

Progressive Wage Model For the Security Industry

Better Wages | Better Welfare | Better Work Prospects



NTUC introduced Progressive Wage Model (PWM) with support from tripartite partners to **uplift our Singaporean Core**

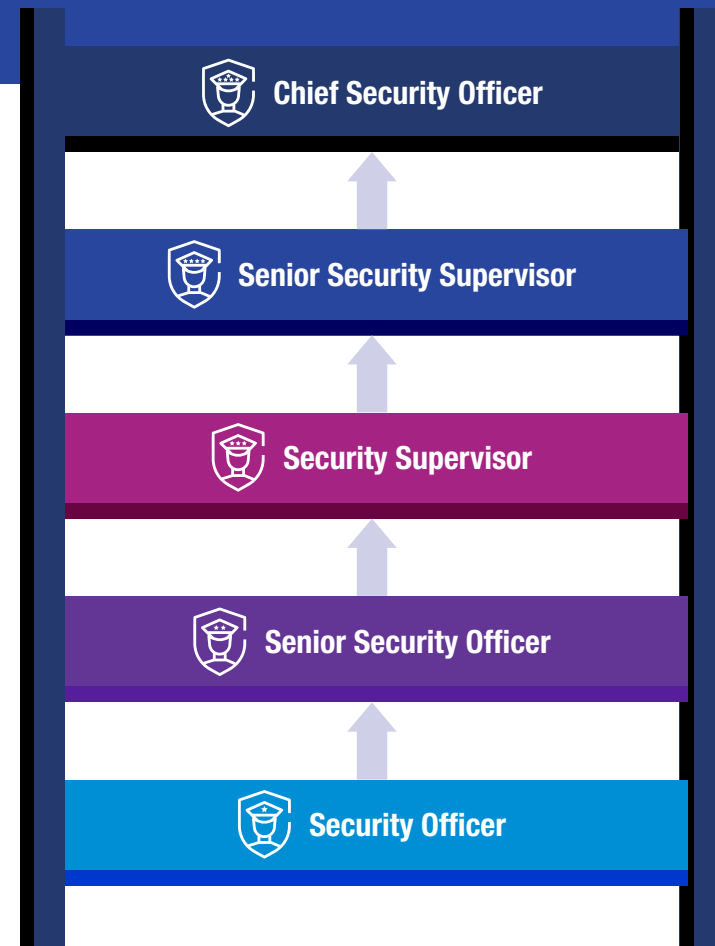


NTUC Secretary-General Ng Chee Meng (in red t-shirt) was briefed by a security supervisor on the use of video analytics in surveillance cameras being deployed in a shopping mall

The Security Tripartite Cluster (STC) comprising representatives from industry associations, employers, service buyers, unions and government agencies developed the PWM for the security industry in 2014 which sets out a clear pathway to raise wages, skills and productivity of the industry.

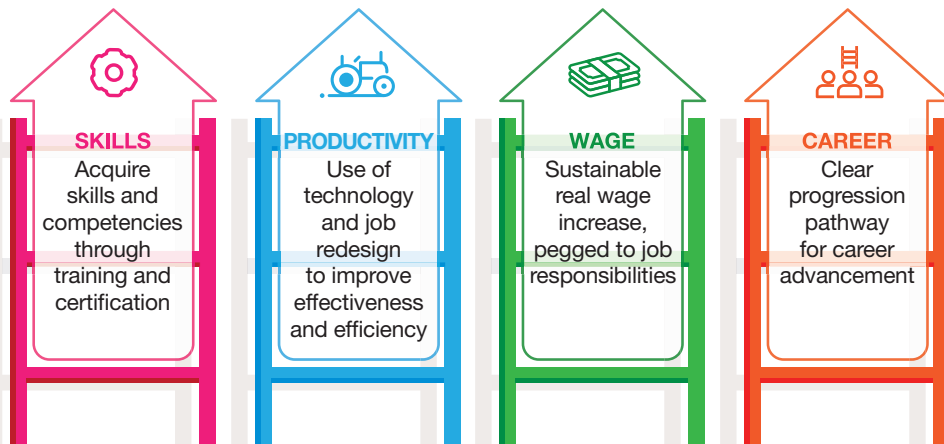
It was implemented as a licensing condition under the Police Licensing and Regulatory Department's (PLRD) licensing regime for private security agencies from 1 September 2016. All licensed security agencies must train and pay all resident (Singapore Citizens and Permanent Residents) security officers in accordance with the PWM requirements for their corresponding job roles.

PWM Career Ladder








The Four Ladders of Progressive Wage Model

The Progressive Wage Model (PWM) provides a clear career progression pathway, enabling our workers to earn **Better Wages** with **Better Work Prospects** as they become **Better Skilled** and More Productive.



PWM Skills Ladder

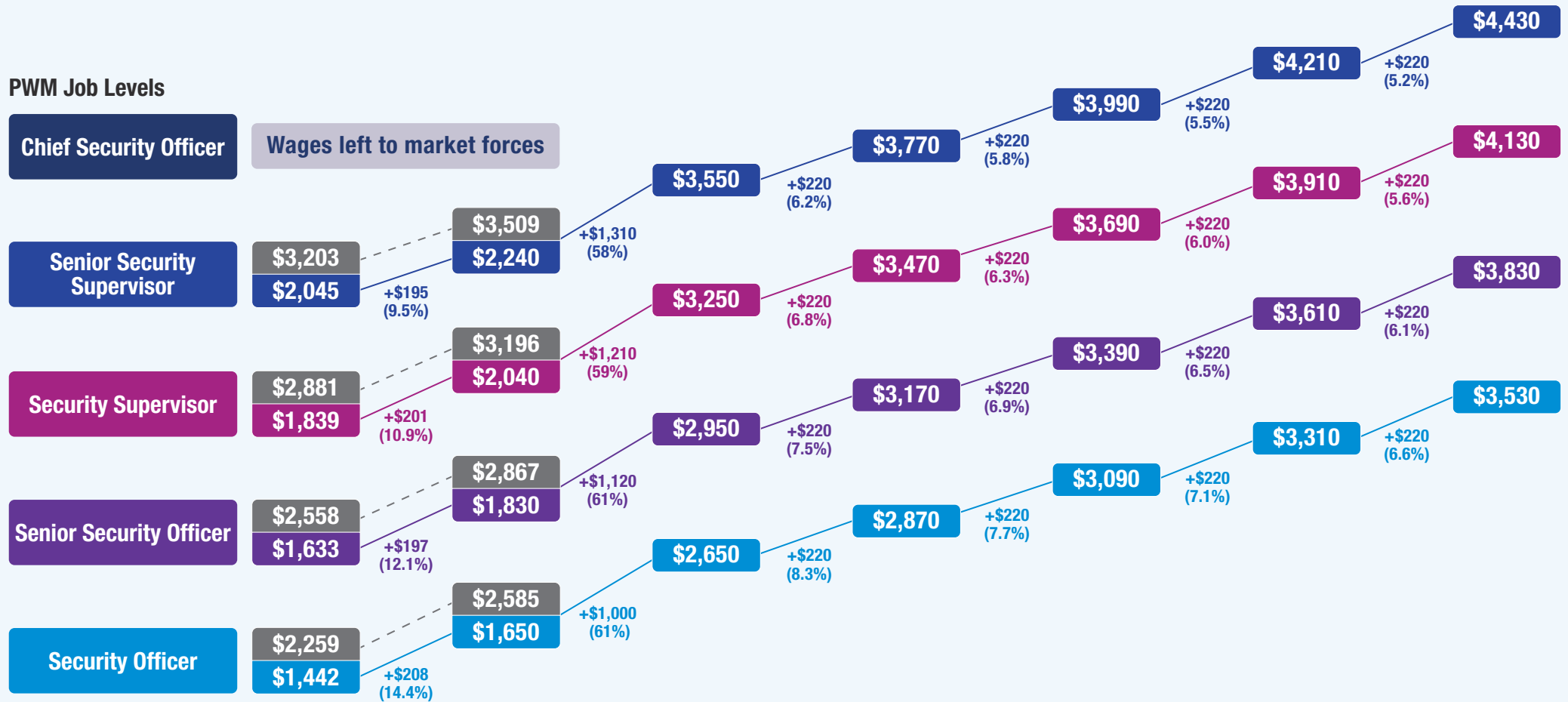
Rank	Job Duties	PWM Training Requirements	Technical Skills & Competencies (TSC) Title	Course Title	Proficiency Level	TSC Code
 Chief Security Officer (CSO)	<ul style="list-style-type: none"> Supervision Management Form & Lead Security Watch Groups Security & Contingency Planning for Major or Large-Scale Events 	Mandatory	Security Operations Compliance	Manage Security Agency Within a Legal Framework	4	SEC-SOP-4011-1.1
		Select Any Two (2) WSQ Diploma modules	Capability Development	Achieve Work Effectiveness in Security Environment	4	SEC-PDV-4001-1.1
			Conflict Resolution Management	Manage and Resolve Conflict in Security Environment	4	SSEC-PDV-4002-1.1
			Quality Assurance and Audit	Manage Security Operations	4	SEC-SRM-4001-1.1
 Senior Security Supervisor (SSS)	<ul style="list-style-type: none"> Appointed as Site-In-Charge of Security Command Centre / Fire Command Centre (FCC) with more than 3 personnel (including the supervisor) Conduct Security Audit & Risk Assessment General Supervision 	Mandatory	Manpower Planning	Monitor and Review Security Operations	3	SEC-SOP-3008-1.1
		Select Any Three (3) Advanced Certificate Modules	Access Control Management	Deploy Security Equipment	3	SEC-TEM-3001-1.1
			Capability Development*	Induct Security Personnel	3	SEC-PDV-3001-1.1
			Crowd and Traffic Control Management	Supervise Crowd and Traffic Control Activities	3	SEC-SOP-3004-1.1
				Incident Response	Perform Monitoring and Reporting Duties at Central Command Centre	3
			Contribute to the Management of Security Incidents	3	SEC-ICM-3003-1.1	
			Manpower Planning	Conduct Operation Briefing and Debriefing	3	SEC-SOP-3008-1.1
			Performance Management	Lead and Manage a Team of Security Officers	3	SEC-PDV-3003-1.1
			Security Operation Compliance*	Perform Supervisory Duties within Legal Framework	3	SEC-SOP-3011-1.1
		Security Risk Analysis*	Assess and Address Security Risks	3	SEC-SRM-3002-1.1	
<i>*Not inclusive if taken at Security Supervisor level</i>						
 Security Supervisor (SS)	<ul style="list-style-type: none"> Appointed as Site-In-Charge of Security Command Centre / FCC with 3 or less personnel (including the supervisor) Incident Management & Reporting Direct Supervision Execute Evacuation Plans & Exercises 	Mandatory	Guard and Patrol	Supervise Security Officers	3	SEC-SOP-3007-1.1
		Select Any Two (2) Advanced Certificate modules	Capability Development	Induct Security Personnel	3	SEC-PDV-3001-1.1
			Security Operation Compliance	Perform Supervisory Duties within Legal Framework	3	SEC-SOP-3011-1.1
			Security Risk Analysis	Assess and Address Security Risks	3	SEC-SRM-3002-1.1
 Senior Security Officer (SSO)	<ul style="list-style-type: none"> Operate Security & Safety Systems Regulating Traffic (Road Traffic Act) Security Command Centre, FCC Monitoring Assist Ministries, Statutory Boards or Government Departments in Law Enforcement Duties Key Press Management 	Mandatory (Total of 2 SOAs will be awarded)	Security Surveillance Management	Perform Remote Surveillance Function [new]	2	SEC-TEM-2004-1.1
			Deterrence	Manage Disorderly Conduct and Threatening Behaviour	1	SEC-ICM-1001-1.1
		Note: - Existing SSOs are required to attain the additional Statement of Attainment (SOA) on Security Surveillance Management (Perform Remote Surveillance Function) by 31 Dec 2025. - From 1 Jan 2024, promoting SOs and promoting SSOs are required to attain the additional SOA on Security Surveillance Management (Perform Remote Surveillance Function) to be able to promote to SSO and Security Supervisor (SS) grade respectively.				
 Security Officer (SO)	<ul style="list-style-type: none"> Screening Patrolling & Guarding Access & Egress Control Incident Response Acting as Bodyguard or Bouncer 	Mandatory Basic Licensing Units (Total of 4 SOAs will be awarded)	Guard and Patrol	Provide Guard and Patrol Services and Operate Basic Security Equipment (OBSE) [new]	1	SEC-SOP-1007-1.1
			Access Control Management		2	SEC-TEM-2001-1.1
			Incident Response	Handle Security Incidents and Services [enhanced]	1	SEC-ICM-1003-1.1
			Threat Observation	Recognise Terrorist Threats	1	SEC-OBS-1002-1.1
Note: - Existing SOs are required to attain the additional SOA on Access Control Management (OBSE) by 31 Dec 2025. - Existing SOs may consider Assessment Only Pathway (AOP) of two hours to attain the new SOA on Access Control Management (OBSE). - From 1 Jan 2024, promoting SOs are required to attain the additional SOA on Access Control Management (OBSE) to be able to promote to SSO.						

PWM Wage Ladder

Baseline Wages effective from 1 January of each year

The Security PWM is a licensing condition for security agencies under the Police Licensing and Regulatory Department (PLRD).

PWM Job Levels



2022 2023 2024 2025 2026 2027 2028

Note:

- Above baseline wages refer to monthly basic salary
- Estimated Gross Wages [Basic Wage + Overtime Pay (assumed as 72 overtime hours a month at 1.5x basic wage rate)]

- Basic wages from 2024 to 2028 will include wages paid for work done in addition to the 44-hour regular work week, as they exceed the current \$2,600 monthly basic wage threshold for workers to be covered under Part 4 of the Employment Act.
- The number of extra hours worked above the standard 44-hours per week will continue to be capped at 72 hours per month.



“

I had the opportunity to upgrade my skills through the courses which has helped me in my career advancement.

I am more confident now as I take on more leadership responsibilities with higher remuneration.

”

Muhammad Nasharuddin
Security Supervisor



PWM Productivity Ladder

Adopt Outcome-Based Contracting (OBC) for Better Security Outcomes

Through integration of technology and re-designing of work-processes, Security OBC can improve productivity and reduce the reliance on manpower thereby bringing greater value to security buyers of outsourced security services.

Ready-To-Go Technology Enabled Solutions



Mobile-enabled Patrol and Incident Management System helps to track patrol activities, manage and report incidents



Smart CCTV with video analytics to detect intrusion and manage incidents



Visitor Management System for visitors to register at the self-help kiosk



Vehicle recognition system to track access and unauthorised parking

Security agencies are also encouraged to refer to the **Security Industry Digital Plan** to transform their operations with greater use of technology. Visit www.imda.gov.sg/security-idp for more details.



Scan QR Code
or visit the OBC
Resource Portal at
<https://bit.ly/CPS-OBC>

Outcome-Based Contracting of Security Services



Learn how the security officers at Thomson Plaza are better able to **manage security operations with the use of technology** such as body-worn cameras, key press and video analytics cameras

More Secure Condominiums with Outcome-Based Contracting



Watch this video to find out how **two clusters of private condominiums** come together to adopt OBC and optimise their manpower needs

Greater Respect for Our Officers

Our security personnel are here to protect you and your property, and perform functions stipulated by the Private Security Industry Act. Please treat them as professionals.

Voluntarily causing hurt to security officers may result in a fine of up to \$10,000 and/or imprisonment of up to 5 years.

Security personnel can report any form of abuse that they encounter while performing their duties at work via the Union of Security Employees (USE) mobile application or they may contact USE at Tel: 6291 5145.



Download the USE Mobile App today!



For Apple Users



For Android Users



NTUC U Care Centre

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