



## Northwest CDC mayor says PA, WDA decide on staff pay, bonuses



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SINGAPORE: An online outcry has broken out over rumours that two staff from the Northwest Community Development Council (CDC) received bonuses of eight months last year, including the 13th month bonus.

It all started on March 1 when someone raised the matter on channelnewsasia.com's forum. Soon enough, it was hot news on various blogs.

When asked about the matter at an event for needy families on Saturday, Northwest CDC's mayor, Dr Teo Ho Pin, said bonuses and salaries of CDC staff are decided by the People's Association (PA) and, in the case of officers, the Workforce Development Agency (WDA).

He explained that this is because all CDC staff are seconded from the PA and WDA.

"I want to clarify that the mayors do not decide on the salaries, the increments, the bonuses of all our staff at the CDC. The mayors are political appointment holders.

"We chair the CDC to spearhead the CDC, to build a social safety net and help the people. That is our job. If you ask me, I do not know the salaries; I do not know the bonuses of all my staff," Dr Teo said.

The mayor added that a lot depends on staff performance when it comes to bonuses.

"Of course, the staff performance will be like a bell curve. Some would be top performers, some would be very poor performers. The bulk — maybe average performers. This is quite normal in every organisation.

"In the private sector, it's the same thing. The top performer of the company will normally get better bonuses as compared to the poor performers," said Dr Teo.

PA, in an earlier statement to 938LIVE, would only say that salaries are in line with National Wages Council's guidelines which state that salaries are performance—based and come with variable components based on economic and individual performance.

The People's Association added that only staff at the lower end of the salary range receive a higher performance bonus. This enables such officers to be rewarded similarly to other staff in the same kind of job who are drawing a higher basic monthly salary. It also helps the organisation to retain outstanding performers.

The range of performance bonus and other salary components are reviewed regularly and they go up or down in tandem with economic and market conditions, PA qualified.

Given the current economic climate, the organisation said it has cut its performance bonus pool and is working within a smaller budget.

— CNA/so

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