

Better Skills

Security officers are working in an evolving environment where manpower will increasingly complement technology-enabled solutions. While levelling up the productivity of the industry, manpower coupled with technology will make work easier and smarter.

Here is a glimpse into some of the technology-enabled solutions in the market.



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



Vehicle recognition system to track access and unauthorised parking



Self-help kiosk to register visitors

All security officers are encouraged to upskill to enjoy better career progression and uplift the professionalism of the industry.

The *Report* on Progressive Wage Model for the Security Industry

The Security Tripartite Cluster's (STC) recommendations for enhancements to the Progressive Wage Model (PWM) and removal of Overtime Exemption (OTE) for the security industry were released and accepted by the Government in November 2017.

For the full report, visit

www.ntuc.org.sg/SecurityTripartiteCluster



Alternatively, you can scan the QR code to download the report.

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Union members can contact the **Union of Security Employees**

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Securing a *Better* Future for Security Personnel

Changes to the Progressive Wage Model (PWM) for the Security Industry with effect from 2019



Better Wages

The Progressive Wage Model (PWM) for the private security industry was first launched in October 2014 and came into effect in September 2016. Enhancements to the PWM wages for the security industry were announced in November 2017. With these changes, security officers can look forward to higher basic wage floors from January 2019 onwards.



More Rest Days

From 1 January 2021, the overtime exemption (OTE) will be removed for the security sector. Security agencies will not be allowed to deploy security officers to work more than the statutory limit of 72 overtime hours a month.

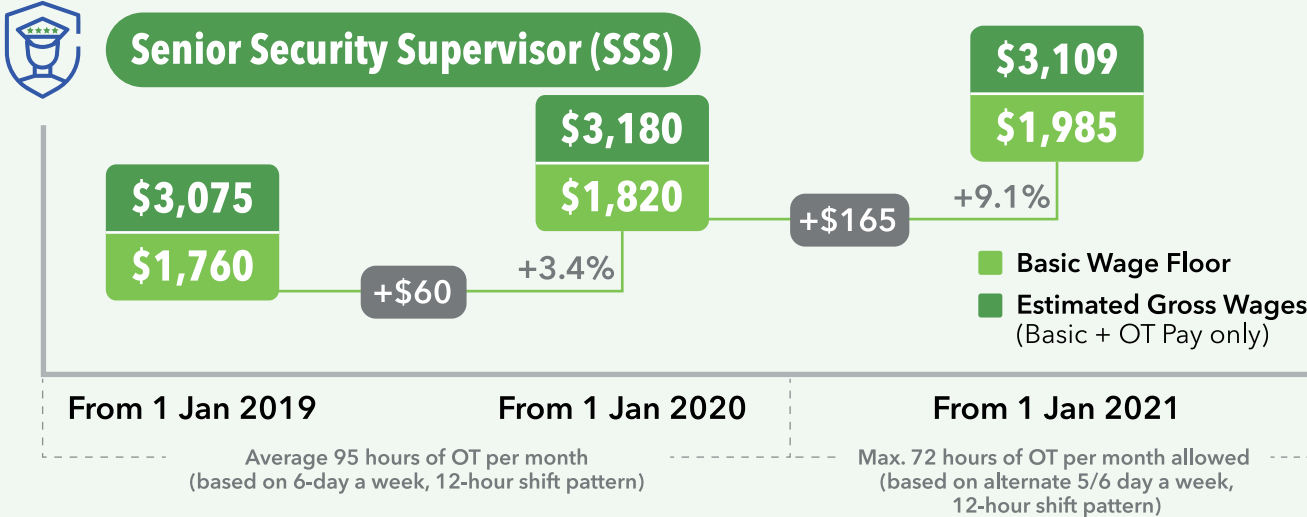
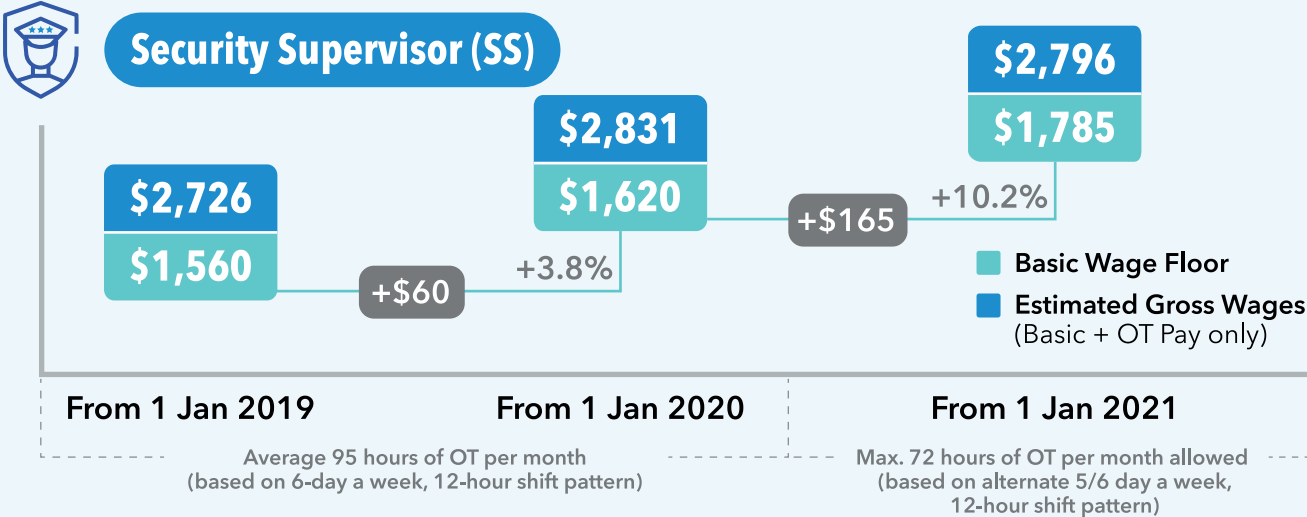
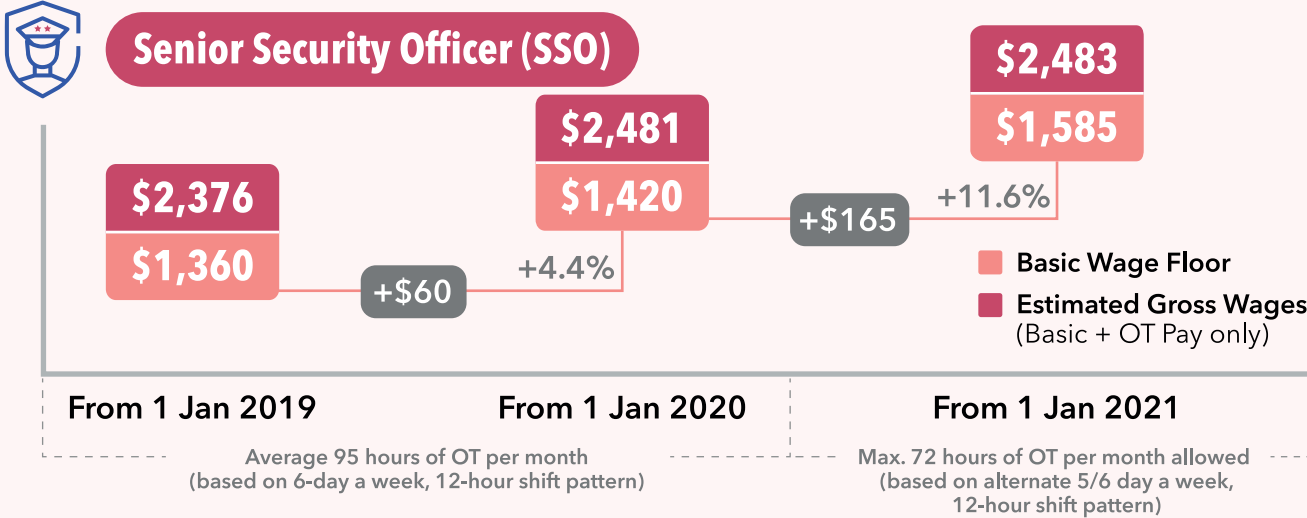
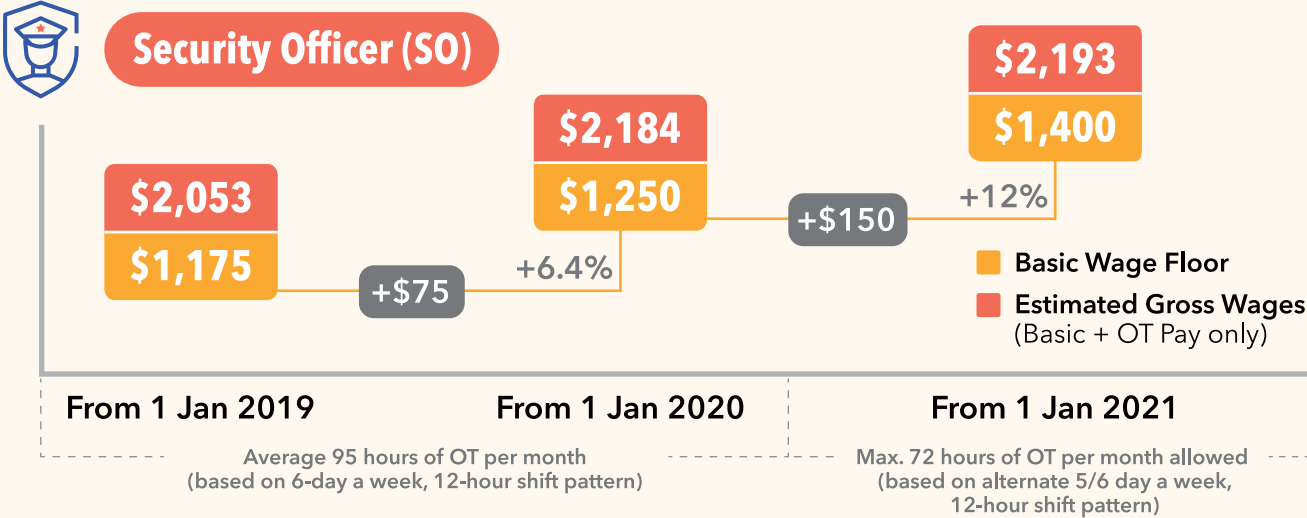
This can translate to two additional rest days for security officers who currently work 12-hour shifts, six days a week. Security officers can look forward to better work-life balance.

The gross wages of most security officers are not likely to be adversely affected by the shorter working hours, due to the higher quantum increments required under the PWM in 2021, the year that OTE is removed.

Progressive Wage Model

with effect from 1 January 2019

To learn more,
scan to watch the video or
visit bit.ly/securityPWMvideo



The PWM remains applicable to all full-time resident security officers under contracts of service. Part-time resident security officers may be paid according to a pro-rated PWM salary.

Updated in Jan 2019