



## Outsourced PWM Leave Rises to 10 Days: Plan the Contract

### Description

**MOM announced that the minimum annual leave entitlement for resident outsourced workers covered by the Progressive Wage Model will rise from seven to ten days in phases from 2029. The change covers five outsourced sectors, while workers already receiving more should retain their contractual and Employment Act entitlements.**

This guide is for a service provider or buyer in cleaning, security, landscape, lift and escalator or waste management. Its purpose is to prepare contracts and staffing models for the phased 10-day minimum without cutting existing better terms. The answer comes first because the costliest mistake is usually taking the next irreversible step before the controlling condition is known.

### Which operating path applies?

#### **The worker is resident and in one of five outsourced PWM sectors**

Include the future sector schedule in workforce planning.

#### **The worker already receives more than ten days**

Do not reduce the better contractual entitlement.

#### **A new provider takes over the site**

Separate service continuity from employment-service calculations while applying the new minimum.

#### **The sector timeline is not yet published**

Model scenarios but label dates as pending.

The table is a triage tool, not a substitute for the underlying authority. It separates the reader's situation from the action, so a general rule is not applied to the wrong person, property, business, journey or account.

## Identify covered contracts

Business category codes alone may not show outsourced deployment. The controlling position was checked against [MOM outsourced PWM leave announcement](#).

**Do this:** Tag sector, site, provider and resident worker count. This turns the rule into a dated record that another person can review, instead of leaving the outcome to memory or an informal message.

## Model relief manpower

Three extra minimum days can create coverage gaps.

**Do this:** Calculate productive days, relief pool and overtime separately. This turns the rule into a dated record that another person can review, instead of leaving the outcome to memory or an informal message.

## Protect better terms

The announcement says the new floor should not cut leave already above it.

**Do this:** Create an exception report for every worker over ten days. This turns the rule into a dated record that another person can review, instead of leaving the outcome to memory or an informal message.

## Price service continuity

Low bids can hide unfunded leave and churn.

**Do this:** Require transparent manpower assumptions in tenders. This turns the rule into a dated record that another person can review, instead of leaving the outcome to memory or an informal message.

## Plan provider transitions

Workers can be rehired at the same site by a new provider. The related operating detail was also checked against [MOM annual leave entitlement](#).

**Do this:** Record handover, leave balance treatment and communication. This turns the rule into a dated record that another person can review, instead of leaving the outcome to memory or an informal message.

## Wait for sector schedules

The phase starts from 2029 but detailed timing follows tripartite work.

**Do this:** Maintain a dated assumptions log. This turns the rule into a dated record that another person can review, instead of leaving the outcome to memory or an informal message.

## Explain the change to workers

A future minimum is not immediate leave credit.

**Do this:** State current entitlement, future floor and pending sector date. This turns the rule into a dated record that another person can review, instead of leaving the outcome to memory or an informal message.

## Two original tools for this decision

### a contract-level relief-manpower model converting three leave days into staffing and cost

This LBRD analysis applies each branch above to the reader's actual role, timing and evidence. Write the facts in separate columns, mark unknowns, and do not convert an estimate into a confirmed eligibility result.

### a provider-transition control that preserves better terms and flags resets

Keep the source, date checked, decision owner, deadline and supporting document in the same record. The value of this tool is not the template itself; it is the visible connection between the official condition and the action taken.

## Stress-test the plan

If 120 covered workers each eventually receive three additional minimum leave days, the service plan must absorb 360 worker-days a year before any sickness, training or existing higher entitlement. That is a labelled planning estimate, not the final statutory cost.

The example is an analysis, not a promise that an authority, operator, provider or professional will reach the same result. Change one material fact at a time and re-run the decision. If the route depends on a date, amount, pass type, legal form, age, location or approved drawing, verify that field at the point of action.

## Before acting

1. Include the future sector schedule in workforce planning.

2. Do not reduce the better contractual entitlement.
3. Separate service continuity from employment-service calculations while applying the new minimum.
4. Model scenarios but label dates as pending.
5. Maintain a dated assumptions log.
6. State current entitlement, future floor and pending sector date.

Save the two official pages with the date checked. If an online form, price, timetable, clinic network or approval condition changes, the current official service must take priority over this explainer.

## Recheck the evidence before the final step

Read the official material in the order the decision occurs. First confirm who or what is covered. Next confirm the effective date, threshold, location or document requirement. Then record any exception and the evidence for using it. Finally, verify the live submission, booking, payment or approval channel. This sequence prevents a valid rule from being attached to the wrong case.

A second reviewer should be able to reproduce the conclusion from the saved facts. If they cannot, the file is not ready: identify the missing field, return to the primary source and label any remaining uncertainty plainly.

Do not combine separate controls into one yes-or-no answer. Eligibility, cost, timing, approval, suitability and service availability can each have a different source and owner. A favourable answer on one field does not cure a failed condition on another. Keep the branches separate until every consequential field is confirmed.

Also distinguish the date a rule was announced, the date it takes effect and the date the reader must act. Where a future change is involved, write both the present process and the transition point. That makes it clear which instruction applies today and what must be checked again later.

## Limits and escalation

Sectoral implementation schedules are pending. Employment contracts and the Employment Act may already provide higher entitlements.

Where the facts are disputed or the consequence is material, pause and ask the controlling authority or an appropriately qualified professional. Keep the answer with the documents used to make the decision.

## Related LBRD guides

For the next adjacent task, read [Sick Leave on Holidays, Half-Days and Notice Periods](#). You may also need [ACRA Annual Return Extension: Apply Before the Deadline](#).

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