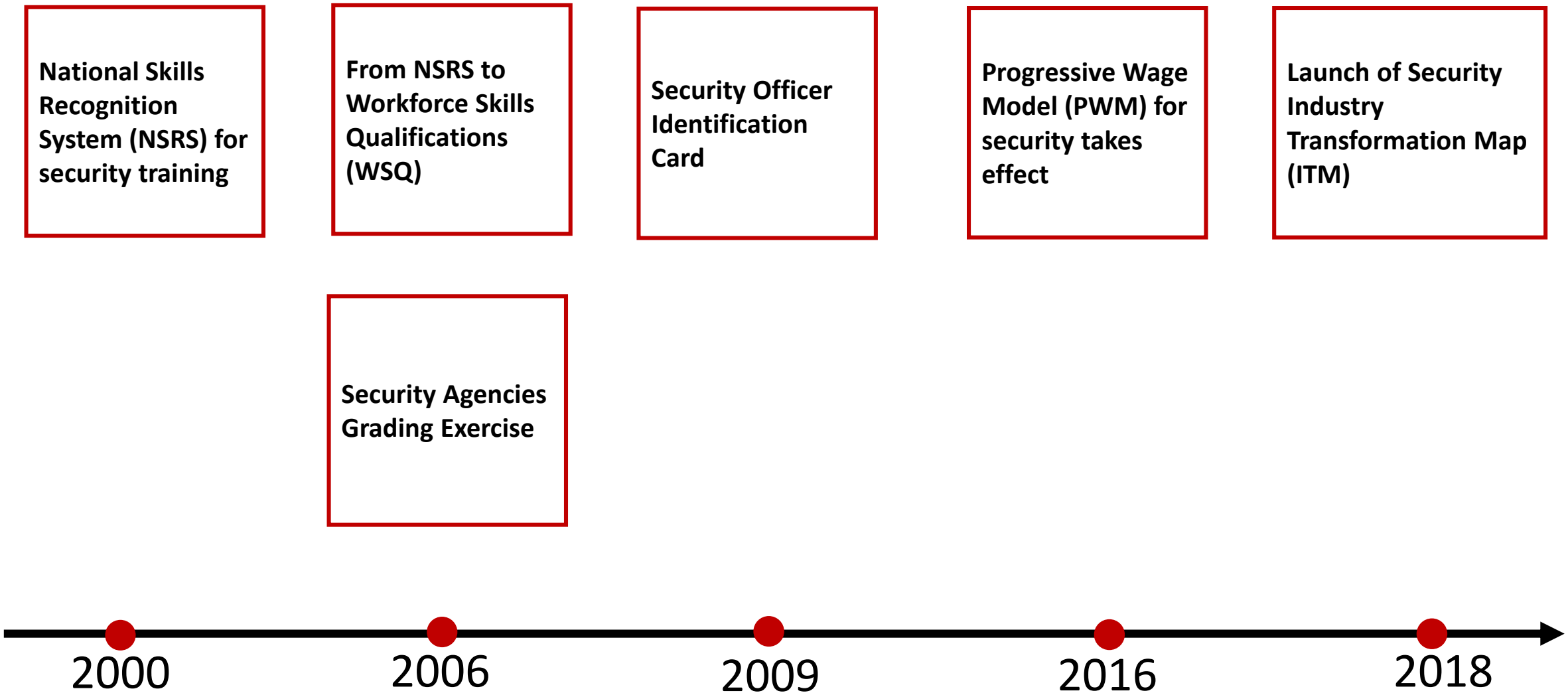
Transforming the Private Security Industry
- Timeline of developments in the sector



Transforming the Private Security Industry
- Tripartite Initiatives since 2014

a) Progressive Wage Model

- Progressive Wage Model (PWM) – increasing wages through upgrading skills, improving productivity and viable career paths.

- Security Tripartite Cluster (STC) committee launched PWM in 2014.

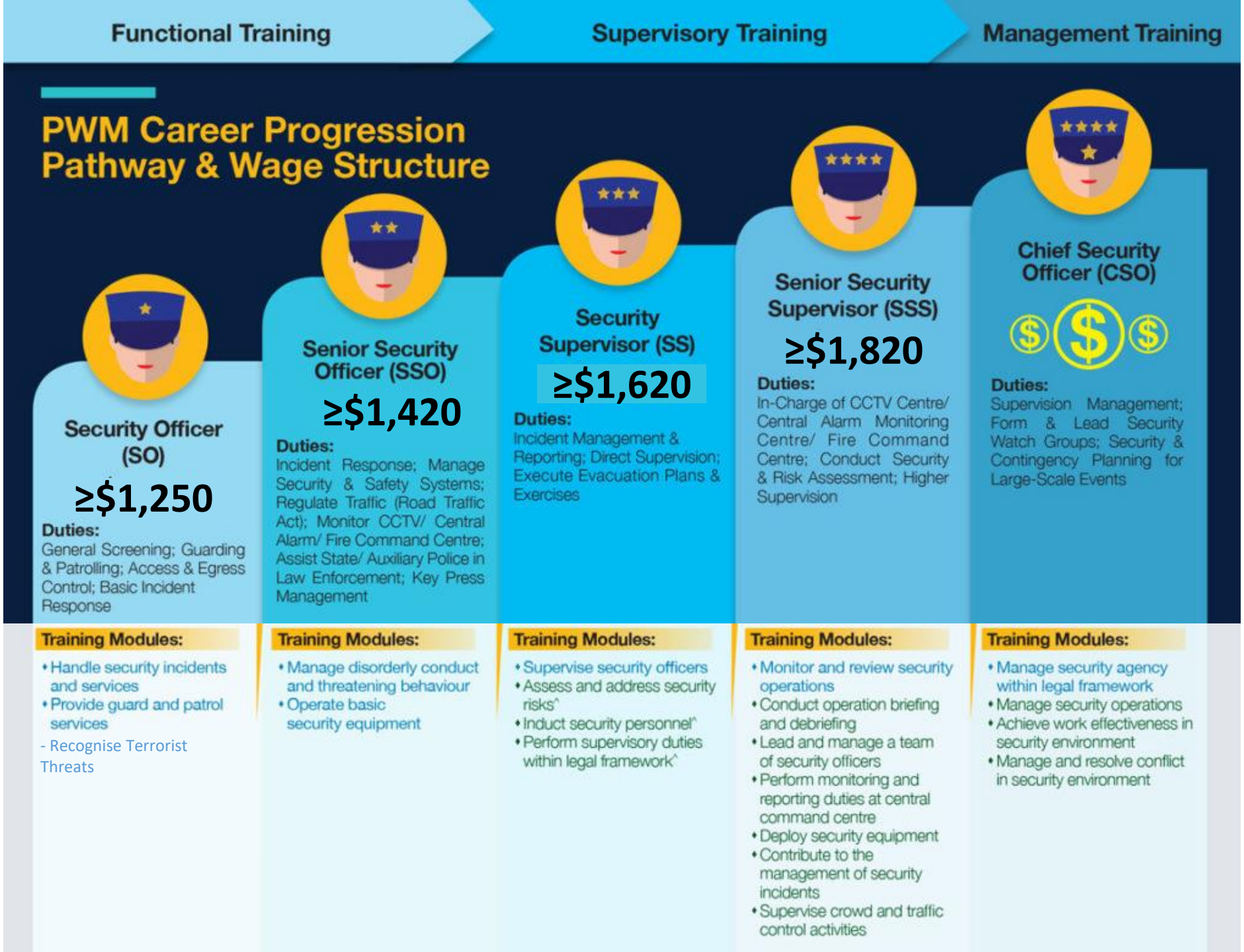
- Implemented as licensing requirement for security agencies from 1 September 2016.

Security PWM Wage Ranges

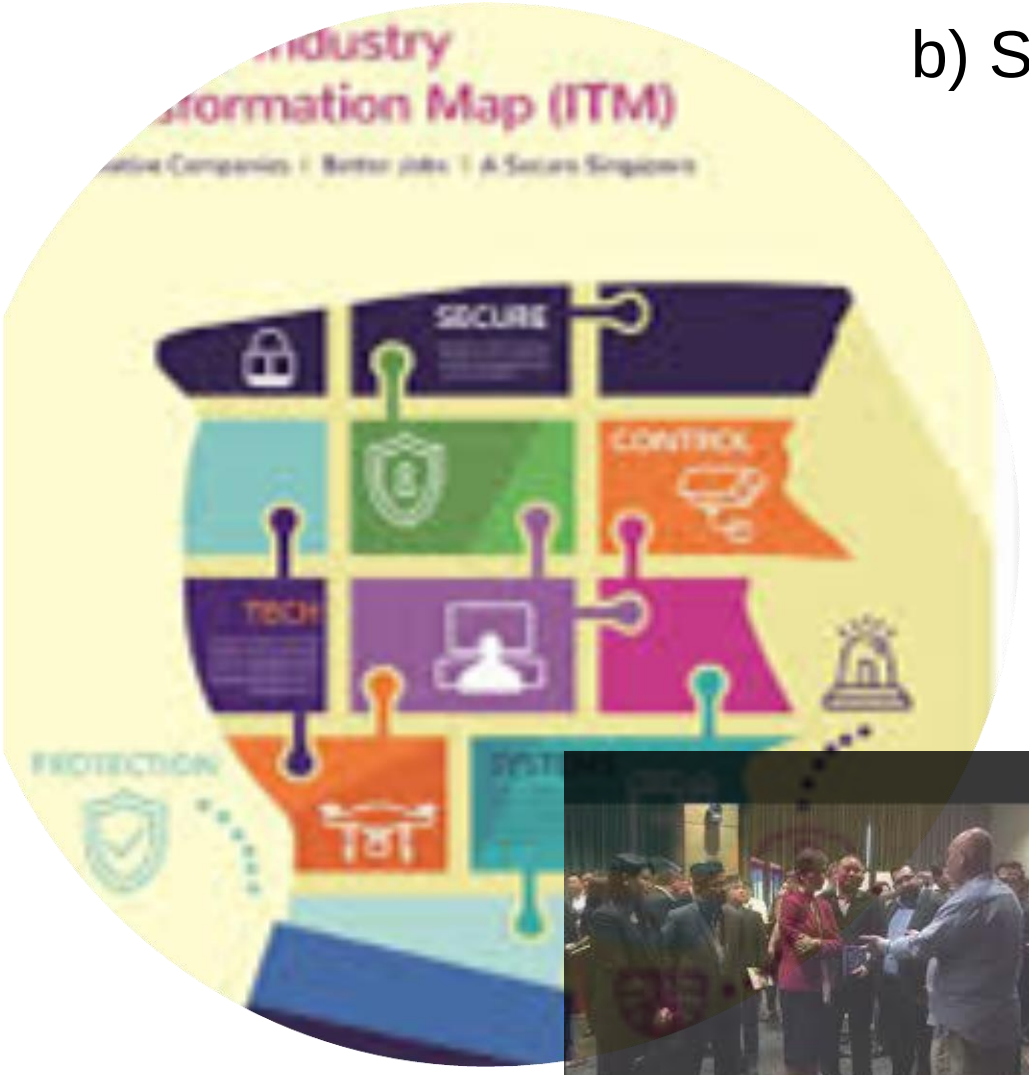
PWM Rank	Basic Wage Floor						
	2016	2019	2020	2021	2022	2023	2024
Security Officer (SO)	$1,100	$1,175	$1,250	$1,400	$1,442	$1,485	$1,530
Senior SO (SSO)	$1,300	$1,360	$1,420	$1,585	$1,633	$1,682	$1,732
Security Supervisor (SS)	$1,500	$1,560	$1,620	$1,785	$,1839	$1,894	$1,951
Senior SS (SSS)	$1,700	$1,760	$1,820	$1,985	$2,045	$2,106	$2,169
Typical Shift Pattern	12-hour a day, 6-day a week			12-hour a day alternate 5-day & 6-day work week *OT Exemption removed wef 1 Jan 2021*			

<u>4 components of PWM</u>

1. Skills
2. Career
3. Productivity
4. Wages


Functional Training
Supervisory Training
Management Training
PWM Career Progression Pathway & Wage Structure
Security Officer (SO)
≥$1,250
Duties:
General Screening; Guarding & Patrolling; Access & Egress Control; Basic Incident Response
Training Modules:
• Handle security incidents and services
• Provide guard and patrol services
- Recognise Terrorist Threats
Senior Security Officer (SSO)
≥$1,420
Duties:
Incident Response; Manage Security & Safety Systems; Regulate Traffic (Road Traffic Act); Monitor CCTV/ Central Alarm/ Fire Command Centre; Assist State/ Auxiliary Police in Law Enforcement; Key Press Management
Training Modules:
• Manage disorderly conduct and threatening behaviour
• Operate basic security equipment
Security Supervisor (SS)
≥$1,620
Duties:
Incident Management & Reporting; Direct Supervision; Execute Evacuation Plans & Exercises
Training Modules:
• Supervise security officers
• Assess and address security risks^
• Induct security personnel^
• Perform supervisory duties within legal framework^
Senior Security Supervisor (SSS)
≥$1,820
Duties:
In-Charge of CCTV Centre/ Central Alarm Monitoring Centre/ Fire Command Centre; Conduct Security & Risk Assessment; Higher Supervision
Training Modules:
• Monitor and review security operations
• Conduct operation briefing and debriefing
• Lead and manage a team of security officers
• Perform monitoring and reporting duties at central command centre
• Deploy security equipment
• Contribute to the management of security incidents
• Supervise crowd and traffic control activities
Chief Security Officer (CSO)
Duties:
Supervision Management; Form & Lead Security Watch Groups; Security & Contingency Planning for Large-Scale Events
Training Modules:
• Manage security agency within legal framework
• Manage security operations
• Achieve work effectiveness in security environment
• Manage and resolve conflict in security environment

Transforming the Private Security Industry
- National Tripartite Initiatives



b) Security Industry Transformation Map (ITM)

- Security ITM Tripartite Committee (SITC) formed in March 2017.
- Objective of ITM – To develop a vibrant, technologically advanced and competitive security industry that delivers better security outcomes for Singapore and provides good jobs for Singaporeans.
- Launched in Feb 2018 by Minister Josephine Teo
- Key scope of recommendations:
  i. Best Sourcing Guide for industry to design outcome-based security contracts
  ii. Skills Framework and Career Map indicating alternative career pathways
  iii. Industry Digital Plan on recommended security technologies leading to higher outcomes
  iv. Buyer Education to inform them of ITM recommendations

Transforming the Private Security Industry
- Where are we now?

- Lesser working hours with the removal of Overtime Exemption in 2021 under the PWM
- PWM rates increased so that before and after OTE removal, gross wages are not affected

PWM Rank	Basic Wage Floor						
	2016	2019	2020	2021	2022	2023	2024
Security Officer (SO)	$1,100	$1,175	$1,250	$1,400	$1,442	$1,485	$1,530
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Typical Shift Pattern	12-hour a day, 6-day a week			12-hour a day alternate 5-day & 6-day work week *OT Exemption removed wef 1 Jan 2021*			

- Public sector pledged to adopt Outcome-based Contracts (OBC) by 1st May 2020
  https://www.straitstimes.com/singapore/government-to-adopt-outcome-based-contracts-for-security-industry-by-may-1-2020

Transforming the Private Security Industry

- USE's Company Training Committee Framework to support Agency Transformation

c

Customised Place and Train:

Business process remapping →Training Needs Analysis →Fair sharing of gains

- Existing officers trained in new skills customised to site requirements



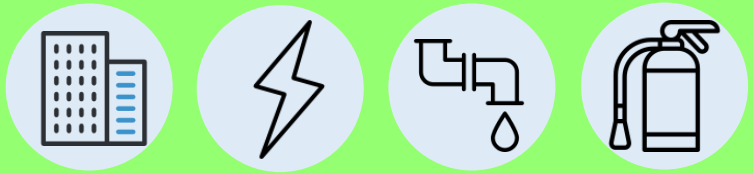
Helping security agencies/buyers transform sites to create higher value jobs and better careers

b

Cluster Integrated Skills Place and Train:

1. Basic Building Services Skills (Electrical and Plumbing)
2. Basic Lift Rescue Mgmt
3. CERT/Fire safety

- Existing officers trained in new cluster integrated skills to provide value add to your buyers



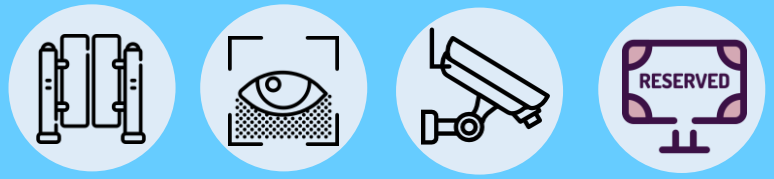
Helping officers earn higher wages with new, complementary skills

a

Train and Place:

1. Basic Licensing Units training
2. SkillsFuture for Digital Workplace (Security)
3. Fundamentals of Building Services & Safety

- Seamless process to place 7,200 trained officers into companies with good employment practices



Helping new entrants find jobs in the industry