

17 October 2023

As part of the review of the Standard Consultancy Agreement (“SCA”) used in public sector consultancy contracts, we would like to better understand the current wage levels of personnel at different level of experience.

2. We seek ACES’ members inputs on the existing average monthly gross wage# payable to their employees of various seniorities:

- Senior Principal / Partner (with ≥ 20 years’ of experience)
- Senior Professional (with ≥ 10 years’ of experience)
- Professional (< 10 years’ of experience)
- Technical (eg. draughtsman, BIM modellers, technicians, assistants)

The sum of basic wage, overtime payments, commissions, allowances, and other regular cash payments; before deduction of employee CPF contributions and personal income tax and excludes employer CPF contributions, bonuses, stock options, other lump sum payments and payments-in-kind.

3. Member firms can [participate in the survey](#) by scanning or clicking the QR code below. Each firm just need to provide one survey return. The survey will take about 5 minutes of their time, by keying in the relevant information. **All results will remain confidential. BCA will aggregate the data and will not attribute the data collected to any individual firm.**



[Click on the QR code above for the hyperlink to the survey site - <https://form.gov.sg/652df4aa6043620012841f0c>]

4. This survey is the opportunity for the industry to reflect the current man-hour rates in the market for refreshing the SCA. The site will close on **31 October 2023**. We would like to thank them in advance for their inputs.

Best regards

Kwan Kit



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