

WHAT IS THE FLEXIBLE WAGE SYSTEM (FWS)?



The **Flexible Wage System (FWS)** is a nimble and competitive system that enables companies to respond swiftly to changing business situations. It has sizeable variable components and can be adjusted to reduce wage costs during business downturns and reward employees when the company does well.

The variable components comprise



Monthly Variable Component (MVC)

and



Annual Variable Component (AVC)

BENEFITS OF THE FWS

FOR SINGAPORE

- Retains our competitiveness in a global economy
- Keeps wage costs sustainable
- Enables flexibility in wage structures and retains jobs in challenging times

FOR EMPLOYERS

- Enables agility and flexibility to adjust wages in financially challenging times which keeps business costs sustainable and competitive
- Rewards employees according to business performance, thus motivating them to help in business improvement and wage restoration

FOR EMPLOYEES

- Ensures stable employment and job retention in times of economic uncertainty
- Provides objectivity and transparency for employees as they will know why, when and how their wages will be adjusted



Enable greater business agility with the Flexible Wage System today.

Find out more from the FWS Guidebook



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