

Annex A: Quotes from Acting Minister for Transport Mr Jeffrey Siow, National Transport Workers' Union (NTWU) Executive Secretary Ms Yeo Wan Ling and public transport operators

Quote attributable to Acting Minister for Transport Mr Jeffrey Siow:

“Bus captains play a crucial role in public transport. From January 2027, we will increase starting salaries and sign-on bonuses to attract more locals to join the profession. A larger pool of bus captains will also allow us to improve working conditions, including shift arrangements, and make bus driving a more sustainable career. As we work to expand and improve bus services, we must also support the people who keep them running. This reflects our commitment to take care of our public transport workers, so that they can continue serving our commuters well.”

Quote attributable to National Transport Workers' Union (NTWU), an affiliated union of the National Trades Union Congress, Executive Secretary Ms Yeo Wan Ling:

“NTWU has been advocating for better wages, welfare and work prospects for public transport workers, who remain the backbone of our public transport system. Following close tripartite discussions, NTWU supports the uplift in local bus captains' salaries and sign-on bonuses. These enhancements recognise the valuable contributions of bus captains and complement ongoing efforts to strengthen the attractiveness of the profession. As the workforce ages, it is important that we continue attracting younger Singaporeans to the sector and ensure that being a bus captain remains a meaningful career with opportunities for skills development and progression. NTWU will continue working closely with tripartite partners to ensure that our public transport workers are fairly rewarded, well-supported, and able to build meaningful and sustainable careers.”

Quote attributable to Go-Ahead Singapore Managing Director Mr Leonard Lee:

“Our bus captains are the heart of Singapore's public transport network, and their dedication each day keeps journeys safe, reliable, and comfortable for commuters. These latest enhancements, including higher starting salaries, sign-on bonuses, and measures to improve working conditions, rightly recognise the value of their contributions. They also reflect our continued commitment to making the profession an attractive and rewarding long-term career.”

Quote attributable to SBS Transit Group CEO Mr Jeffrey Sim:

“Our Bus Captains play an essential role in keeping Singapore moving every day. We welcome this meaningful move, which supports efforts to attract more Singaporeans to the profession and grow a strong local core of Bus Captains for the long term. We remain committed to providing flexible work arrangements, childcare support for eligible employees, industry-competitive incentives and bonuses, and job stability as part of a supportive work environment. Being a Bus Captain is more than just a job; it is an attractive career with clear progression pathways, where many have successfully advanced to senior operational roles, taken on mentoring and training responsibilities, or progressed into management and operations careers through study awards and sponsorships. Together with the Government and the National Transport Workers’

Union, we will continue strengthening support for our Bus Captains and the important work they do."

Quote attributable to SMRT Buses Managing Director Mr Tan Peng Kuan:

"SMRT Buses welcomes this announcement, as it will encourage more Singaporeans to consider a career in public transport. We are also working closely with the Union to ensure our in-service Bus Captains receive competitive salaries and meaningful support throughout their careers. Beyond pay, we remain focused on creating opportunities for growth and progression, while making the profession more attractive to new entrants. We look forward to welcoming more people to this rewarding career serving the community."

Quote attributable to Tower Transit Singapore Managing Director Mr Winston Toh:

"Tower Transit fully supports this tripartite initiative. Our Bus Captains do more than just drive; they manage a highly complex environment. They provide frontline customer service, care for vulnerable passengers, facilitate fare payments, manage on-board incidents, and safeguard passenger and road safety. Ensuring their pay matches this level of responsibility is necessary to attract new blood to the profession and allow our current Bus Captains to remain and thrive in their jobs."