

Annex

WAGE CREDIT SCHEME (WCS) FACTSHEET

Who is eligible?

Between 2013 and 2020, employers will qualify for WCS payouts if they give wage increases of at least \$50 to employees who are:

- a) earning a gross monthly wage of \$4,000 and below,
- b) are on their payroll for at least three months in the qualifying year, and
- c) who received CPF contributions for at least three months in the preceding year.

Employees could have been on the payroll of a different employer in the preceding year, but they must be on the payroll of a single employer for at least three months in the qualifying year.

All Singapore Citizen employees who receive CPF contributions, including full-time, part-time and casual employees, are covered by the WCS.

Employers in the following government related-entities or entities not registered in Singapore, are not eligible for the WCS:

- a) Local Government Agencies, including Organs of State, Ministries and Departments, Statutory Boards
- b) Government and Government-Aided Schools
- c) People's Association Services and Grassroots Units
- d) High Commissions, Embassies, Trade Offices, Consulates
- e) Unregistered Local/Foreign Entities
- f) Foreign Military Units
- g) Representative offices of Foreign companies, Foreign Government Agencies, Foreign Trade Associations, Foreign Chambers, Foreign Non-profit Organisations, and Foreign Law Practices
- h) Bank Representative Offices/ Insurance Representative Offices/ Other Financial Representative Offices (registered with MAS)
- i) News Bureaus (which are representative offices)
- j) International Organisations

What wage increases qualify for WCS payouts?

Wage increases are computed on an annual basis, based on the difference between the gross monthly wage of an employee in the qualifying year and the gross monthly wage of the employee in the preceding year. For each qualifying year, WCS payouts will be paid to the employer for all the months in the year in which CPF contributions are made by him for the employee. For the payout in 2019, new wage increases given to employees in 2018 over 2017, as well as sustained wage increase previously given to employees in 2017 over 2016, will qualify for WCS payouts. All wage increases and sustained wage increases must be at least \$50 to qualify for WCS payouts.

When will employers receive WCS payouts?

For each year that an employer qualifies for WCS payouts, the employer will receive the WCS payouts at the end of March in the subsequent year. The Inland Revenue Authority of Singapore (IRAS), which is the administrator of the Wage Credit Scheme, will notify the employer of his payout by post. Employers do not need to apply to receive the WCS payouts.

Will employers receive WCS payouts if they do not use PayNow Corporate?

Employers who are not registered on PayNow Corporate will still receive WCS payouts based on existing modes of payment (i.e. via GIRO or cheques).

When do employers have to pay CPF contributions?

CPF contributions are due at the end of each month and must be paid by the 14th of the following month. If the 14th day falls on a Saturday, Sunday or public holiday, CPF contributions must be paid immediately on the next working day.

If CPF contributions are not paid on time, employers will receive a notice to pay the outstanding CPF contributions, and late payment interest would apply. For more information, please visit www.cpf.gov.sg/Employers.