\$1,400
- Give built-in wage increase of S\$50 to \$70 to low-wage workers
- Give one-time payment of S\$200 to \$360 to low-wage workers if company made productivity gains in 2018
- Give a reasonable wage increase and/or one-off lump sum based on skills and productivity to low-wage workers earning more than S\$1,400