



# A *Smarter Way* to Procure Security Services: *Adopt Outcome-Based Contracting*

In November 2017, the Government accepted the Security Tripartite Cluster's recommendations to enhance the Progressive Wage Model (PWM) and to remove Overtime Exemption (OTE) for the security industry. These changes will help uplift the sector and improve the working conditions of our workers.

## Progressive Wage Model for the Security Industry

From 1 January 2019 onwards, the PWM Basic Wage Level will be increased:

	<b>Senior SS</b>	<b>\$1,760</b>	<b>\$1,820</b>	<b>\$1,985</b>
	<b>Security Supervisor (SS)</b>	<b>\$1,560</b>	<b>\$1,620</b>	<b>\$1,785</b>
	<b>Senior SO</b>	<b>\$1,360</b>	<b>\$1,420</b>	<b>\$1,585</b>
	<b>Security Officer (SO)</b>	<b>\$1,175</b>	<b>\$1,250</b>	<b>\$1,400</b>

All wage points refer to basic starting salary.

From  
1 Jan 2019

From  
1 Jan 2020

From  
1 Jan 2021\*

\* From 1 Jan 2021, OTE will be removed. Security agencies will not be allowed to deploy officers to work more than the statutory limit of 72 overtime hours a month.

To read the STC report (23 Nov 2017),  
< scan or visit: [www.ntuc.org.sg/SecurityTripartiteCluster](http://www.ntuc.org.sg/SecurityTripartiteCluster)



1800 255 2828 (Mon-Fri: 9am-6pm) | [ucarecentre@ntuc.org.sg](mailto:ucarecentre@ntuc.org.sg)  
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## Technology + Manpower = *Better Security Outcomes + Better Value*

The integration of security technology and manpower can uplift service standards, raise productivity and create higher value-add for service buyers.

### READY-TO-GO TECHNOLOGY-ENABLED SOLUTIONS



Mobile-enabled Patrol and Incident Management



Smart CCTV with video analytics to detect intrusion and manage incident, all captured at a central command centre



Personal mobility device to aid the security officers to patrol large compounds effortlessly



Self-help kiosk to register visitors



Vehicle recognition system to track access and unauthorised parking

Please refer to [www.imda.gov.sg/security-idp](http://www.imda.gov.sg/security-idp) or talk to your security agency to find out more.

### WHAT TO CONSIDER IN OUTCOME-BASED CONTRACT (OBC) REQUIREMENTS

- Conduct security risk assessment to develop a protection plan to mitigate potential security risks
- Allow longer lead time for security agencies to submit proposals that incorporate technology solutions
- Specify security outcomes and performance standards instead of headcount in tender specifications
- Provide longer contract duration to lower amortised cost of technology solutions
- Adopt Price-Quality Method where quality attributes has heavier weightage compared to price

### FOR MORE INFORMATION ON OBC



MHA's Guide to Outcome-Based Security Contracts  
Scan or visit:  
<http://bit.ly/MHA-Guide>

Outcome-Based Contract Workshop  
by Temasek Polytechnic - Security Industry Institute  
For details, visit:  
<http://bit.ly/Outcome-Based-Contract-Workshop>

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