

Why it matters to pay your MDW her salary on time and in full



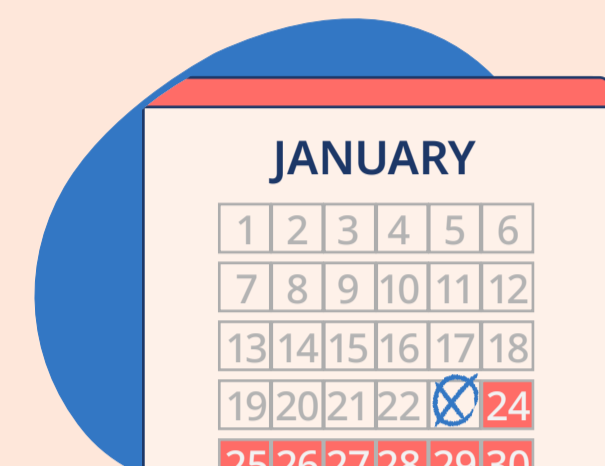
Dear Employers,

Many of our migrant domestic workers (MDWs) journey to Singapore to earn a living for themselves and their families. When your MDW receives her salary as expected, she can focus her energy on her responsibilities and not worry about the impact that a delayed or incomplete salary may have on her family.

This, in turn, can foster a strong and trusting employer-employee relationship, making your MDW feel valued and able to carry out her tasks.

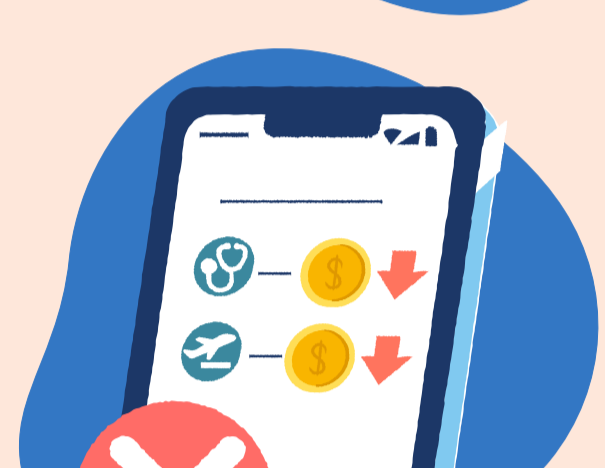


Here's what you need to note when it comes to paying your MDW's salary



Timely and full salary payment

Remember to pay your MDW her salary promptly every month, no later than 7 days after the last day of the salary period. The salary paid must not be lower than the amount declared to MOM.



Salary deductions that are not allowed

Do not deduct costs such as medical expenses, flight tickets, penalties for performance issues or damages to household equipment from your MDW's salary.



Rest day compensation

If you request your MDW to work on her rest day, compensate her accordingly. **Remember, as of 1 January 2023, you must ensure your MDW has at least one rest day each month that cannot be compensated away.**

Did You Know?

How much do I need to pay my MDW for each rest day worked?

If your MDW has a basic monthly salary of \$650 (before any compensation in-lieu of rest day)

$$1 \text{ day's salary} = \$650 \div 26 \text{ days} = \$25$$

Assuming your MDW will be given 2 rest days per month.

$$\text{Payment for rest days not used} = \$25 \times 2 = \$50$$

$$\text{Salary for the month} = \$650 + \$50 = \$700$$

Declare her salary (excluding rest day payment) correctly in MOM's [FDW eService](#).

3 ways to avoid salary-related disputes with your MDW

- 1 Opt for a standing instruction with your bank to credit her salary to her bank account directly each month. This provides a record which both parties can refer to.



- 2 If you have to pay in cash, maintain a thorough record of each transaction. This guards against claims on non-payment or incomplete payment.

- 3 Do not keep her salary even if she asks you to. Instead, offer lockers so that your MDW can keep her earnings safe and have access to it.



Need advice about salary matters for your MDW?

Contact these helplines.

FAST Helpline for MDWs and Employers

1800 339 4357

(24 hours)

Centre for Domestic Employees provides employment related advice/ assistance to MDWs and employers

1800 225 5233

(24 hours)

Event Highlights

MDW & Employer Award 2023

Submit your nominations for the Exemplary MDW & Employer Award 2023, organised by Foreign Domestic Worker Association for Social Support and Training (FAST). Click [here](#) for more details.

AEAS FUN CLUB

Encourage your MDW to join the AEAS Fun Club for an exciting adventure at The Battlebox, an underground museum located within Fort Canning Hill, on 24 September 2023. Reserve a spot by registering [here](#).



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