

Survey on Security Employees in Singapore (Wave 5)

November 2023



Formerly Kantar Public

Commissioned by:



Content

1. Overview of Industry
2. Work Prospects
3. Wages
4. Welfare

Overview of Industry

- **Survey Description**
- **Distribution of Job Ranks**
- **Type of Contract**

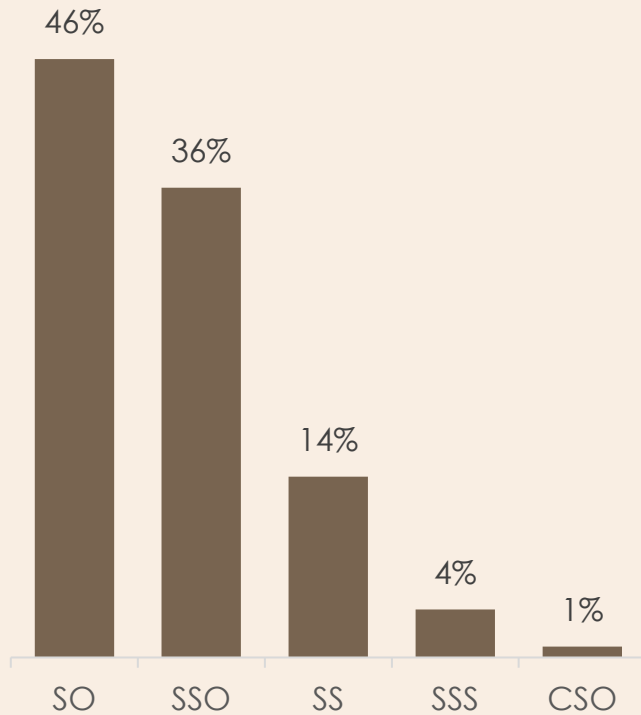
We surveyed 1006 security officers (excludes auxiliary police officers) with least 1 month of work experience in their current security role.

Current Wave	This is the 5 th wave* in a series of longitudinal surveys of security officers in Singapore.
Survey Period	22 June – 1 August 2023
Method of Administration	The 15-min survey was administered in-person using electronic tablets at the USE customer service centre by Verian's interviewers. Security officers were surveyed after they had completed their transactions at the service centre.
Incentives Provided	\$10 Fairprice voucher for non-union members \$20 Fairprice voucher for union members

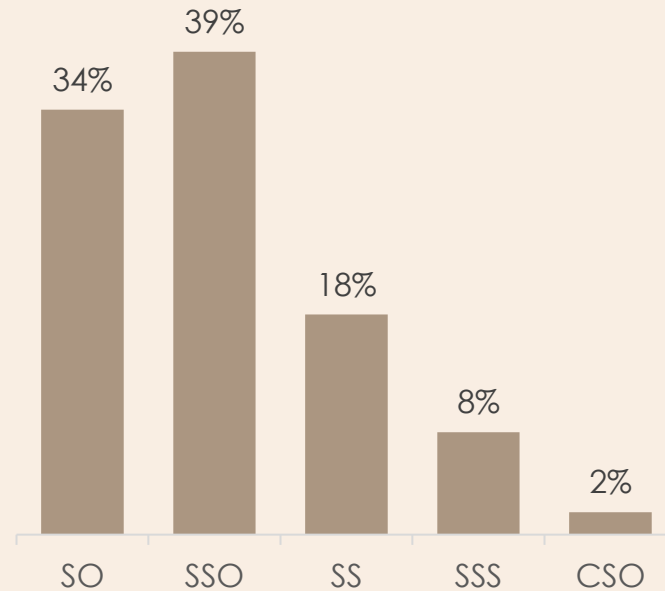
*Past Waves: Wave 1 – Jan to Feb 2020 (N = 707); Wave 2 – Sep to Nov 2020 (N = 1002); Wave 3 – Jul to Sep 2021 (N = 1000); Wave 4 – Apr to Jul 2022 (N = 1002)

80% of officers are currently employed at their highest PWM job rank, while 19% are employed at a level below their highest PWM job rank.

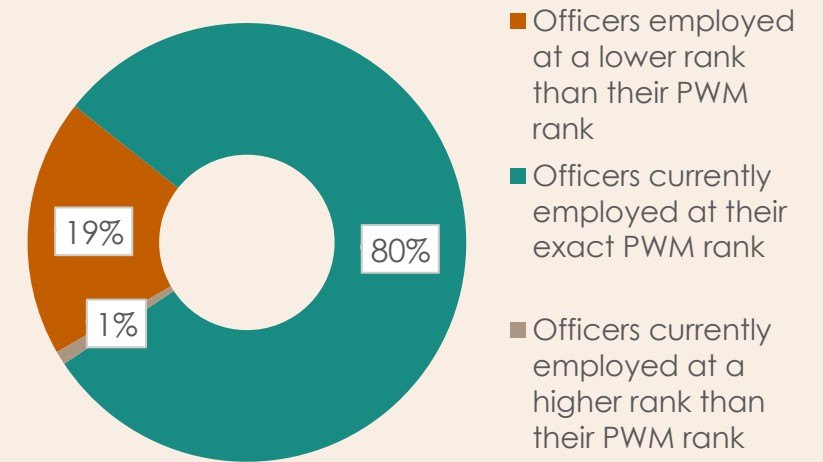
Current Job Rank



Highest PWM Job Rank



Overall Distribution of Employment



SR05: What is your highest PWM job rank (based on PLRD records)? (N = 1006)
 SR06a: What job rank are you currently employed at? (N = 1006)

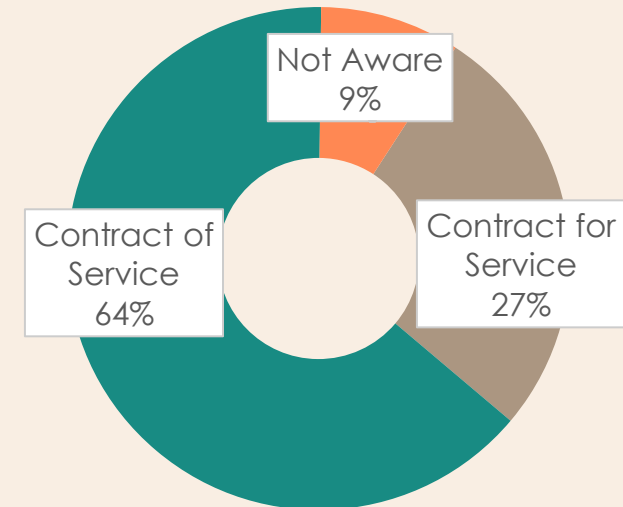
SO – Security Officer, SSO – Senior Security Officer, SS – Security Supervisor, SSS – Senior Security Supervisor, CSO – Chief Security Officer

9% of officers reported being unaware of the type of contract they held.

Examples were provided to help the officers understand the difference between the two types of contracts:

- **Contract of Service**
(e.g., has an employer-employee relationship; receives CPF payment and benefits such as medical insurance)
- **Contract for Service**
(e.g., independent contractor, self-employed person, or vendor; may not receive CPF payment and benefits such as medical insurance)

What type of contract are you holding with your employer currently?



Work Prospects

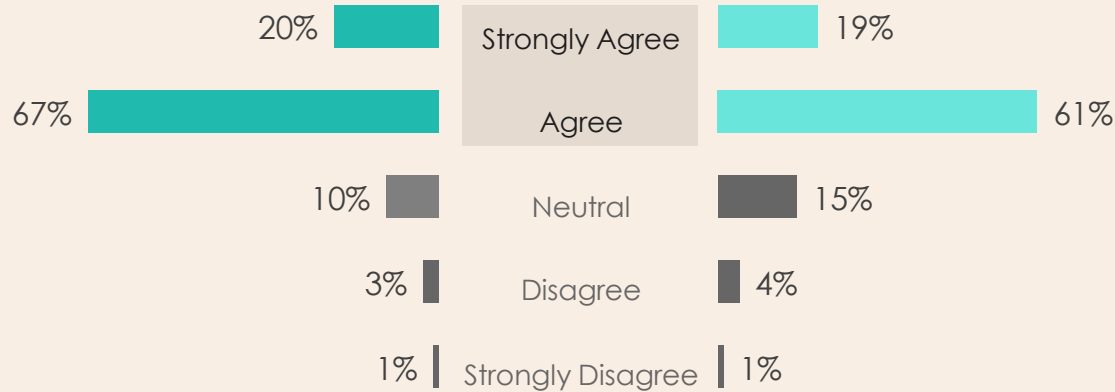
- **Job satisfaction & enjoyment**
- **Reasons for joining and staying in the security industry**
- **Job security & intention to quit**
- **Working Patterns**
- **Usage of technology and intention to upskill**

Job satisfaction levels remain high (87% SA/A that they are satisfied).

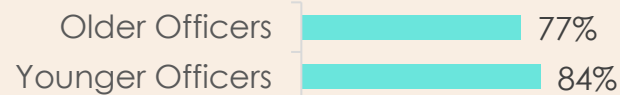
Job satisfaction levels seems to be increasing over the different waves. Most officers also found enjoyment in their work (80% SA/A that they found enjoyment in their work), with younger officers (84% SA/A) tending to report more enjoyment in their work compared to older officers (77% SA/A).

“I feel satisfied with my present job.”
M (SD) = 4.01 (0.72)

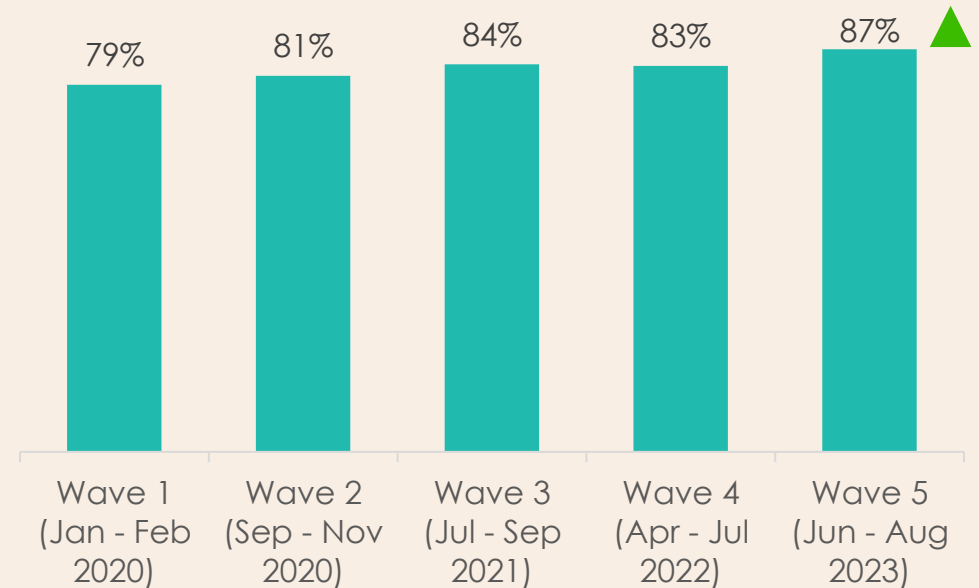
“I find real enjoyment in my work.”
M (SD) = 3.93 (0.77)



“I find real enjoyment in my work.”
(% selecting SA/A)



“I feel satisfied with my present job.”
(% selecting SA/A across waves)



HS01_1: I feel satisfied with my present job. (Wave 4 N = 1002; Wave 5 N = 1006)

HS01_2: I find real enjoyment in my work. (N = 1006)

Responses coded as 1 = Strongly Disagree, 5 = Strongly Agree

* Older officers are 52 years (median age) or older; younger officers are below 52 years

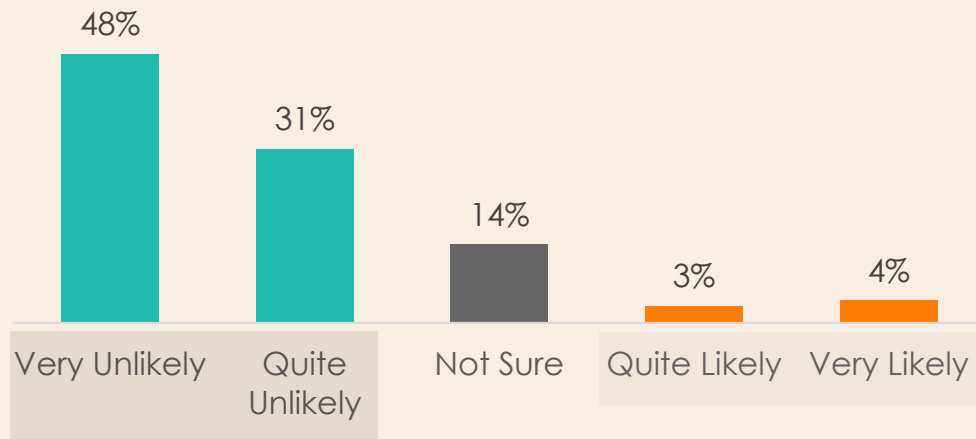
These arrows indicate significant differences in wave 5 compared to wave 4



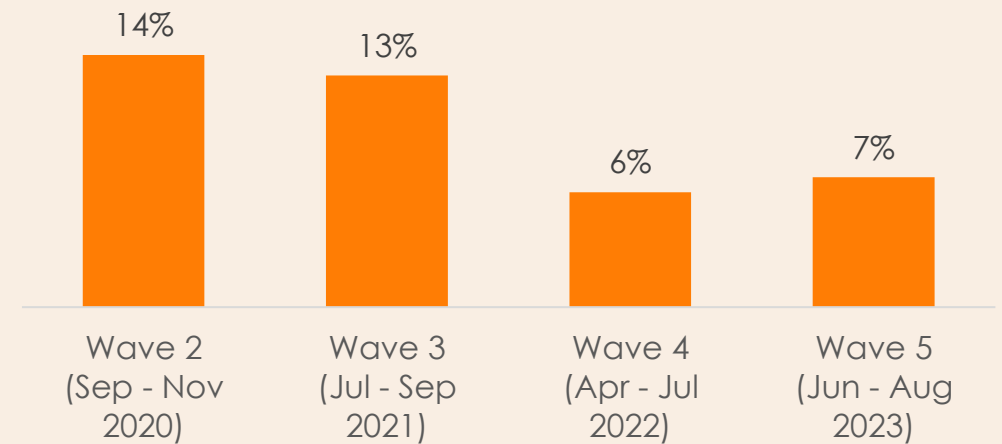
Most officers believed that their job was secure (79% indicated that it was **VU/QU** that they would lose their jobs).

The proportion of officers who believed that they may lose their job (7% **VL/QL**) remains similar to the previous wave.

“How likely do you think you will lose this job?”
M (SD) = 1.83 (1.03)



“How likely do you think you will lose this job?”
(% selecting QL/VL across waves)



SR06b: How likely do you think you will lose this job?
(Wave 4 N = 1002; Wave 5 N = 1006)

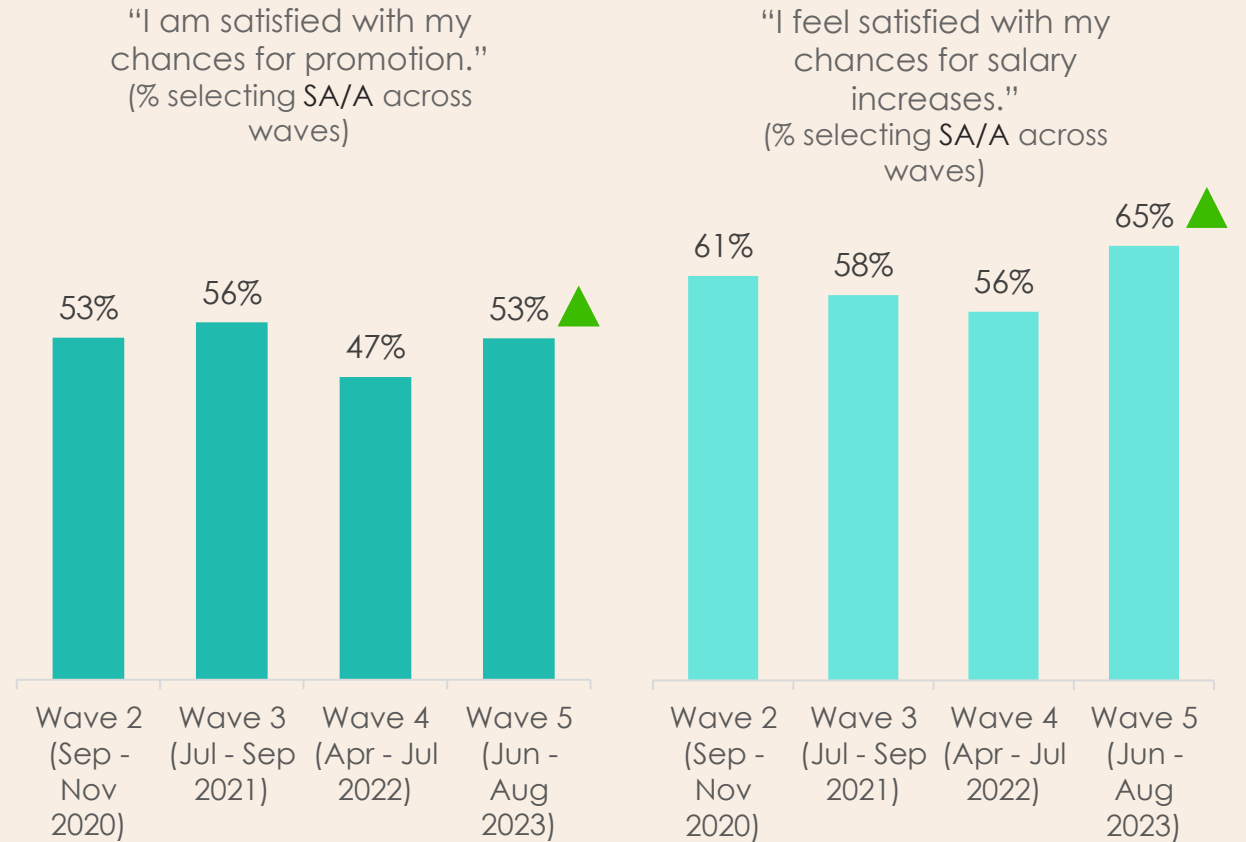
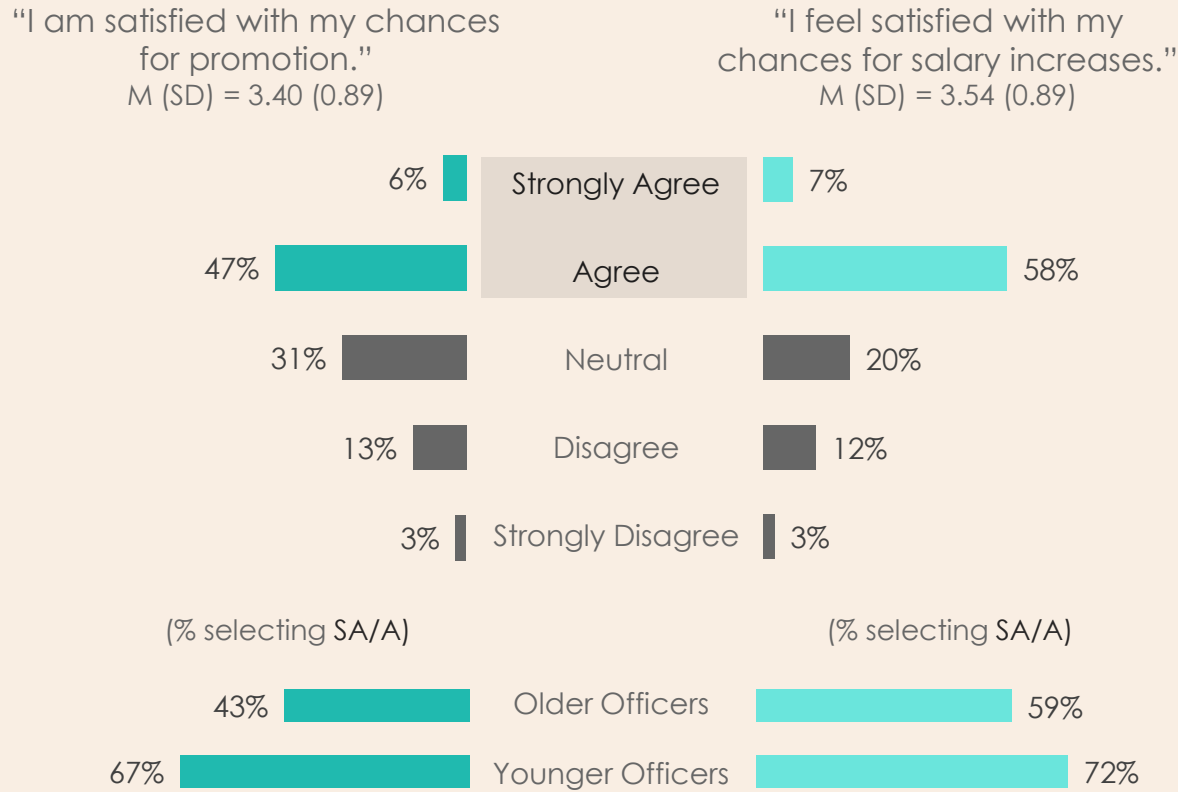
Responses coded as 1 = Very Unlikely, 5 = Very Likely

These arrows indicate significant differences in wave 5 compared to wave 4



Most officers were satisfied with their chances for promotion (53% SA/A) and salary increases (65% SA/A).

Compared to wave 4, officers in wave 5 were more satisfied with their chances for promotion and salary increases. Younger officers tend to report higher levels of satisfaction compared to older officers.



HS01_6: I am satisfied with my chances for promotion.
 HS01_7: I feel satisfied with my chances for salary increases.
 (Wave 4 N = 1002; Wave 5 N = 1006)
 Responses coded as 1 = Strongly Disagree, 5 = Strongly Agree
 * Older officers are 52 years (median age) or older; younger officers are below 52 years

These arrows indicate significant differences in wave 5 compared to wave 4



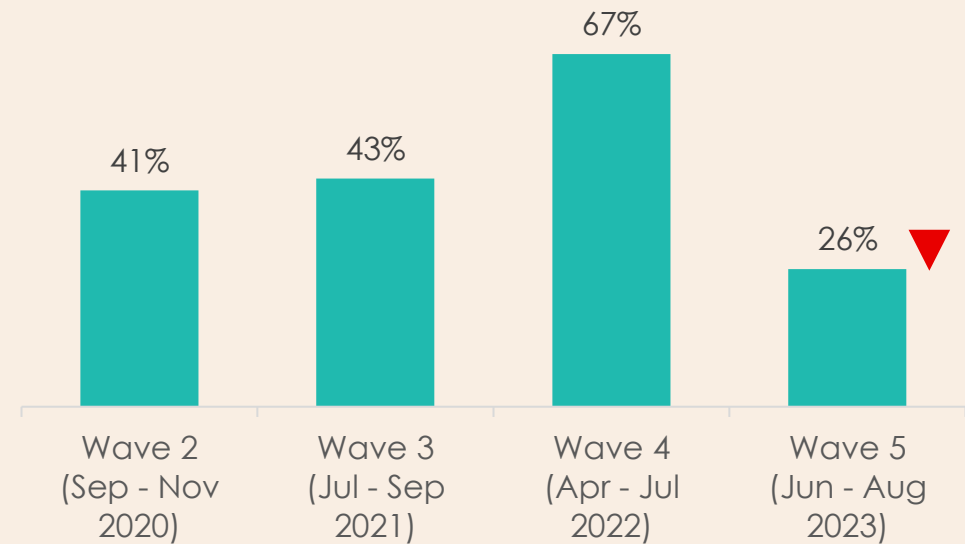
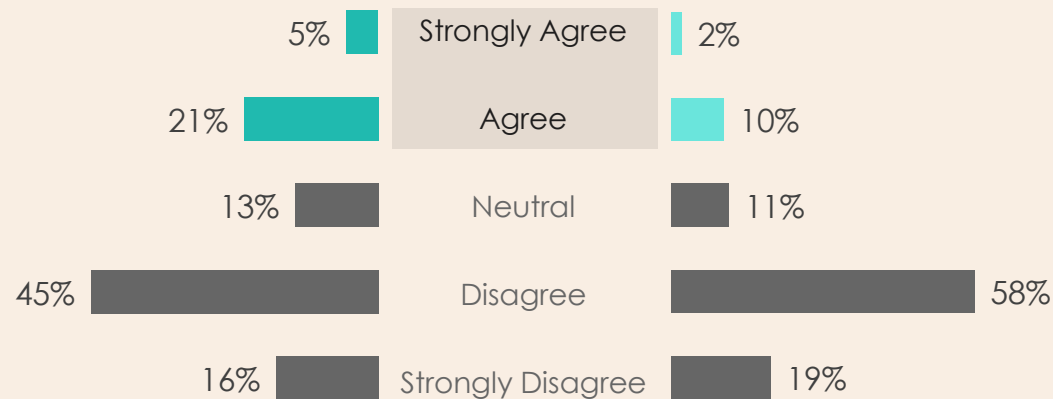
Intentions to look for a new job in the near future (26% SA/A) or quit the present job (12% SA/A) were generally low.

Compared to wave 4, significantly fewer officers reported an intention to look for a new job.

“I will probably look for a new job in the near future.”
M (SD) = 2.55 (1.14)

“I often think about quitting my present job.”
M (SD) = 2.18 (0.93)

“I will probably look for a new job in the near future.”
(% selecting SA/A across waves)



HS01_3: I often think about quitting my present job. (Wave 5 N = 1006)
HS01_4: I will probably look for a new job in the near future. (Wave 4 N = 1002; Wave 5 N = 1006)

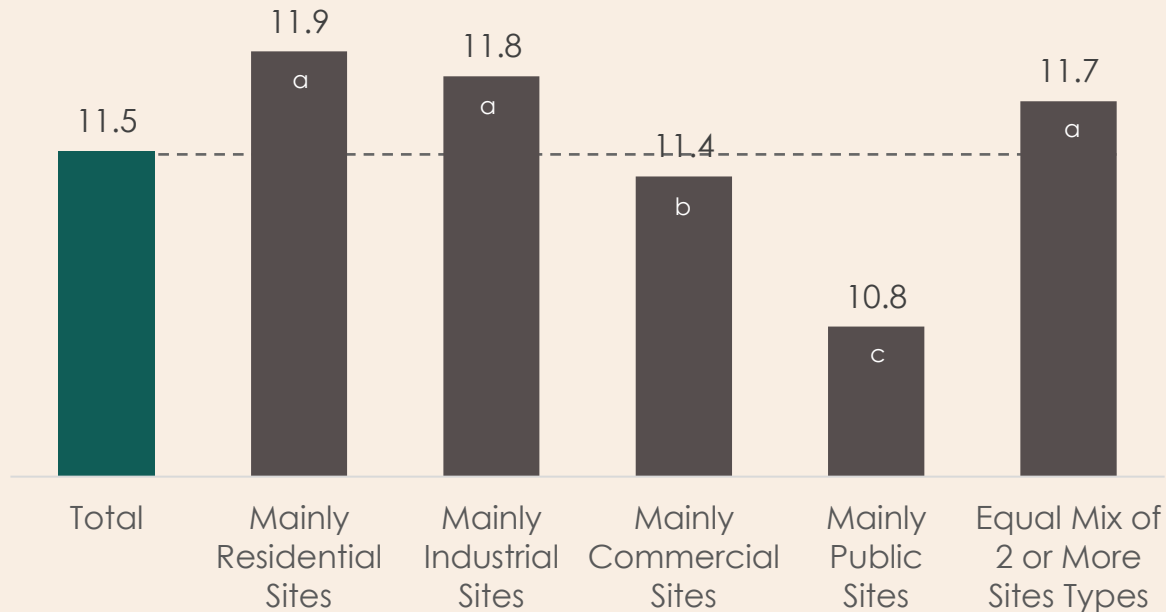
Responses coded as 1 = Strongly Disagree, 5 = Strongly Agree

These arrows indicate significant differences in wave 5 compared to wave 4

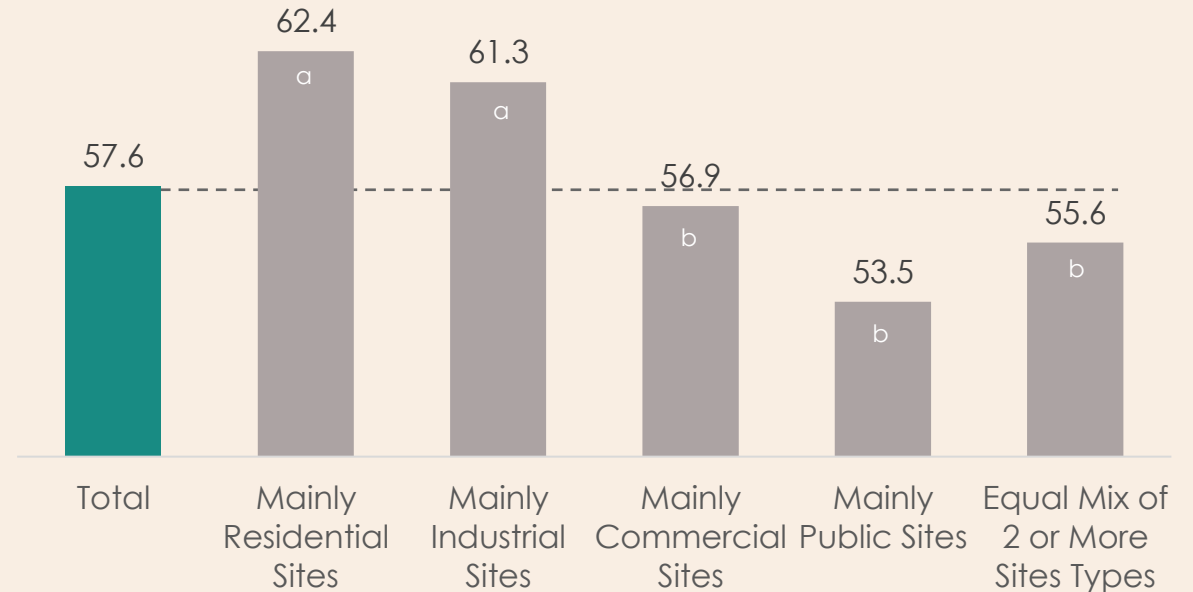


Officers working at mainly residential sites (e.g., condominiums) tend to be stationed for the longest hours while those working at mainly public sites (e.g., ministries, schools) tend to be stationed for the shortest hours.

“How many hours are you stationed at your designated site(s) in total?”
(in a day)



“How many hours are you stationed at your designated site(s) in total?”
(in a week)



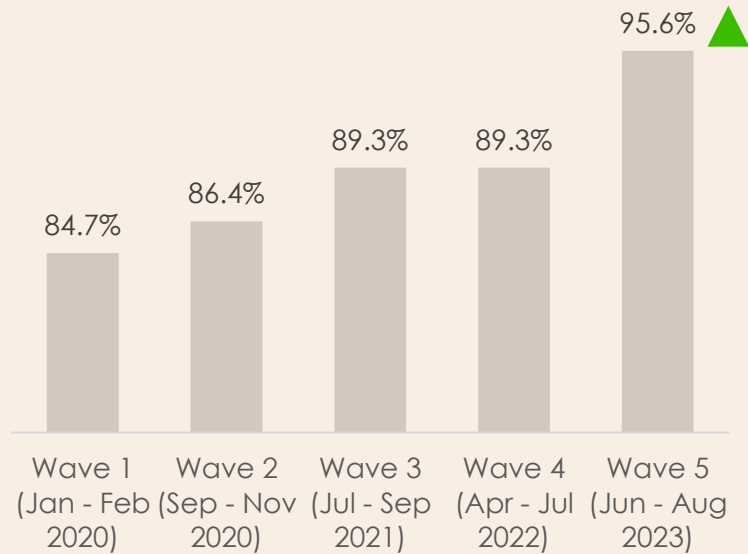
BI010: How many hours are you stationed at your designated site(s) in total? (In a day; In a week) (N = 1006)

Note that the alphabets indicate significance testing across segments. Mean hours that do not feature the same alphabet are significantly different from each other.

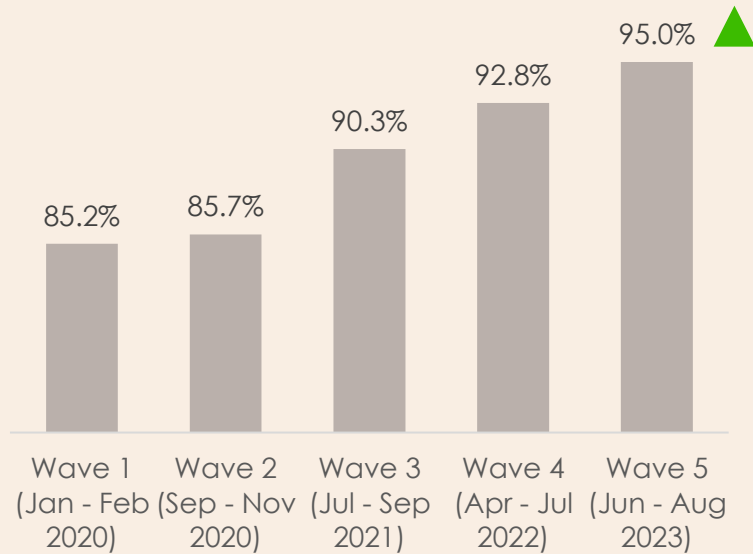
Compared to the previous waves, more officers were expected to use technology/security systems at their workplace (95.6%)

More officers were using technology/security systems at their workplace (95%), and most were comfortable doing so (99%).

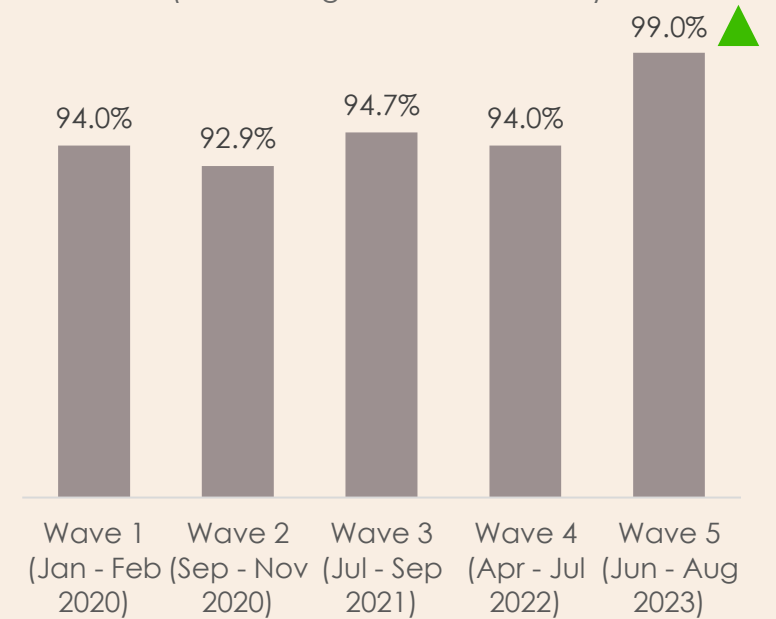
“Are you expected to use technology/security systems at your workplace?”
(% selecting Yes across waves)



“Do you use technology/security systems at your workplace?”
(% selecting Yes across waves)



“Are you comfortable using technology/security systems at your workplace?”
(% selecting Yes across waves)



KT02: Do you use technology/security systems at your workplace?
 KT03: Are you comfortable using technology/security systems at your workplace?
 KT05: Are you expected to use technology/security systems at your workplace?
 (Wave 4 N = 1002; Wave 5 N = 1006)

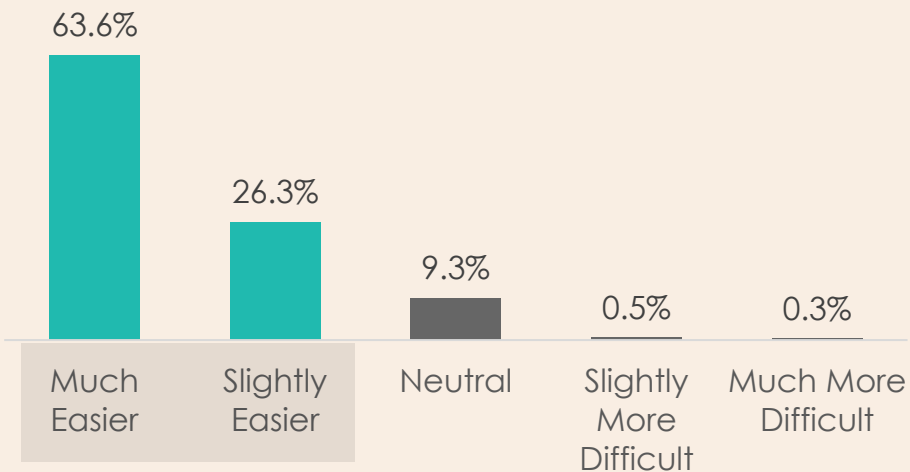
These arrows indicate significant differences in wave 5 compared to wave 4



Most officers find that their work has become easier (90% ME/SE) with the use of technology.

Most officers used CCTV, Mobile Patrol App, and Visitor Management Systems.

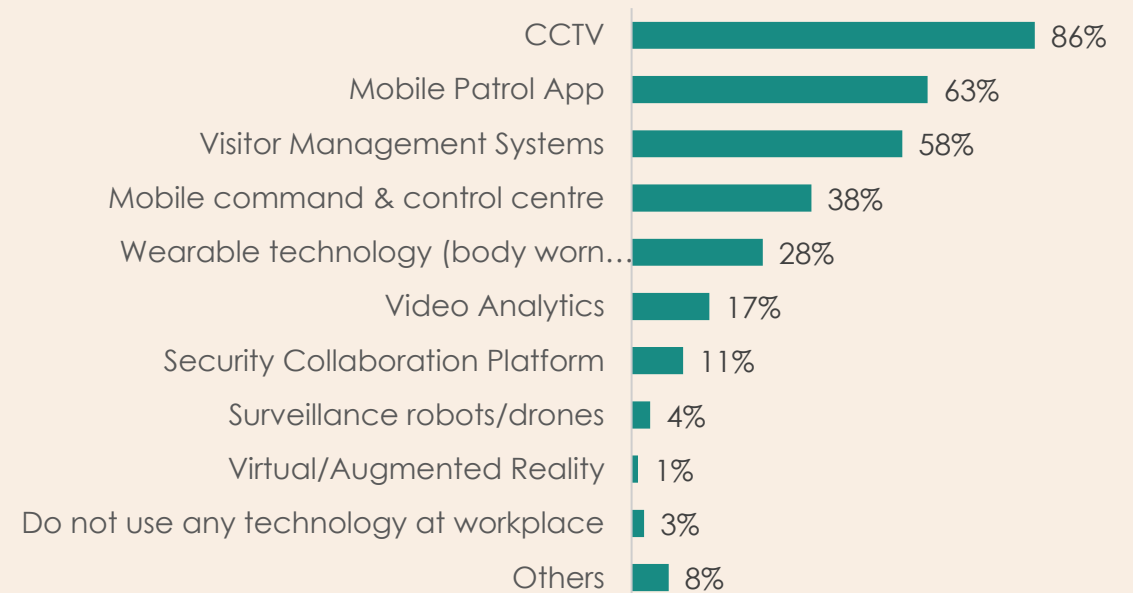
“To what extent has the use of technology made your work easier?”
M (SD) = 1.83 (1.02)



KT04: To what extent has the use of technology made your work easier? (N = 1006)
KT06: What kind of technology do you use at your workplace? (N = 1006)

Responses coded as 1 = Much Easier, 5 = Much More Difficult

“What kind of technology do you use at your workplace?”
(% selecting each option)

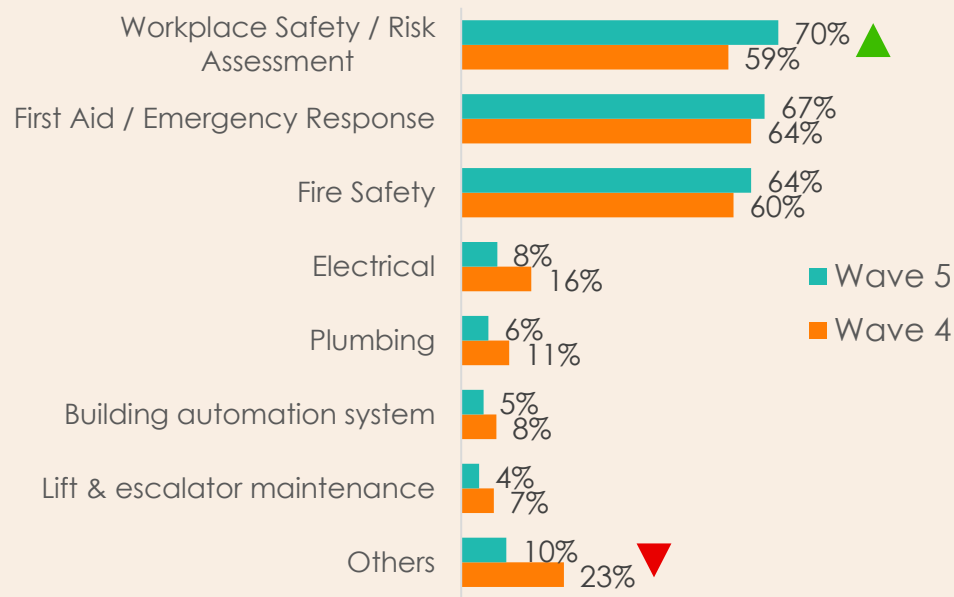


For those who selected “Others”, most mentioned walkie talkie and handheld/ walk-through metal detectors.

The proportion of officers equipped with workplace safety/ risk assessment skills has increased.

Officers were mostly looking to upgrade themselves for supervisor and managerial positions, with the lack of time being a key barrier that prevents security officers from acquiring new skills.

“Which of the following skills do you possess?”
(% of officers indicating that they possess the skill)

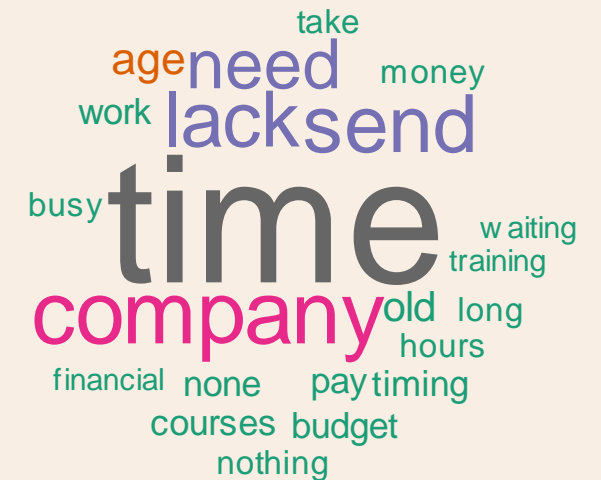


For those who selected “Others”, many mentioned proficiency with X-rays, Recognise Terrorist Threat (RTT), Protected Areas & Protected Places (PAPP)

“What other job-related skills would you like to learn in the next 6 months?”



“What are the reasons/barriers that prevent you from taking up new skills?”



KT01a: Which of the following skills do you possess? (N = 1006)
 KT01b: What other job-related skills would you like to learn in the next 6 months? (N = 1006)
 KT01c: What are the reasons/barriers that prevent you from taking up new skills? (N = 1006)

These arrows indicate significant differences in wave 5 compared to wave 4



Wages

- **Median basic salary**
- **Payment of wages**
- **Awareness of PWM Wage Level**
- **Expectation for salary increase**
- **Fairness of wages**

The median basic salary for most job ranks was equal to or higher than PWM Baseline wages.

Current Job Rank	Median Basic Salary for Each Rank (before OT and allowances)					Median Take-home Salary (after CPF deduction, incl. OT)	PWM Baseline Wages 2023
	Wave 1	Wave 2	Wave 3	Wave 4	Wave 5		
SO	\$1,400	\$1,300	\$1,450	\$1,500	\$1,670 (n = 185)	\$2,000	\$1,650
SSO	\$1,420	\$1,500	\$1,585	\$1,633	\$1,830 (n = 169)	\$2,200	\$1,830
SS	\$1,754	\$1,800	\$1,785	\$1,839	\$2,096 (n = 66)	\$2,600	\$2,040
SSS	\$1,900	\$2,000	\$2,050	\$2,045	\$2,220 (n = 23)*	\$2,951	\$2,240
CSO	\$3,650	\$1,967	\$4,749	\$4,356	\$2,525 (n = 7)*	\$2,964	-
TOTAL					\$1,850 (n = 450)	\$2,200	-

* Note that the number of SSS and CSO in our sample is small and hence, reported results may not accurately reflect the median basic salary of the full population.

SR02: What is your basic salary (before OT and allowances)? (N = 450)

SR03: What is your average monthly take-home salary (after CPF deduction)? (N = 450)

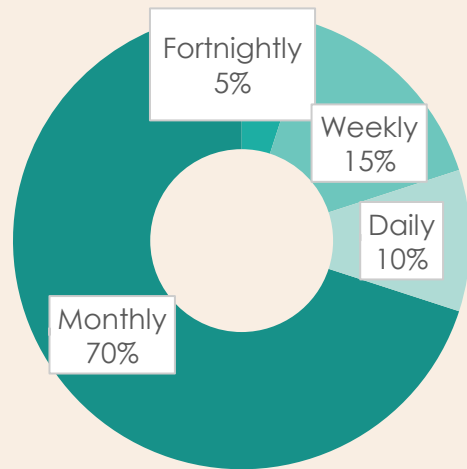
SR06a: What job rank are you currently employed at? (N = 450)

Sample size is reduced after filtering out Malaysians, part-time SOs, and Aviation Security Officers

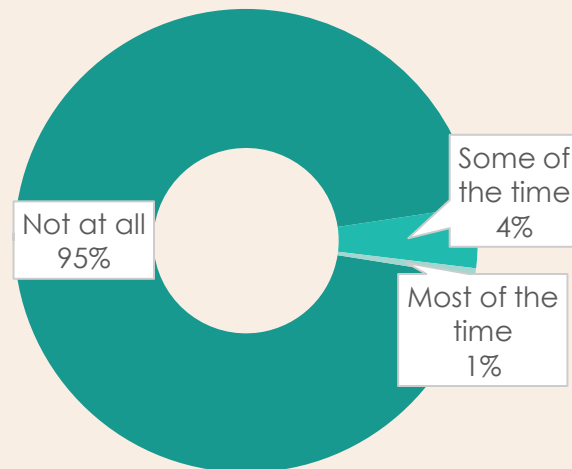
Most officers (70%) were paid on a monthly basis. Most of employers (95%) paid wages on time.

Most employers issued officers with a copy of their employment contract (82%) and a monthly payslip (85%).

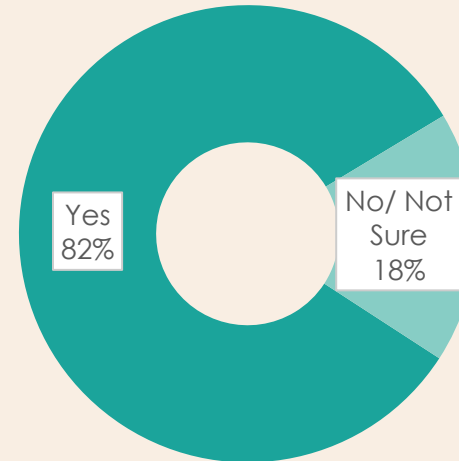
“Are you paid a daily, weekly, fortnightly, or monthly rate?”



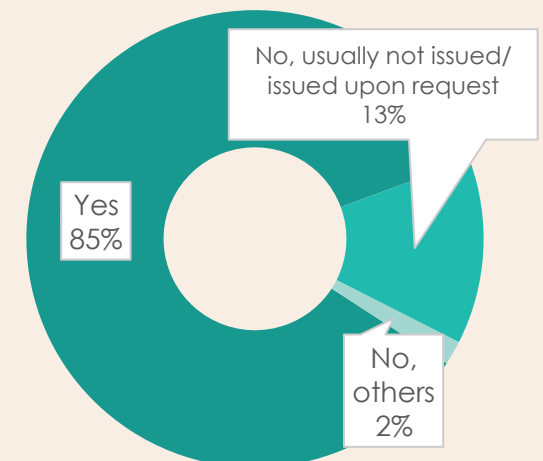
“How often do your employers pay you late?”



“Does your employer issue you with a copy of your employment contract?”



“Does your employer issue you with your payslip monthly?”

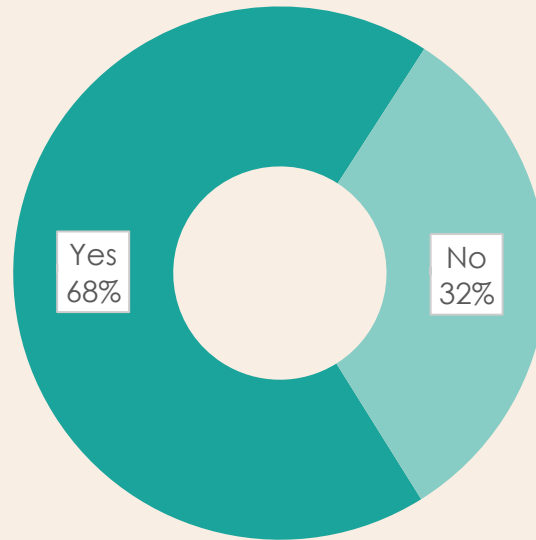


SR01: Are you paid a daily, weekly, fortnightly, or monthly rate? (N = 1006)

SR04: How often do your employers pay you late? (N = 1006)

Most officers (68%) said they were aware of the wage levels under the PWM.

“Are you aware of wage levels under the Progressive Wage Model?”



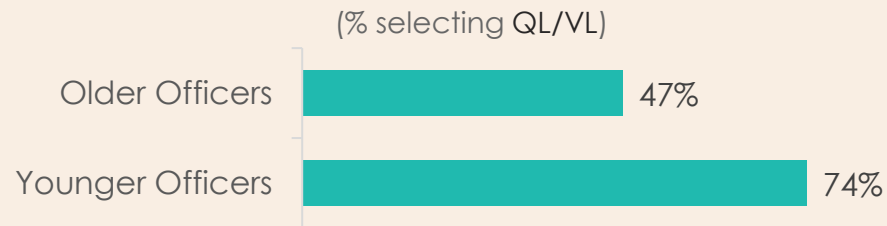
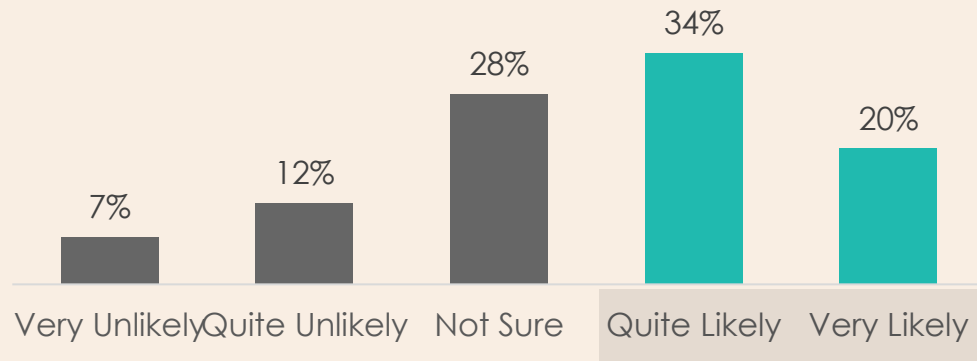
SR06d: Are you aware of wage levels under the Progressive Wage Model? (N = 1006)

More than half of the officers surveyed (54% QL/VL) expected an increase in salary in the next 12 months, with more younger officers expecting a salary increase compared to older officers.

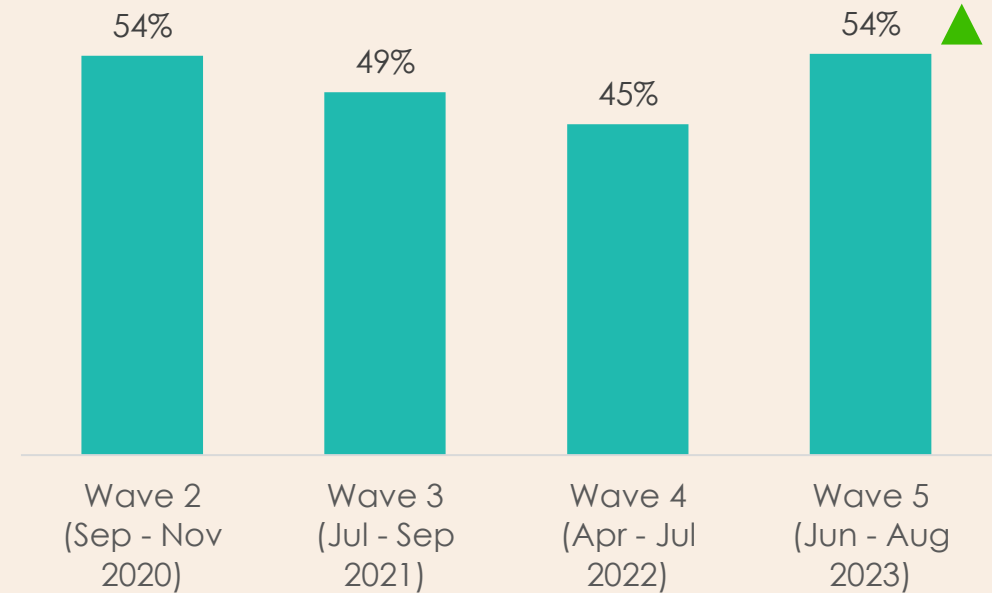
Expectations for salary increase were higher compared to wave 4.

“How likely would you expect an increase in salary in the next 12 months?”

M (SD) = 3.49 (1.14)



Comparison of salary increase expectations across different waves (% selecting QL/VL)



SR06e: How likely would you expect an increase in salary in the next 12 months?
(Wave 4 N = 1002, Wave 5 N = 1006)

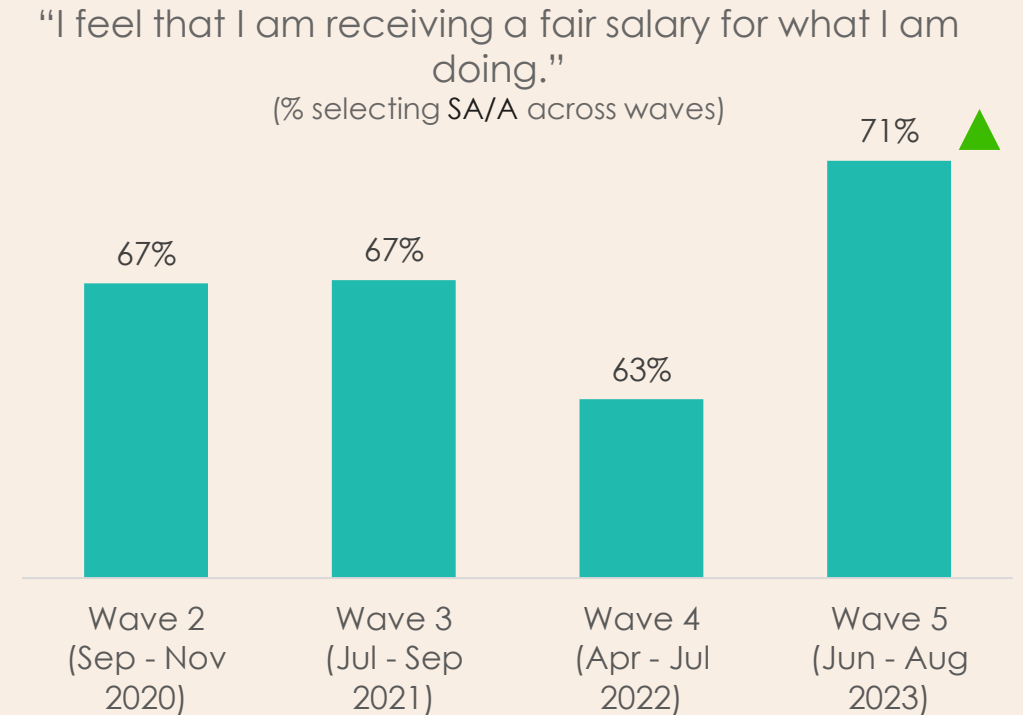
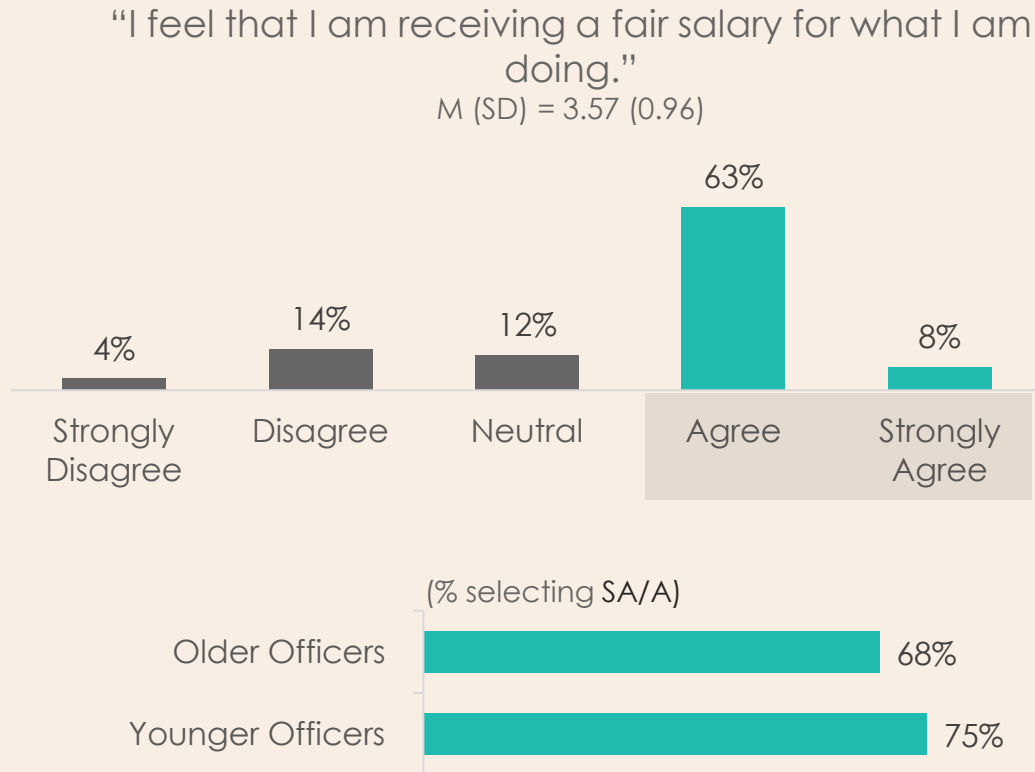
Responses coded as 1 = Very Unlikely, 5 = Very Likely
* Older officers are 52 years (median age) or older; younger officers are below 52 years

These arrows indicate significant differences in wave 5 compared to wave 4



Most officers (71% SA/A) felt that they were receiving a fair salary for what they were doing. This is a higher proportion compared to wave 4.

Younger officers were more likely to perceive a fair salary compared to older officers.



HS01_5: I feel that I am receiving a fair salary for what I am doing.
(Wave 4 N = 1002; Wave 5 N = 1006)

Responses coded as 1 = Strongly Disagree, 5 = Strongly Agree
* Older officers are 52 years (median age) or older; younger officers are below 52 years

These arrows indicate significant differences in wave 5 compared to wave 4



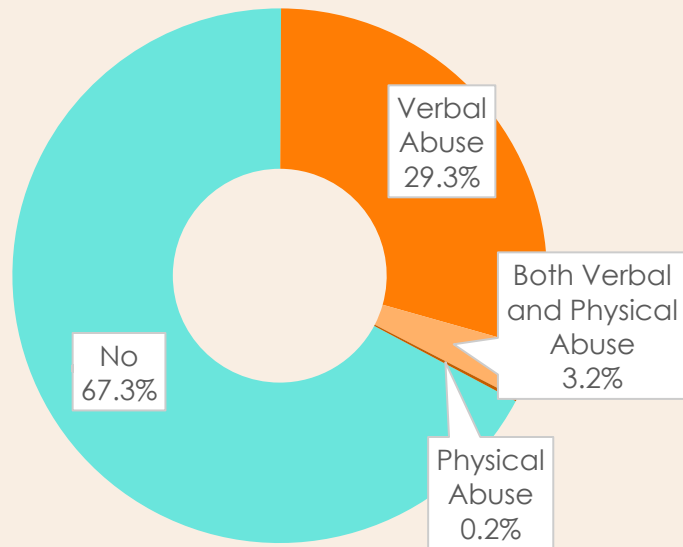
Welfare

- Workplace abuse
- Seeking help
- Overtime hours
- Non-security duties
- Breaks & Resting Areas
- Mental well-being
- Knowledge of labour laws

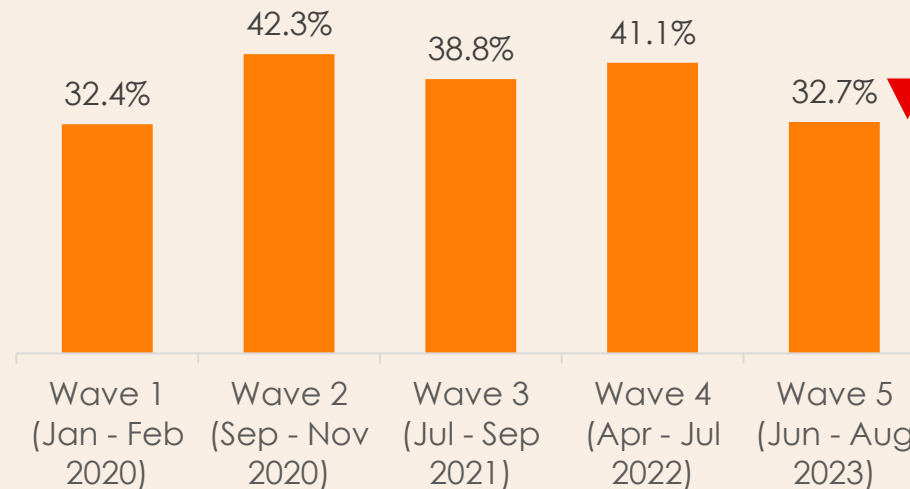
Most officers have not experienced verbal or physical abuse at their site (67.3%).

As compared to wave 4, fewer officers report facing abuse. The latest mediation service data also shows a dip in the number of abuse cases.

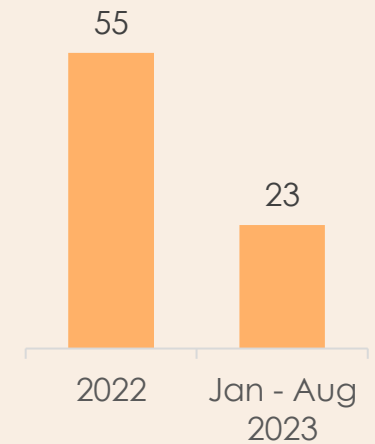
“Have you experienced any verbal abuse or physical abuse at your site?”



Rate of abuse across different waves



Abuse cases (Mediation service data)



WC04: Have you experienced any verbal abuse or physical abuse at your site? (Wave 4 N = 1002; Wave 5 N = 1006)

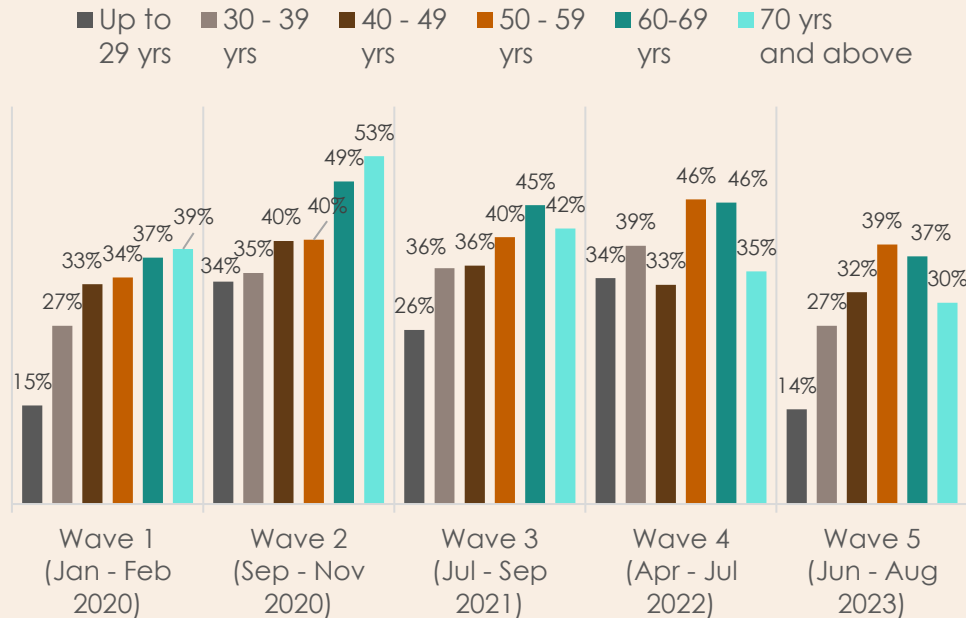
These arrows indicate significant differences in wave 5 compared to wave 4



Abuse rates differed by age group and work site.

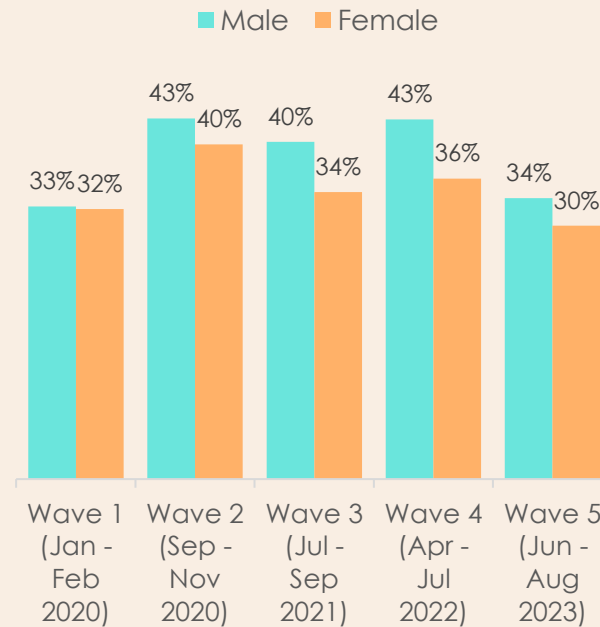
Similar to previous waves, officers aged 50 years and above tend to experience more abuse than officers below 50 years.

Breakdown of abused officers by age group (% in each age group)



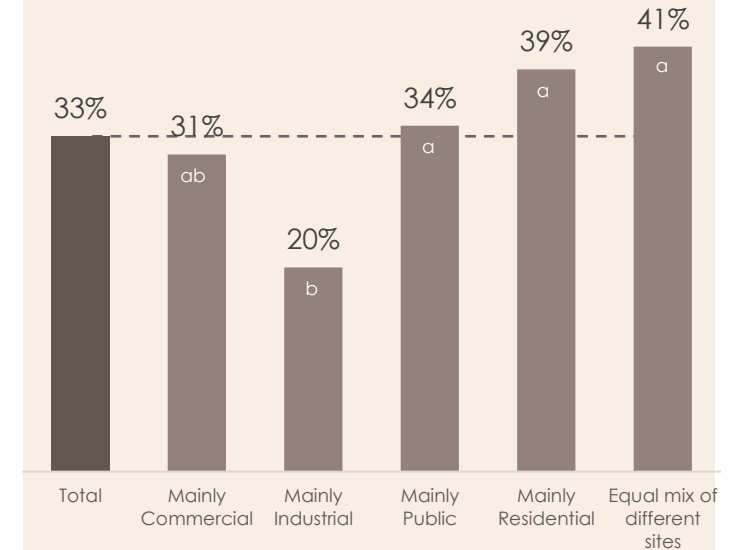
For this wave, the rate of abuse across male (34%) and female officers (30%) was similar.

Abuse rate across M/F officers (% experiencing abuse)



Those working at mainly residential sites, or an equal mix of different sites tend to experience the most abuse.

Abuse rate across different sites (% experiencing abuse)*



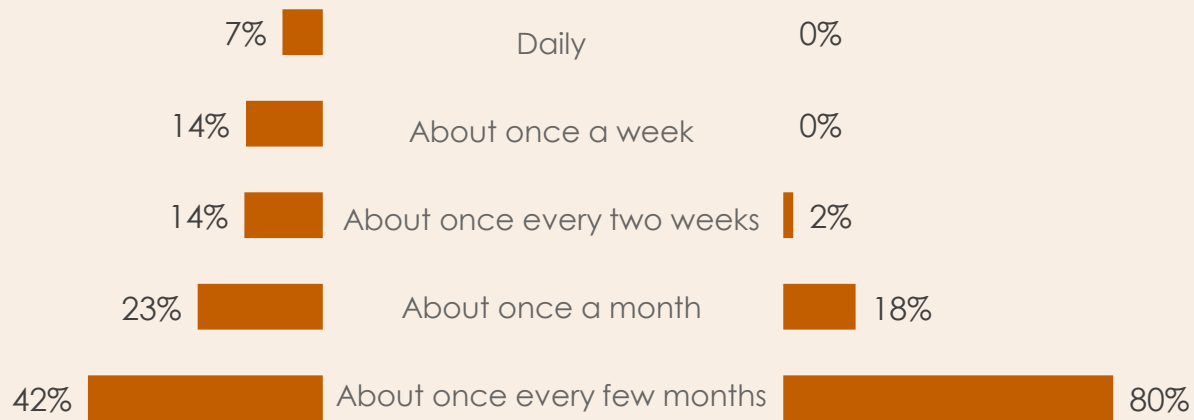
WC04: Have you experienced any verbal abuse or physical abuse at your site? (N = 1006)



Amongst officers who have experienced abuse, the frequency of verbal abuse was higher than the frequency of physical abuse.

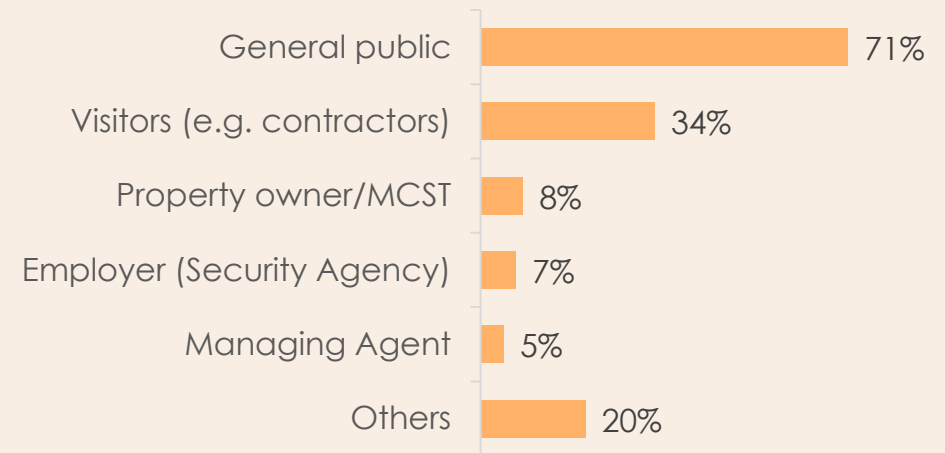
Most tend to encountered abuse from the general public.

“How often do you experience **verbal abuse** at work?”



“How often do you experience **physical abuse** at work?”

“By whom do you receive abuse from at the workplace?”



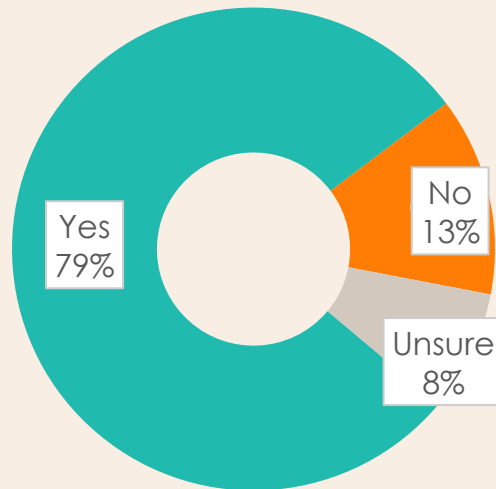
For those who selected “Others”, most mentioned residents/tenants and delivery personnel

WC05: How often do you experience verbal abuse at work? (N = 319)
 WC06: How often do you experience physical abuse at work? (N = 33)
 WC07: By whom do you receive abuse from at the workplace? (N = 321)

Most officers (79%) felt like they could speak up against unfair treatment.

Officers would primarily approach their security supervisor, the police, or USE for help if they were abused at their workplace.

“Do you feel like you can speak up against unfair treatment?”



“Where will you seek help if you are abused at the workplace?”
(top 3 choices)

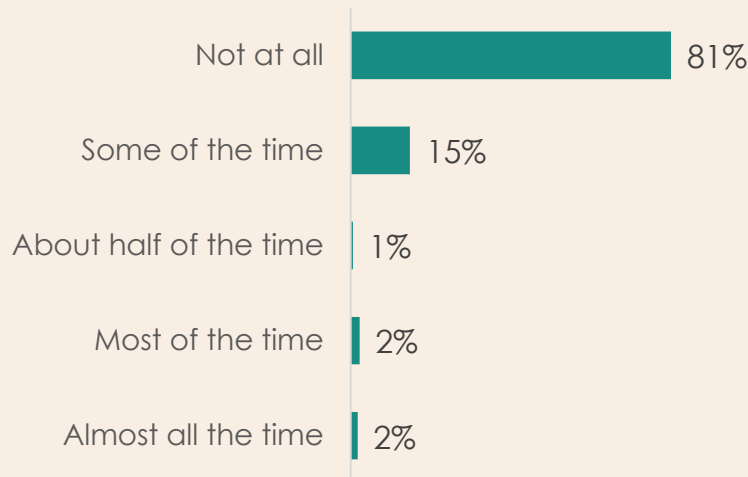


WC08: Where will you seek help if you are abused at the workplace? (N = 1006)
WC09: Do you feel like you can speak up against unfair treatment? (N = 1006)

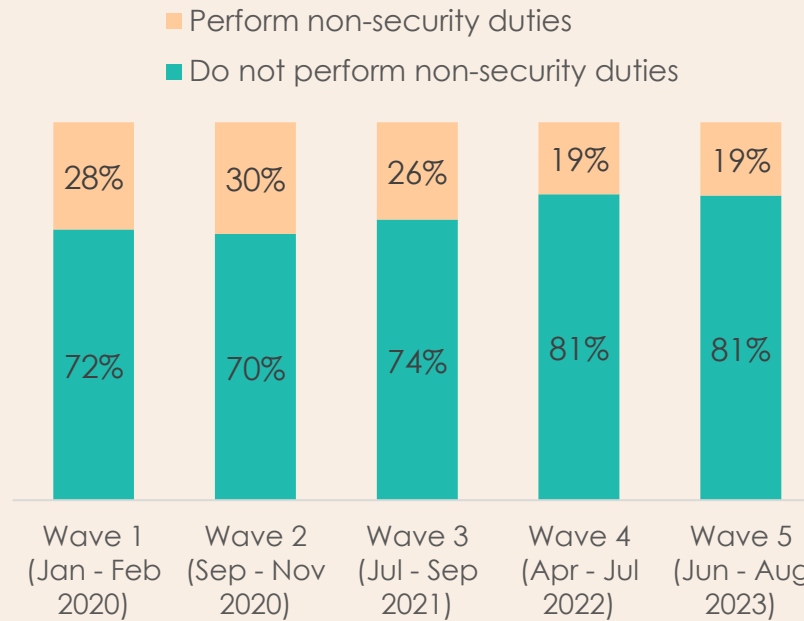
Most officers (81%) did not perform non-security duties. This has not changed since wave 4.

The more common non-security duties officers would perform includes housekeeping (cleaning and sweeping the floor) as well as collecting (and delivering) parcels.

“How often do you perform other non-security duties outside your PWM functions (e.g., sweep the floor)?”



Rate of performing non-security duties across waves



“What are some examples of non-security duties you have to perform?”

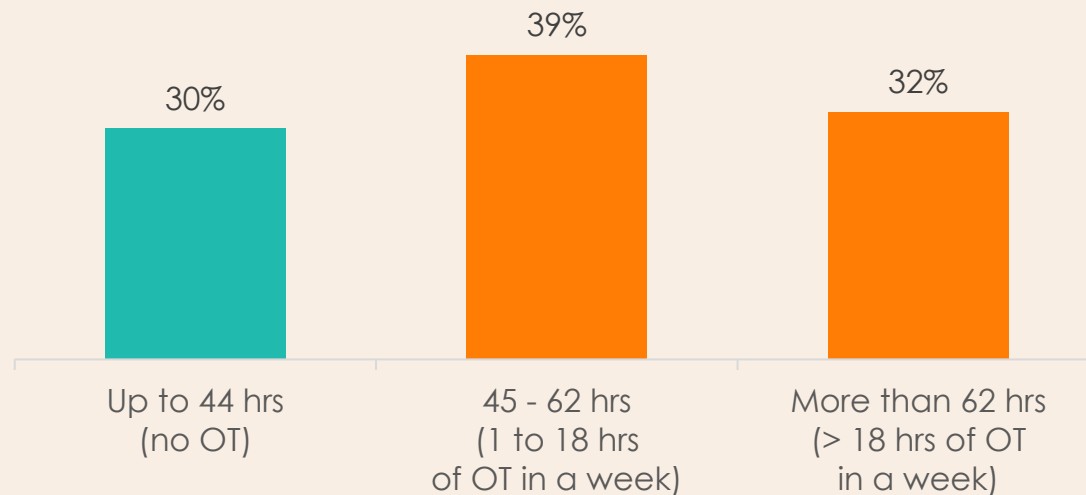


WC01: How often do you perform other non-security duties outside your PWM functions (e.g., sweep the floor)? (N = 1006)
 WC02: What are some examples of non-security duties you have to perform? (N = 195)

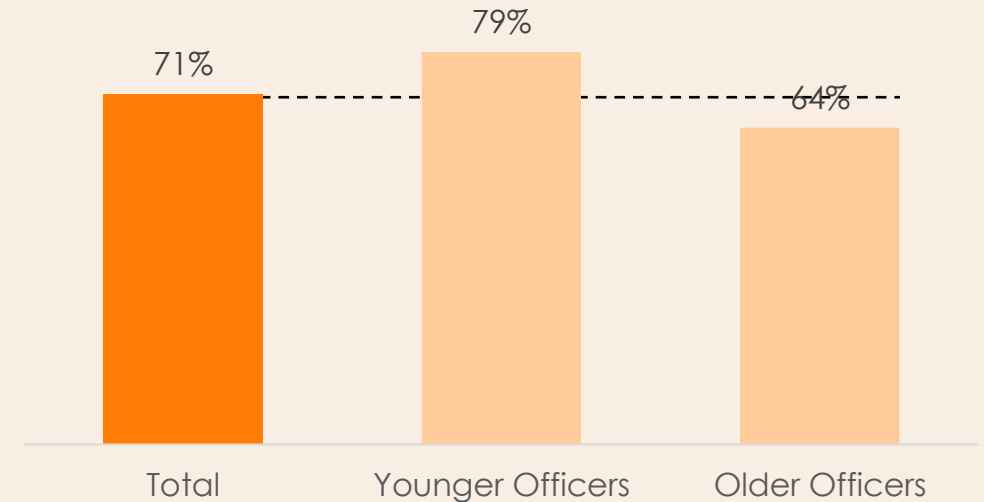
The median number of working hours in a week was 55 hrs. 71% of officers report working OT (> 44 hours per week).

Younger officers were more likely to work OT compared to older officers

Working hours in a week
Median = 55, Mean (SD) = 51.3 (15.9)



Proportion of officers working OT
(% that work more than 44 hours in a week)

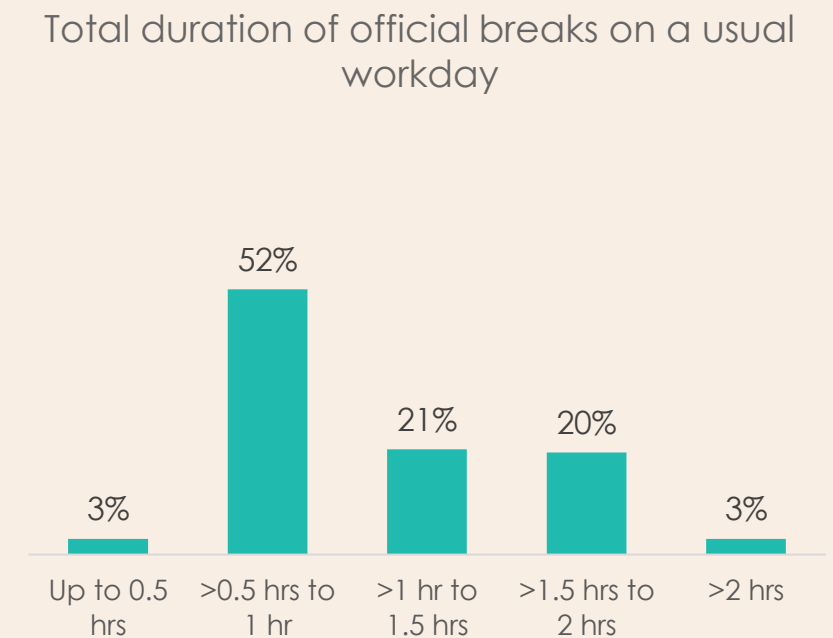
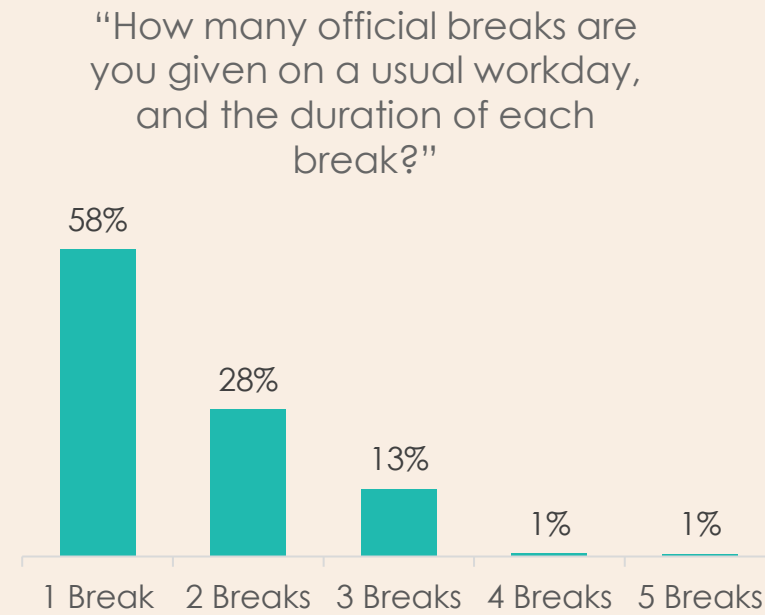
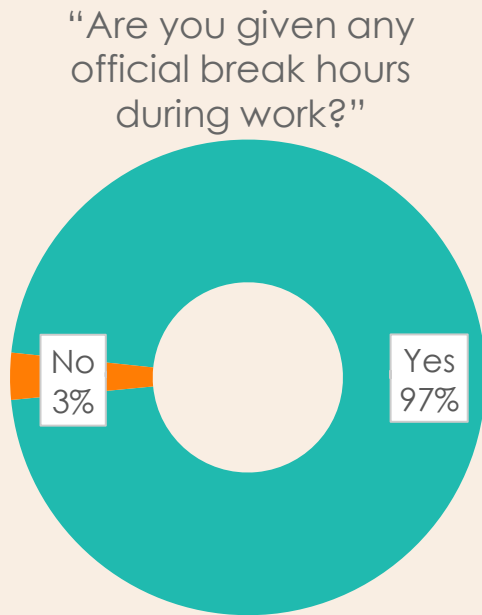


BI10: How many hours are you stationed at your designated site(s) in total? (in a week) (N = 1006)
BI011: How many days do you work a week? (N = 1006)
BI18: How many official breaks are you given on a usual workday, and the duration of each break? (N = 974)

Formula applied: Work hours in a week = Hours stationed at designated site in a week - (Total hours of official breaks on a usual workday X number of workdays a week)

Most officers (97%) were given official break hours during work, with a majority (86%) having 1 to 2 official breaks on a usual workday.

Most officers had breaks lasting from 30 minutes to 1 hour (52%).



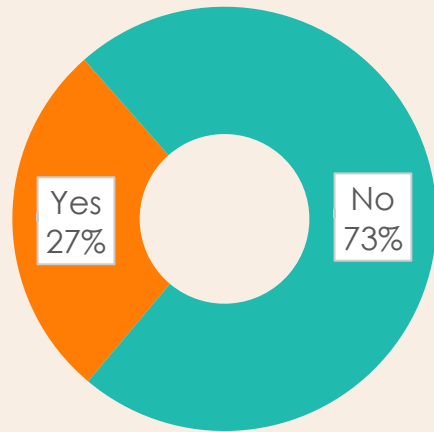
BI17: Are you given any official break hours during work? (N = 1006)

BI18: How many official breaks are you given on a usual workday, and the duration of each break? (N = 974)

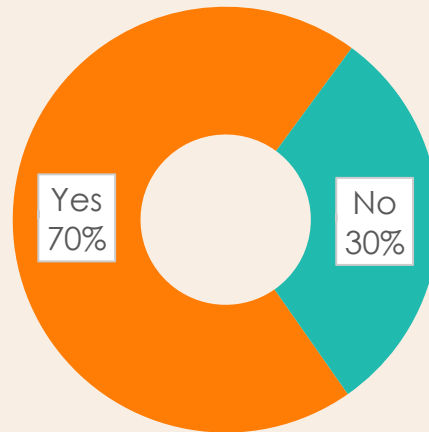
The majority (73%) were not expected to work during their official break hours.

Officers were mostly provided a separate resting area (70%) for their official breaks. Officers were also mostly provided with a proper resting area (75%) for their official breaks (e.g., proper tables and chairs for their meals).

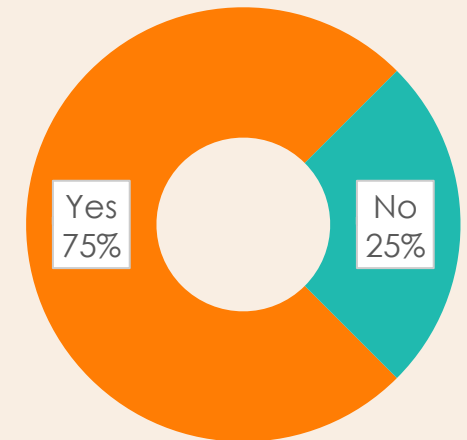
“Are you expected to work during your official break hours?”



“Are you provided a separate resting area for your official breaks?”



“Are you provided a proper resting area for your official breaks?”



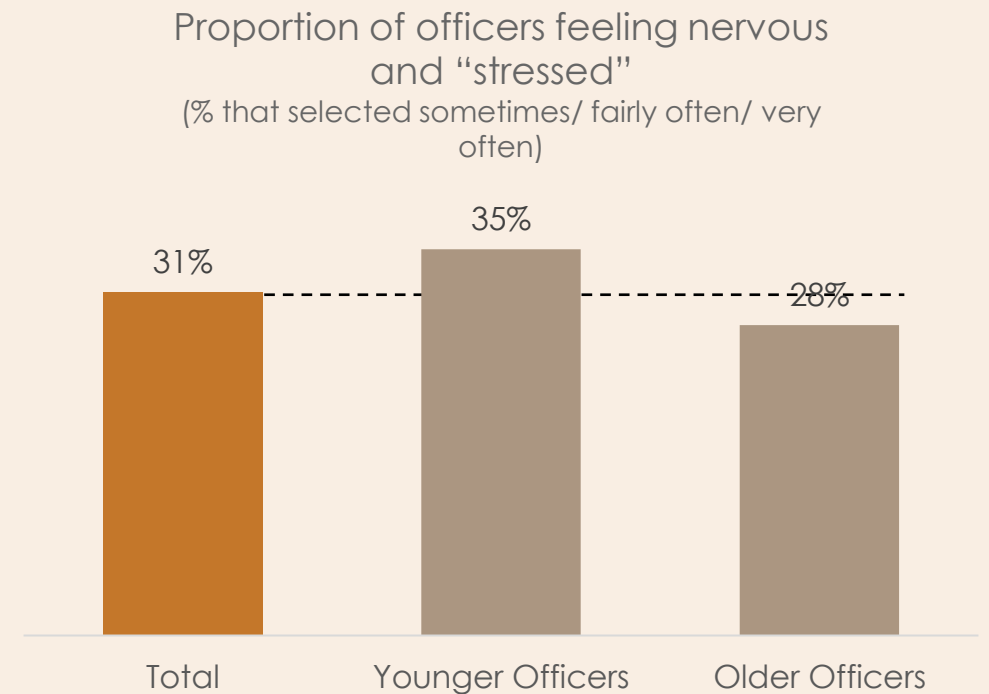
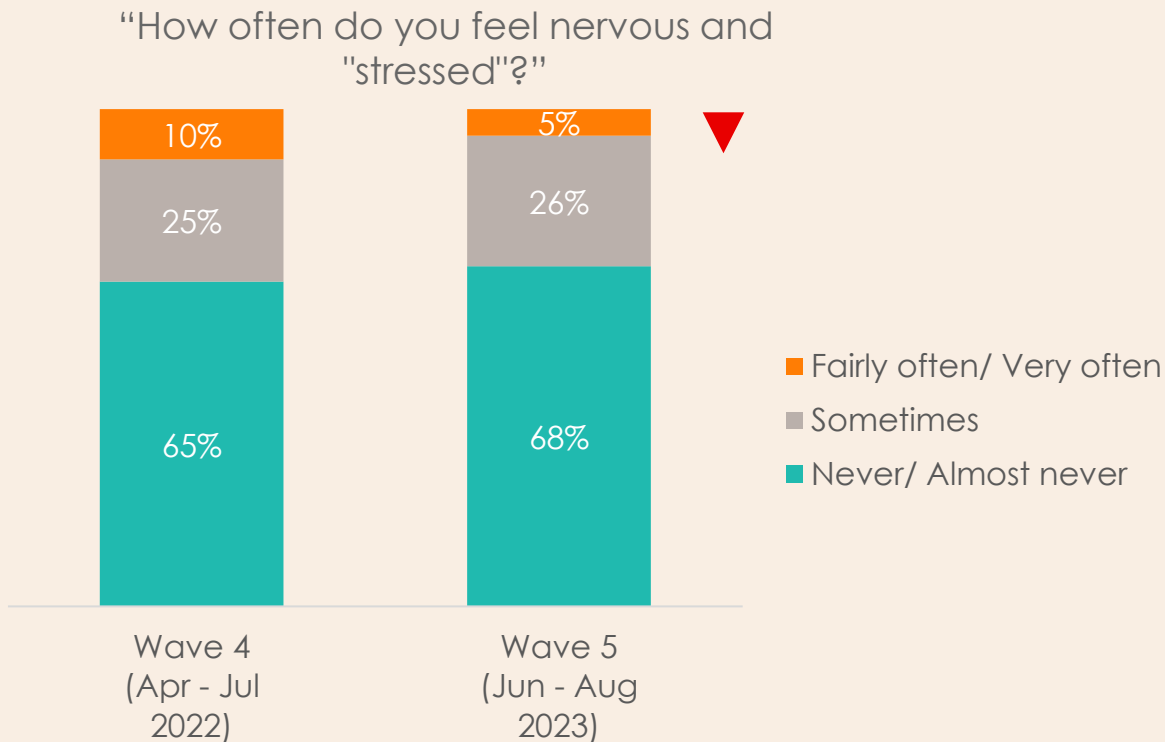
BI20: Are you expected to work during your official break hours? (N = 1006)

BI19a: Are you provided a separate resting area for your official breaks? (N = 1006)

BI19b: Are you provided with a **proper** resting area for your official breaks? (e.g., tables and chairs available for meals) (N = 1006)

Compared to wave 4, significantly fewer officers in wave 5 reported feeling nervous and “stressed” fairly often or very often.

Compared to older officers, younger officers were more likely to report feeling nervous and “stressed” at least sometimes.



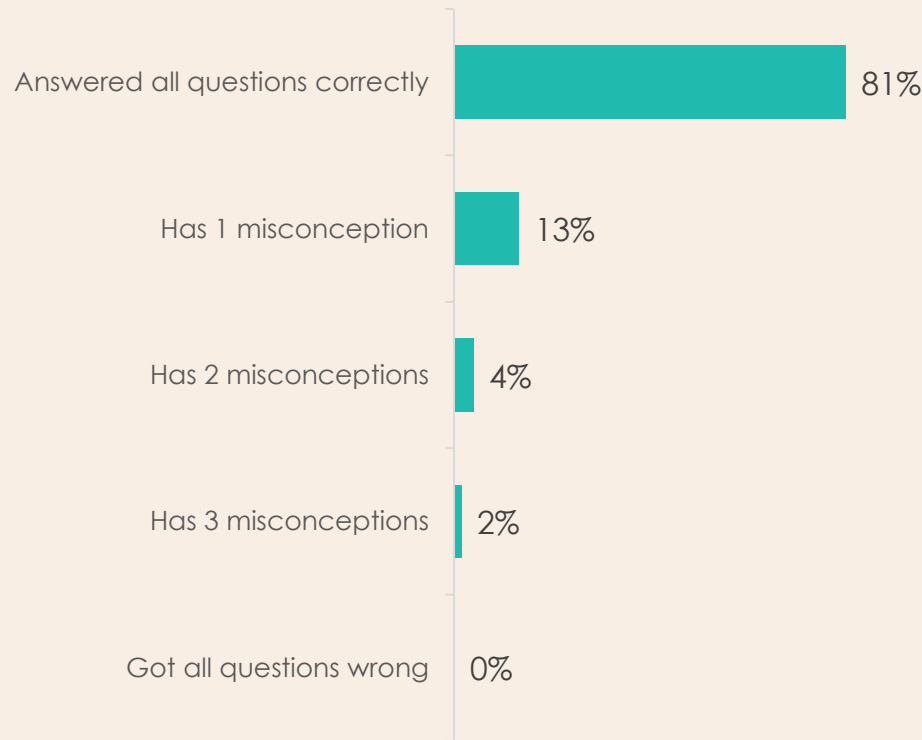
(The following are questions about how you feel about yourself in the last month.)
 HS02_1: How often do you feel nervous and “stressed”? (Wave 4 N = 1002; Wave 5 N = 1006)
 * Older officers are 52 years (median age) or older; younger officers are below 52 years

These arrows indicate significant differences in wave 5 compared to wave 4

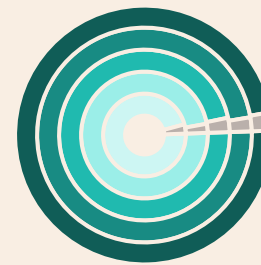


The awareness of labour laws among security officers remains high (81% answered all questions correctly).

The statement that had the highest misconception was that workers should be paid 2 times the daily basic rate of pay for overtime work on rest day (13% indicated false) – this is consistent with findings from past waves.



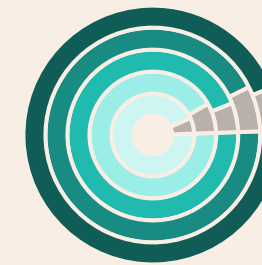
“You are entitled to minimally 1 Rest Day per work week.”



% indicating “True”

Wave 1	96.4%
Wave 2	97.7%
Wave 3	97.3%
Wave 4	97.9%
Wave 5	97.3%

“You should be paid 1.5 times your hourly basic rate of pay for the hours of overtime beyond normal hours of work.”



% indicating “True”

Wave 1	93.8%
Wave 2	92.4%
Wave 3	94.5%
Wave 4	93.2%
Wave 5	94.5%

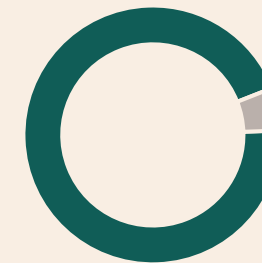
“You should be paid 2.0 times the daily basic rate of pay for overtime work on Rest Day.”



% indicating “True”

Wave 1	83.8%
Wave 2	78.7%
Wave 3	81.6%
Wave 4	80.5%
Wave 5	87.1%

“You cannot work more than 72 hours of OT each month.”



% indicating “True”

Wave 5	94.6%
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KL01_1: You are entitled to minimally 1 Rest Day per work week (N = 1006)

KL01_2: You should be paid 1.5 times your hourly basic rate of pay for the hours of overtime beyond normal hours of work (N = 1006)

KL01_3: You should be paid 2.0 times the daily basic rate of pay for overtime work on Rest Day (N = 1006)

KL01_4: You cannot work more than 72 hours of OT each month. (N = 1006) * This question was only added this wave so there is no past data.

Summary of Key Findings

Overview of Industry

- 80% of officers were currently employed at their highest PWM job rank, while 19% were employed at a level lower than their highest PWM job rank.
- 64% of officers held a contract of service, 27% held a contract for service, and 9% were unaware of what contract they held.

Work Prospects

- Job satisfaction levels remain high.
- Most officers believed that it was unlikely that they would lose their job, and intentions to look for a new job or quit the present job were low.
- Compared to 2022, more officers were satisfied with their chances for promotion and salary increases.
- Officers who worked at mainly residential sites tend to be stationed for the longest hours while those who worked at mainly public sites tend to be stationed for the shortest hours.
- Compared to 2022, usage of technology and comfort with using technology has increased.
- Lack of time was a key barrier preventing officers from picking up new skills.

Wages

- The median basic salary for most job ranks was equal to or higher than PWM Baseline wages.
- Most officers were paid on a monthly basis, received a monthly payslip, and were paid on time. Most employers also issued officers with a copy of their employment contract.
- Most officers were aware of the wage levels under the PWM.
- Compared to 2022, more officers expected an increase in salary in the next 12 months.
- Compared to 2022, more officers felt that they were receiving a fair salary.

Welfare

- Compared to 2022, the rate of abuse has declined.
- Most officers felt like they could speak up against unfair treatment.
- The median number of working hours in a week was 55 hrs.
- Most officers did not perform non-security duties outside of their PWM function.
- Most officers were given official break hours during work. Most officers were provided a separate and proper resting area for their breaks.
- Compared to 2022, perceived stress levels have declined.
- Most officers were aware of the labour laws, with 81% answering 4 knowledge questions correctly.

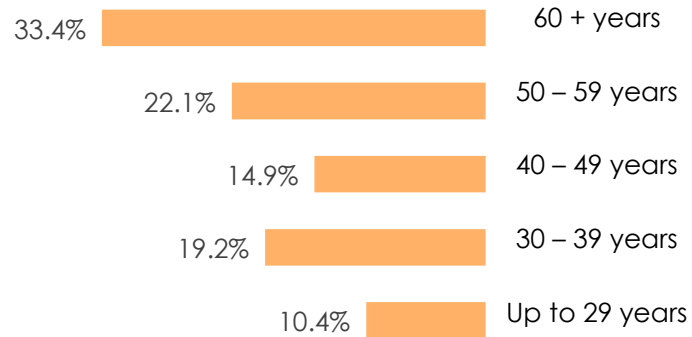
Annex

- **Methodology (Survey Weights & Who Took Part)**
- **Other Findings**

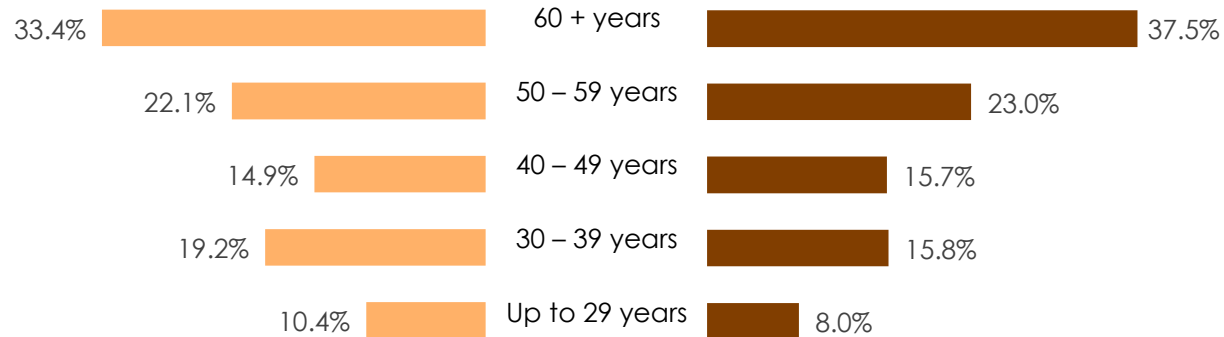
Note on Survey Weights

Based on past findings, age is likely to have an impact on several outcome measures. As such, we weighed the data by **age group** (based on population data from January 2023) to make the results more representative of the actual population of security officers.

Unweighted Sample Distribution of Age



Weighted Sample Distribution of Age



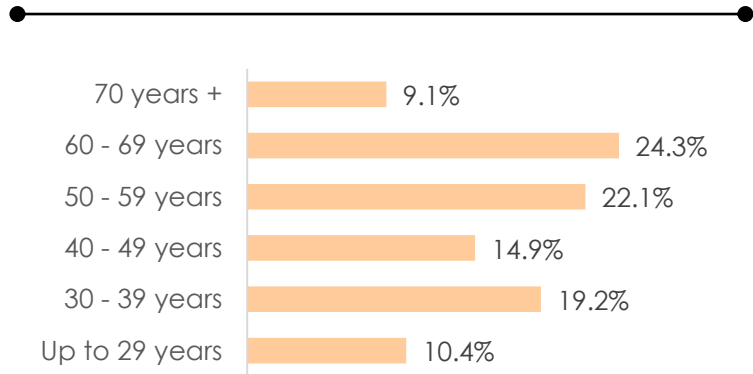
Minimum weight = 0.769; maximum weight = 1.122.

Weighting efficiency = effective base/ unweighted base = 98.3% (i.e., high weighting efficiency). This indicates minimal distortion of data after applying weights.

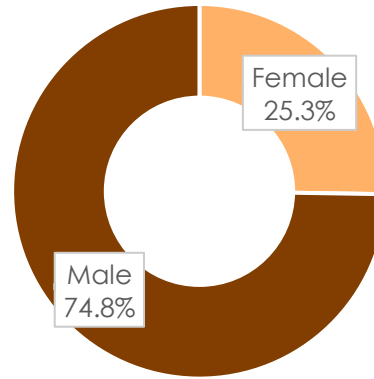
Who took part (1)

Age

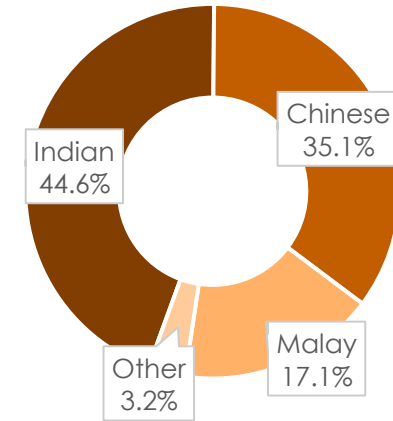
Min = 20 years Median = 52 years Max = 84 years
 Mean = 50 years



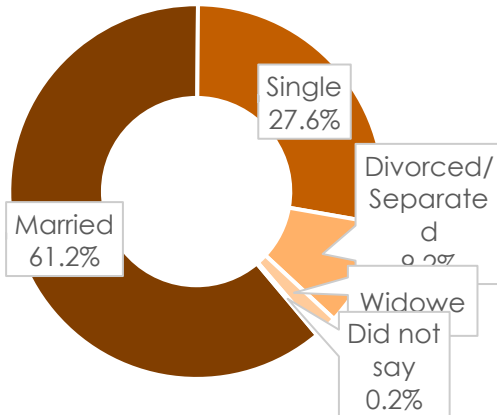
Sex



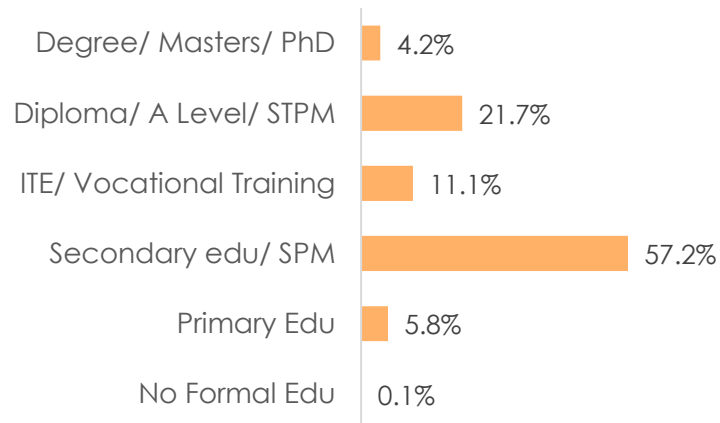
Ethnicity



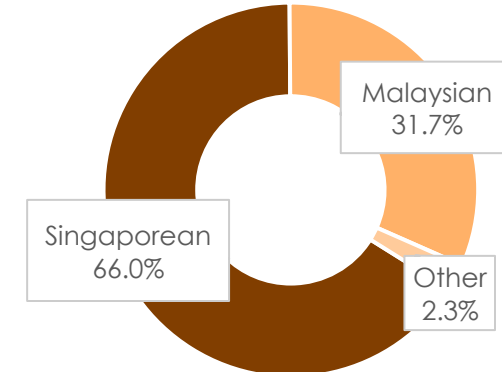
Marital Status



Highest Educational Level

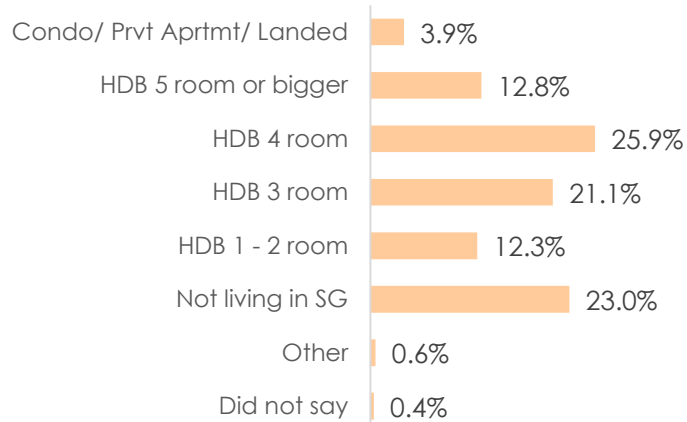


Nationality

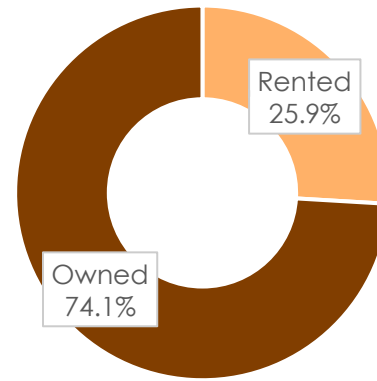


Who took part (2)

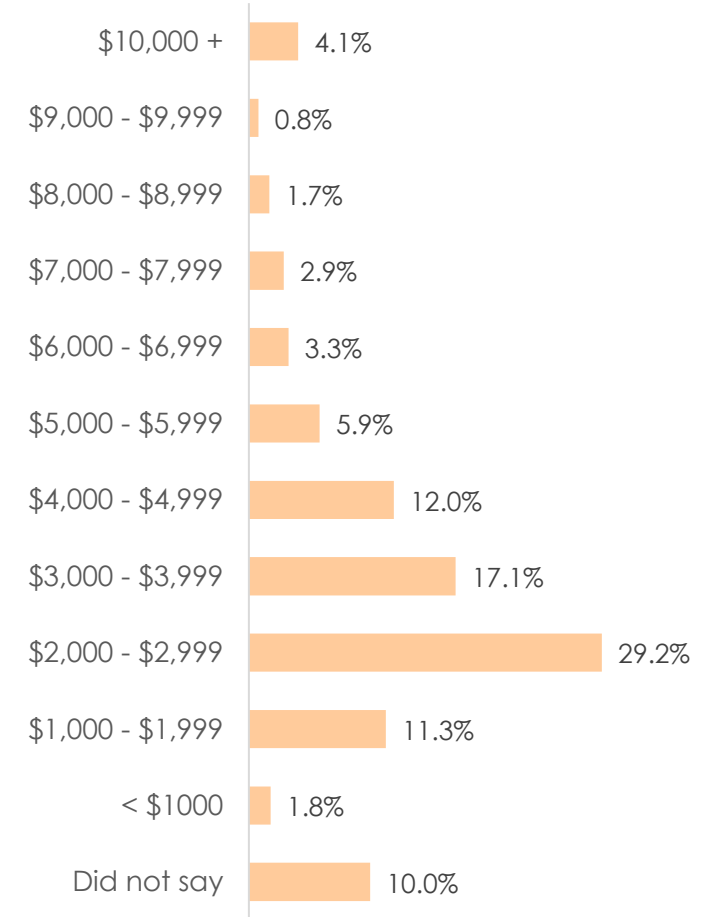
Dwelling Type



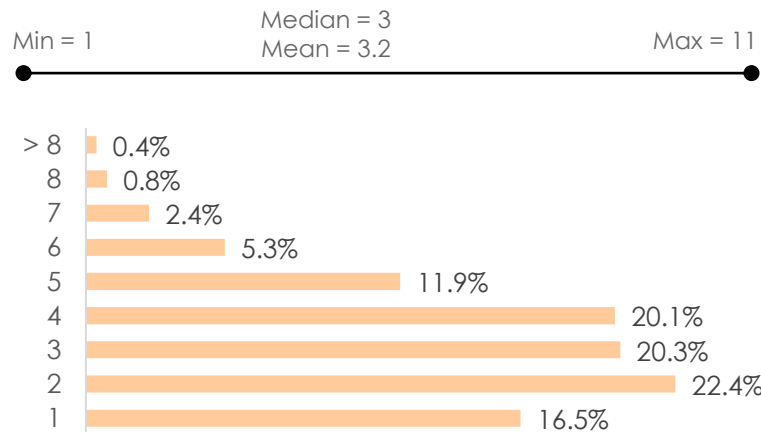
Home Ownership



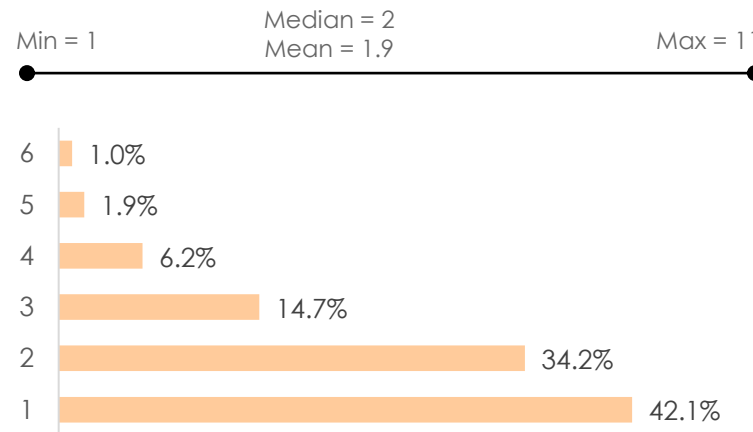
Monthly Household Income



Number of Family Members in Household (incl. self)



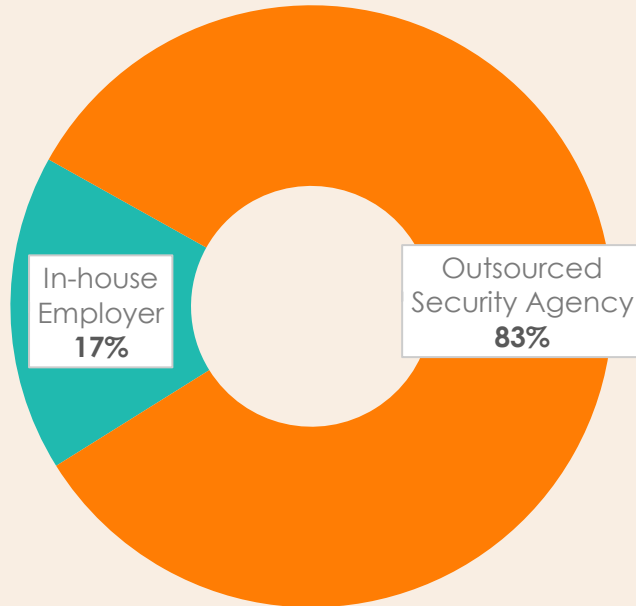
Number of Working Family Members in Household (incl. self)



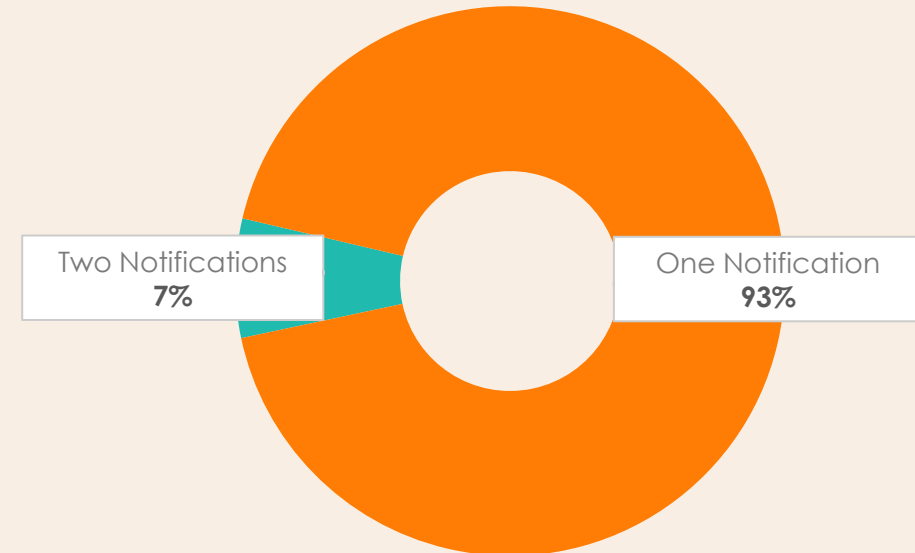
Most (83%) worked for outsourced security agencies and had one notification (93%).

“Are you working for an in-house employer or outsourced security agency?”

- In-house employer (i.e., directly employed by the company you are working for)
- Outsourced security agency (i.e., employed by a security agency which then assigns you a work site to work as a security officer)



“How many notifications do you currently have?”

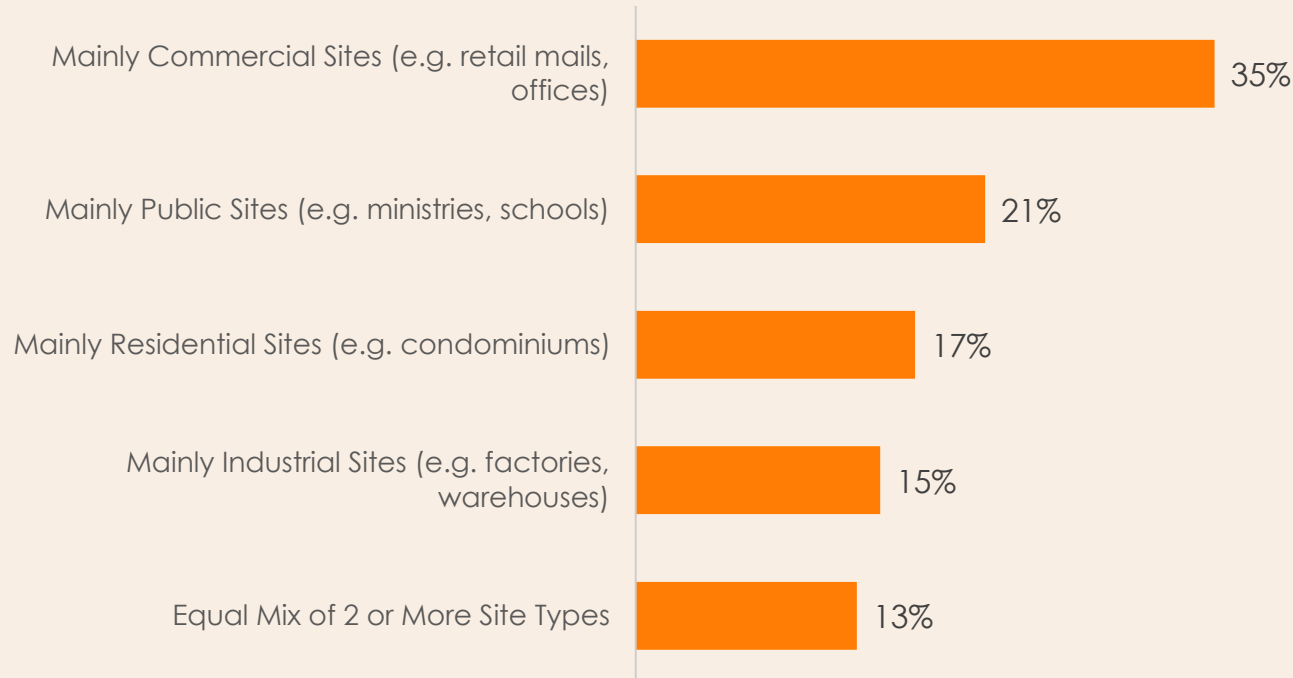


BI01: Are you working for an in-house employer (i.e., directly employed by the company you are working for) or outsourced security agency (i.e., you are employed by a security agency which then assigns you a work site to work as a security officer)? (N = 1006)

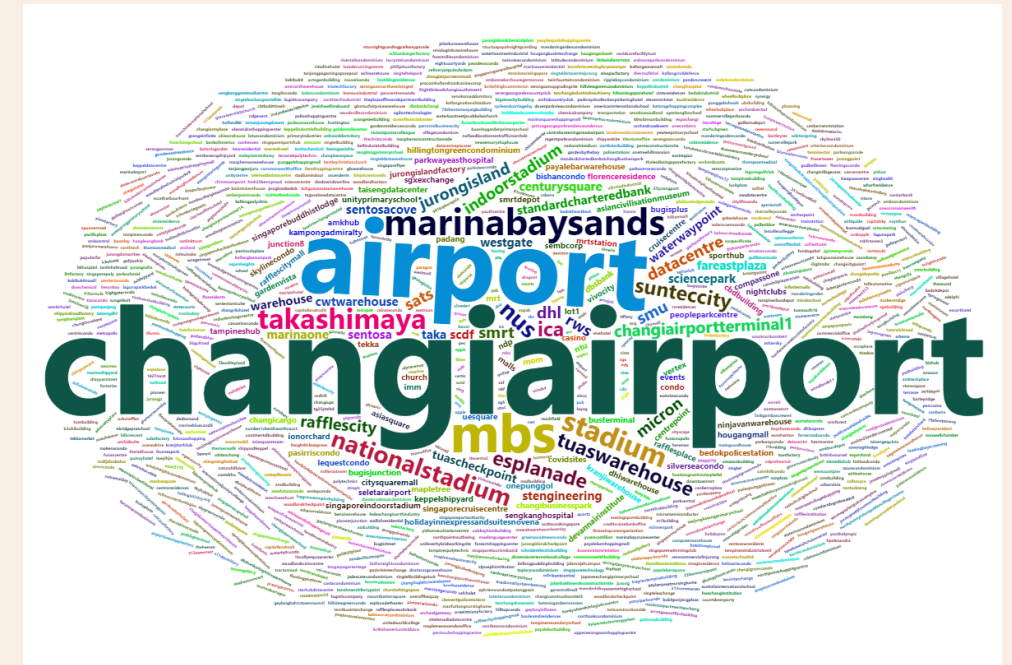
BI07: How many notifications do you currently have? (N = 1006)

There was a good spread of officers working at various sites, with many officers being deployed to commercial sites such as the airport.

“How often do you work at each of the following type of sites?”



“What is the name of the site(s) you are deployed to?”

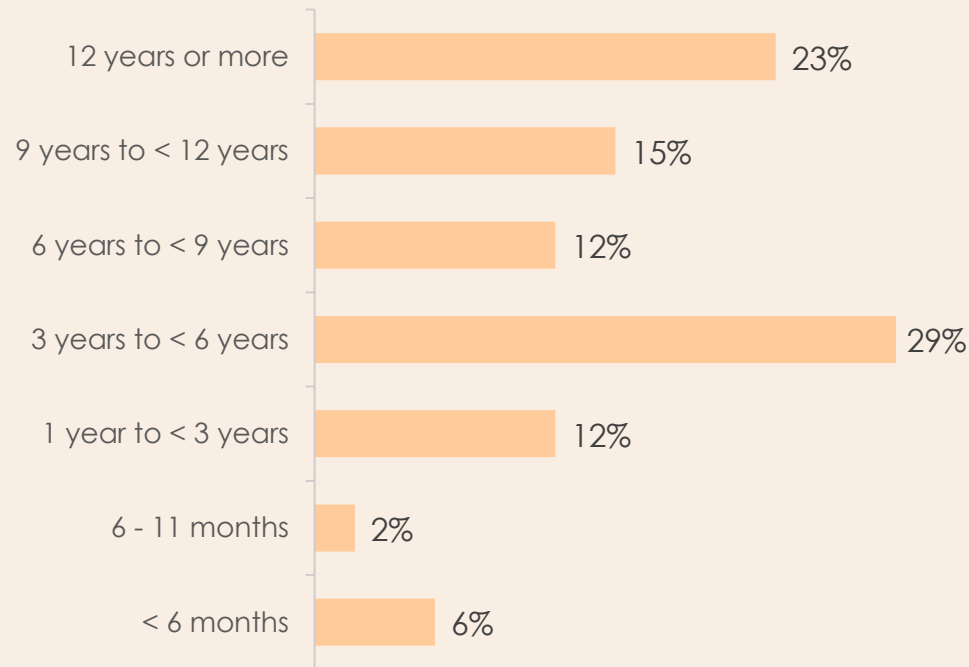


BI09a: How often do you work at each of the following type of sites? (Commercial, Industrial, Residential, Public) (N = 1006)
 Note: “Mainly Commercial/ Public/ Residential/ Industrial Sites” means the officer spends the largest bulk of time at those sites.
 BI09b: What is the name of the site(s) you are deployed to? (N = 1006)

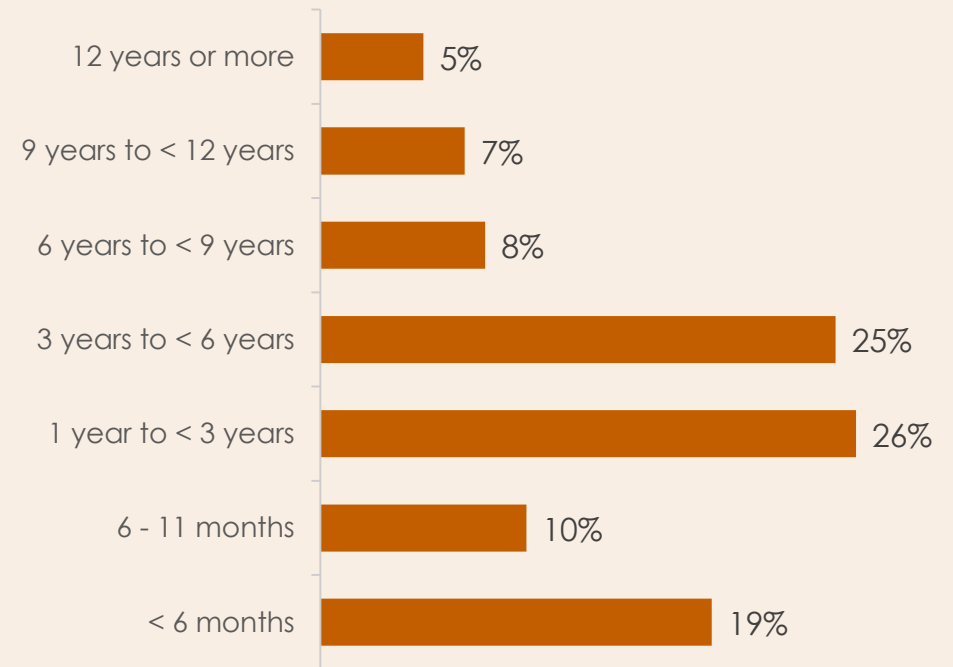
On average, officers had worked about 8 years in the security industry and about 3 years 7 months in their current company.

Older officers tend to have spent more time in the security industry compared to younger officers.

“How long have you worked in the security industry?”



“How long have you been working with the current company?”



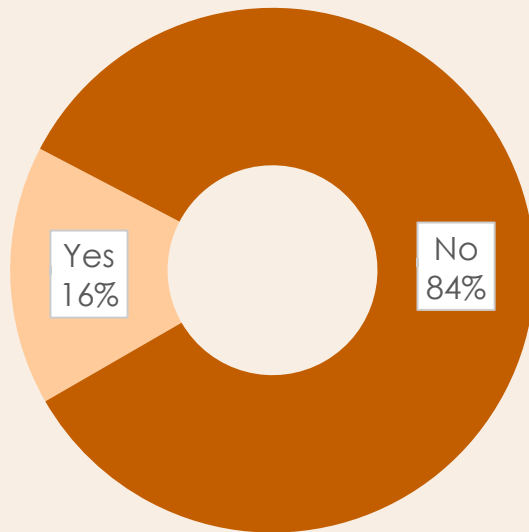
BI03a: How long have you worked in the security industry? (N = 1006)
 BI03b: How long have you been working with the current company? (N = 1006)

* Older officers are 52 years (median age) or older; younger officers are below 52 years

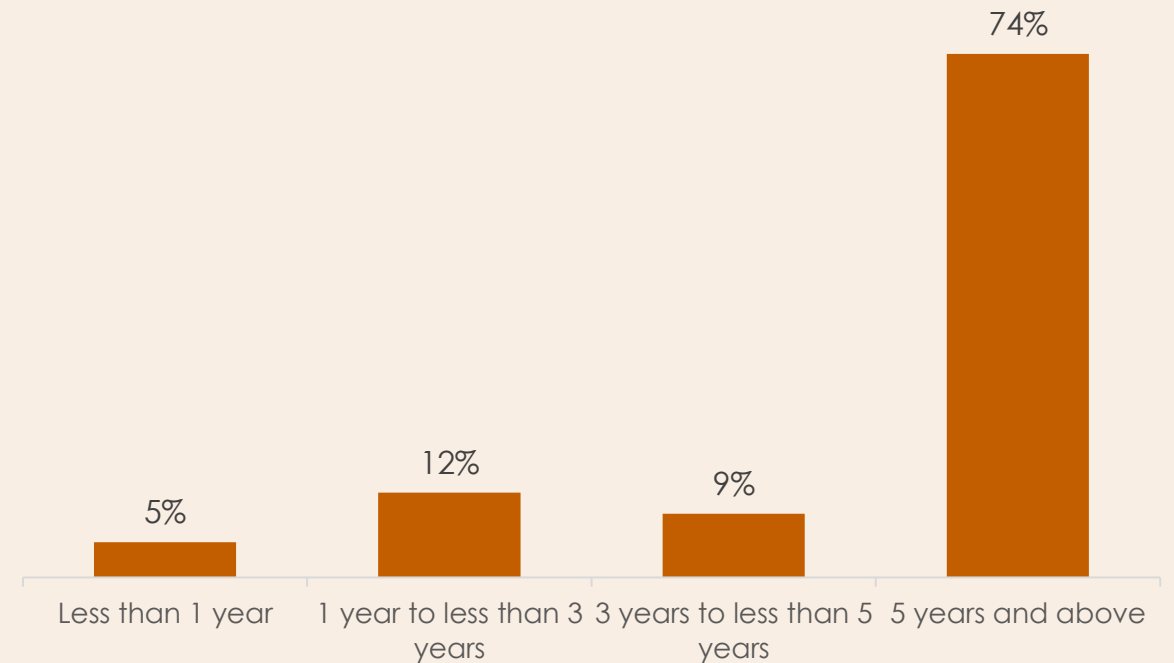
Most officers (83%) had other jobs before entering the security industry.

Among officers who had other jobs before security, the vast majority (71%) had worked in their previous industry for 5 years or more.

“Is security your first job?”



“How long have you been in your previous industry?”



BI04: Is security your first job? (N = 1006)

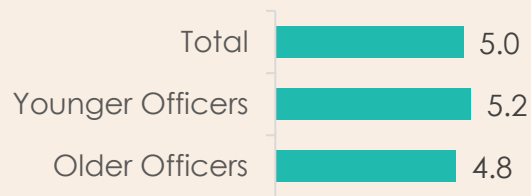
BI05: How long have you been in your previous industry? (N = 832)

The most common working pattern (31%) was a 6-day work week with 12-hr shifts.

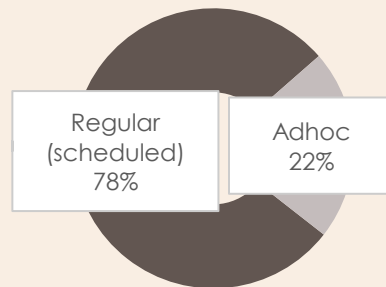
On average, officers worked about 5 days each week, with younger officers tending to work more days than older officers.

Most officers (78%) also reported that their work schedule was regular.

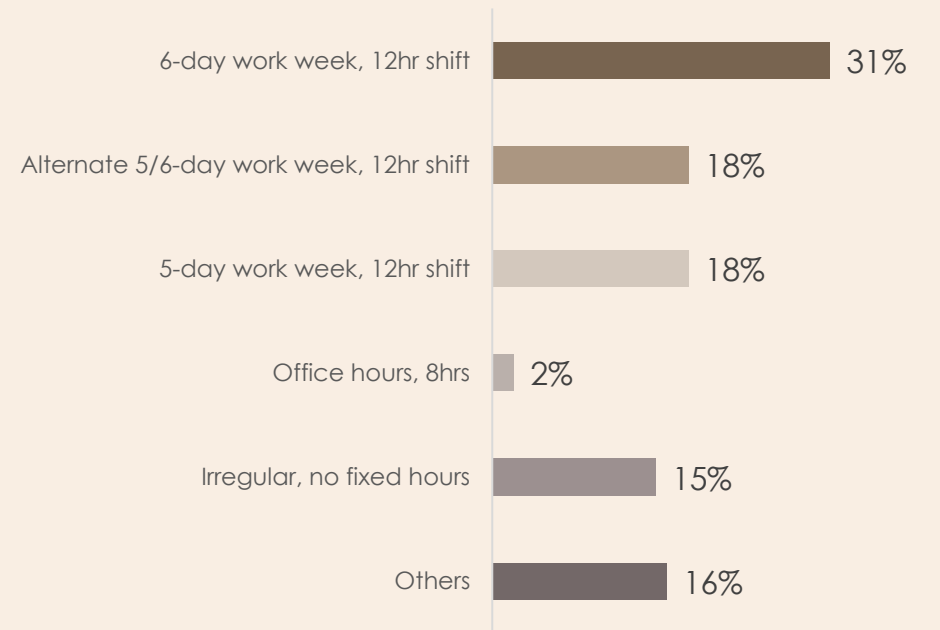
Average number of working days per week



“Is your work schedule regular?”



“What is your current working pattern?”



For those who selected “Others”, common responses were “4-day work week, 12hr shift” and “3-day work week, 12hr shift”

BI011: How many days do you work a week? (N = 1006)

BI012: What is your current work pattern? (N = 1006)

BI016: Is your work schedule regular? (N = 1006)

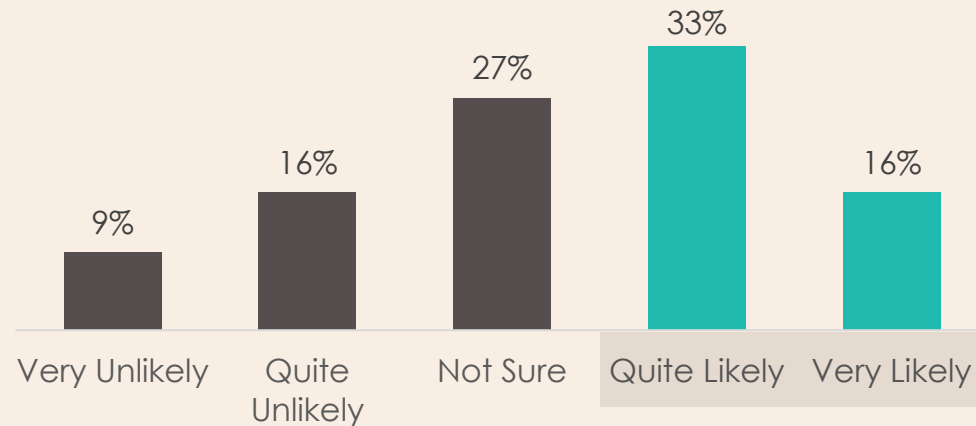
* Older officers are 52 years (median age) or older; younger officers are below 52 years

Half of the officers reported that they expect to take on a greater level of responsibilities in the next 12 months (50% QL/VL).

Younger officers were more likely to expect to take on a greater level of responsibilities compared to older officers.

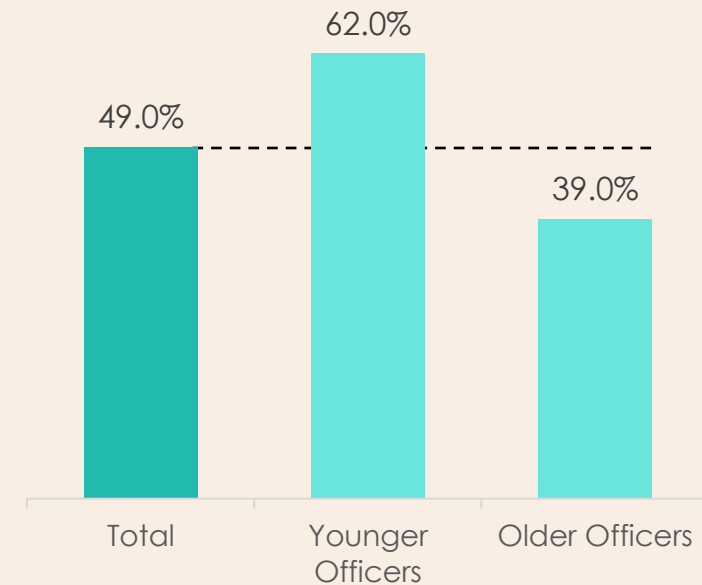
“How likely would you expect to take on a greater level of responsibilities in the next 12 months?”

M (SD) = 3.32 (1.17)



“How likely would you expect to take on a greater level of responsibilities in the next 12 months?”

(% selecting QL/VL)

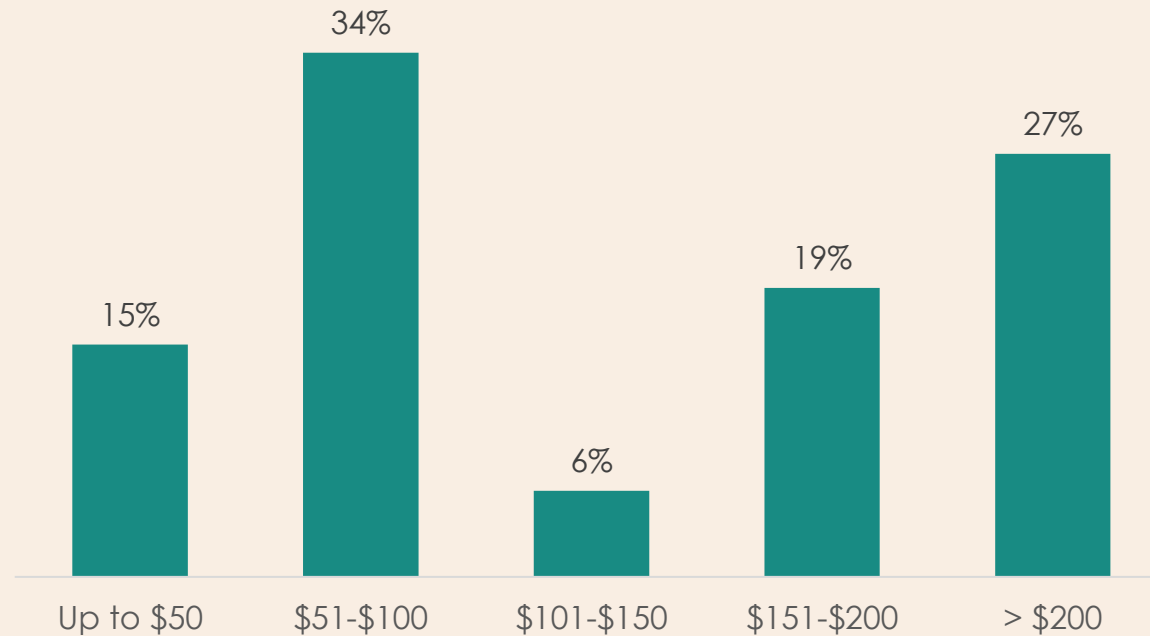


SR06c: How likely would you expect to take on a greater level of responsibilities in the next 12 months? (N = 1006)

Responses coded as 1 = Very Unlikely, 5 = Very Likely

The median expected salary increment was \$150.

“How much of salary increment will you be expecting to get in year 2024 (in SGD)?”
(among those who selected QL/VL)



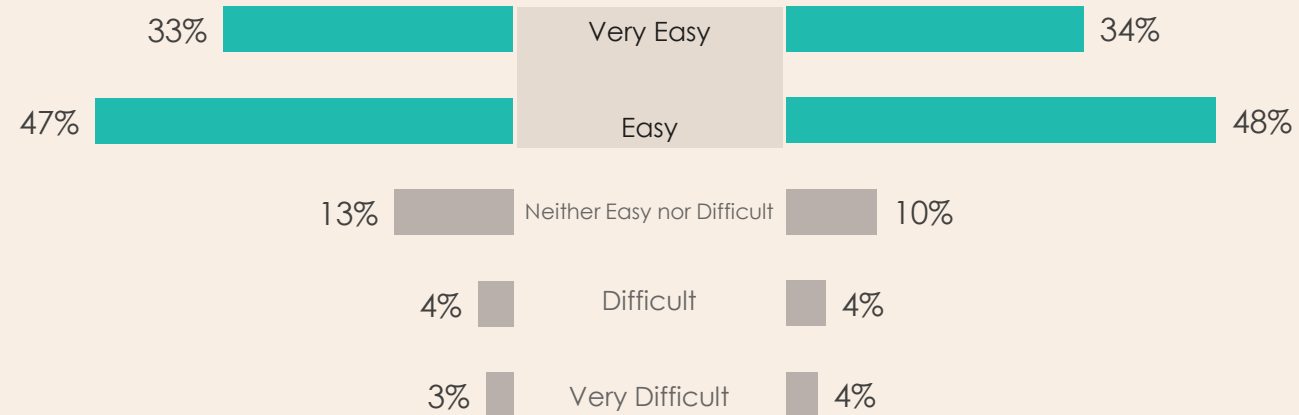
SR06f: How much of salary increment will you be expecting to get in year 2024 (in SGD)? (N = 557)

Most officers found it easy/very easy to take a day off without any problems (80%).

Among those that were aware/ found it applicable (n = 266), most found it easy/very easy to take maternity/ paternity leave (82%).

“How easy is it for you to take a day off without any problems?”

“How easy is it for you to take maternity/parental leave?”
(Excludes *Not Applicable* / *Not Sure* responses)



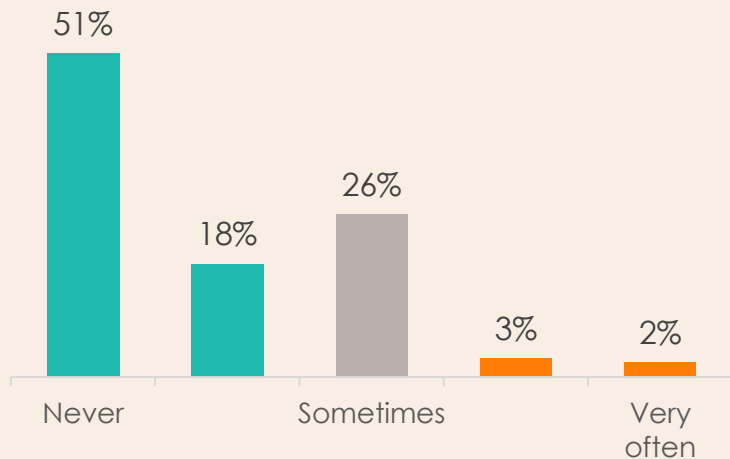
BI14: How easy is it for you to take a day off without any problems? (N = 1006)

BI15: How easy is it for you to take maternity/parental leave? (N = 266, excluding those who selected Not applicable or Not sure)

In the last month, few officers felt nervous and stressed (5%), have been upset because of an unexpected incident (4%), or have been unable to cope with the things they have to do (3%) fairly often or very often.

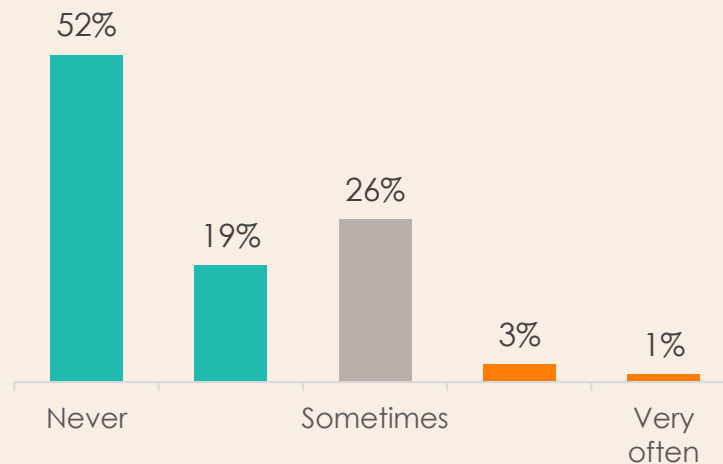
“How often do you feel nervous and “stressed”?”

M (SD) = 1.87 (1.04)



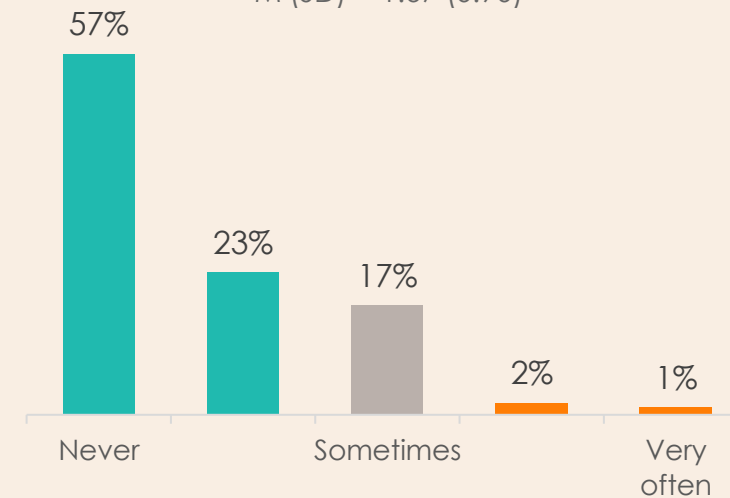
“In the last month, how often have you been upset because of something that happened unexpectedly?”

M (SD) = 1.83 (0.98)



“How often have you found that you could not cope with all the things that you had to do?”

M (SD) = 1.67 (0.90)



The following are questions about how you feel about yourself in the last month.)

HS02_1: How often do you feel nervous and “stressed”? (N = 1006)

HS02_2: In the last month, how often have you been upset because of something that happened unexpectedly? (N = 1006)

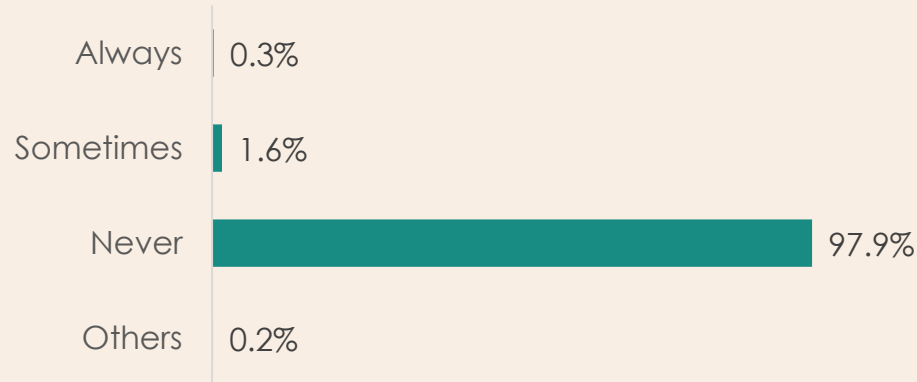
HS02_3: How often have you found that you could not cope with all the things that you had to do? (N = 1006)

Responses coded as 1 = Never, 5 = Often

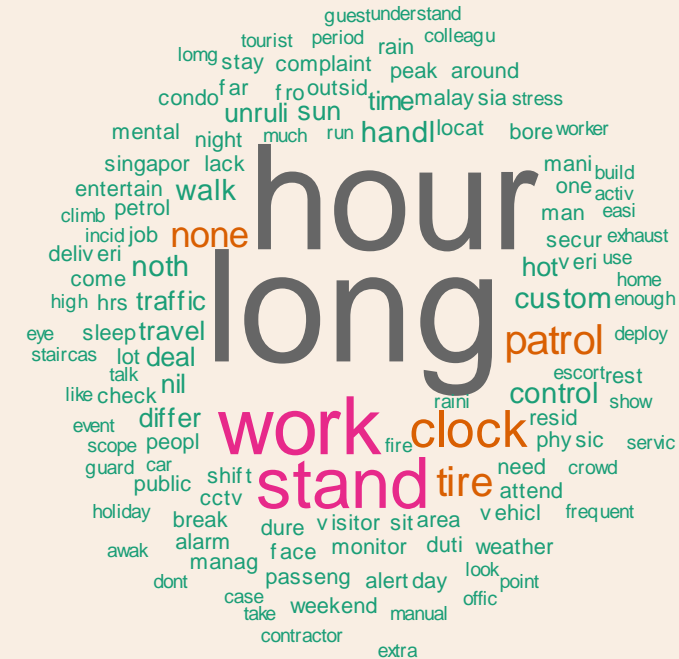
Most officers (97.9%) were not penalised for LD by their employer.

Officers shared that the long hours, needing to stand, and patrolling were some of the most tiring aspects of the job.

“How often have you been penalised for liquidated damages (LD) (for any reasons) by your employer?”



“What is the most tiring aspect about the job?”



WC03: What is the most tiring aspect about the job? (N = 1006)

WC10: How often have you been penalised for liquidated damages (LD) (for any reasons) by your employer? (N = 1006)

End

