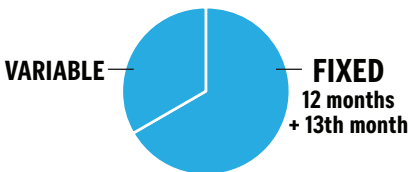


Annual normal salary for entry-level minister

Normal bonuses:

- 3 months' performance bonus
- 3 months' national bonus
- 1 month's annual variable component



Total: **\$1.1 million**

Actual bonuses (2013 - 2017)

Components	Range (months)	Average (months)
Performance bonus	3-6	4.3
National bonus	3.4-4.9	4.1
Annual variable	0.95-1.5	1.3

Ministerial salaries: 2012 White Paper v Workers' Party's formula

Salary components	WP	White Paper	Comparison
Monthly	\$67,800 (5x MX9* salary in 2012)	\$55,000 (60% of median salary of top 1,000 Singapore citizen earners in 2012)	The Workers' Party proposal has a higher fixed component
Annual fixed	\$881,400	\$715,000	
Normal bonus	3 months	7 months	The White Paper has a higher variable component
Annual variable (based on normal bonus)	\$203,400	\$385,000	
Total	\$1,084,800	\$1,100,000	With normal bonuses, both formulas yield comparable totals

*The Workers' Party proposed a monthly salary pegged to 5 times the monthly salary of a civil servant at the MX9 grade. In 2012, the mid-point of the MX9 salary range was \$13,560. The annual salary proposed by the Workers' Party would comprise a 13th-month fixed component, and a normal bonus of 3 months.