10 December 2024

RECOMMENDATIONS OF THE SECURITY TRIPARTITE CLUSTER ON THE PROGRESSIVE WAGE MODEL FOR THE SECURITY INDUSTRY

1. OBJECTIVE

1.1 This report sets out the Security Tripartite Cluster's (STC) recommendations on the Progressive Wage Model (PWM) for security officers employed by Security Agencies (SAs) on *Part-Time and Ad-Hoc Work* A*rrangements,* effective till 31 December 2028.

1.2 The members of the STC are listed in Annex A.

2. BACKGROUND

2.1 The Security PWM was first announced in October 2014 and has been implemented as a licensing condition under the Police Licensing and Regulatory Department's (PLRD) licensing regime for SAs and Security Officers (SOs) from 1 September 2016.

2.2 On 12 November 2021, the STC had recommended a 6-year wage schedule from January 2023 to December 2028 that would be applicable to all licensed SAs under PLRD. Since January 2024, full-time Singapore Citizen (SC) and Permanent Resident (PR) SOs employed by SAs must be paid a minimum of $2,650 in basic monthly wages. From 1 January 2025, the basic wage would increase to at least $2,870. The wages paid would include any extra hours worked above the 44-hour work week, with the total working hours to be negotiated between the SOs and their employers.

2.3 The total number of extra hours above the 44-hour work week continues to be capped at a maximum of 72 hours per month under the PLRD's Licensing Conditions for SAs (Condition 5(d)). The STC had recommended this cap to continue safeguarding SOs' working hours and ensure they do not work excessive hours under the new wage schedule. The 72 hours capped would be applicable for all SOs (including Work Permit holders). This ensures SOs are rested and fit to discharge their duties in a professional and competent manner.

2.4 The STC had also issued a Frequently Asked Questions (FAQ) document in December 2023 to set out the basic hourly rates for part-time SOs.

2.5 The full details of the STC Report (November 2021) and FAQ (December 2023) can be found at www.ntuc.org.sg/tripartiteguidelines.

3. HOURLY RATE FOR PART-TIME AND AD-HOC WORK ARRANGEMENTS

3.1 Under the Employment Act (EA), a part-time employee is one who is under a contract of service to work less than 35 hours a week. The part-time employment contract of service must specify (a) the hourly basic rate of pay; (b) hourly gross rate of pay (i.e. hourly basic rate plus allowances); (c) number of working hours per day or per week; and (d) number of working days per week or per month. Part-time workers are covered by Part 4 of the EA if they earn a monthly basic salary of $2,600 or less.

3.2 Ad-hoc Work Arrangements are when SOs are hired to work on an ad-hoc basis. Such a worker will be deemed as a part-time worker under the EA if their working hours are less than 35 hours a week.

3.3 Under Section 16 of the Private Security Industry Act 2007, the Licensing Officer must be informed of the employment and termination of employment for all SOs, including those on part-time or ad-hoc work arrangements.

3.4 For Part-Time SOs, the hourly basic rate of pay is calculated based on the corresponding hourly rate of a Full-Time Security Officer of the same rank who works 12-hour shifts, 5.5 days a week or 5/6/5/6 shift pattern. This provides a baseline to determine the minimum basic hourly rate payable to Part-Time SOs. However, the current computation to derive the hourly basic rate of pay may be adjusted when STC reviews the wage schedule from January 2029 onwards.

3.5 The PWM Hourly Basic Rate of Pay applicable to Singapore Citizen or Permanent Residents who are Part-Time SOs are specified in the following table:

	PWM Hourly Basic Rate of Pay for Part-Time and Ad-Hoc Work Arrangements (from 1 Jan to 31 Dec of each year)				
PWM Rank	**2024**	**2025**	**2026**	**2027**	**2028**
Senior Security Supervisor	$13.55	$14.40	$15.25	$16.05	$16.90
Security Supervisor	$12.40	$13.25	$14.10	$14.90	$15.75
Senior Security Officer	$11.25	$12.10	$12.95	$13.80	$14.60
Security Officer	$10.10	$10.95	$11.80	$12.65	$13.45

Note: If a part-time security officer earns an equivalent monthly basic salary of $2,600 or less, requirements under Part 4 of the EA for overtime rates of pay (to be at least 1.5 times the basic rate of pay) continue to apply.

3.6 The STC would like to remind all employers that the PWM rates are minimum basic wages, and not maximum limits.

3.7 Aligned with the industry intent to reduce the working hours of SOs, particularly the extra hours above the 44-hour workweek, the STC had also convened a tripartite *Workgroup on Reducing Working Hours* to review the matter. The workgroup will review the 72-hour monthly cap on extra hours. More details will be announced when ready.

4. CONCLUSION

4.1 As the industry looks towards further improving the working conditions and wages of SOs, both business and workforce transformation must move in tandem to drive greater productivity and higher service outcomes. The STC urges all stakeholders to work closely together to accelerate the pace of industry transformation and uplift the security industry and the workforce.

4.2 The STC also urges service buyers to review their procurement practices and adopt outcome-based contracting to mitigate the rising costs. The STC recommends that service buyers conduct security risk assessments and place higher weightage in their evaluation criteria for the provision of technology-enabled solutions and work processes that can raise productivity. The STC also recommends that service buyers be prepared to pay more for quality manpower, given the persistent manpower shortage in the industry. Only then can security agencies deliver more productive solutions that integrate manpower and technology, enabling better outcomes.

~ End ~

ANNEX A: SECURITY TRIPARTITE CLUSTER (STC) INDUSTRY FOR THE TERM OF APPOINTMENT FROM NOVEMBER 2022 TO NOVEMBER 2024

	Organisation	Name/Designation
Chairman	National Trades Union Congress (NTUC)	Mr Melvin Yong, Assistant Secretary-General *Concurrently Director, NTUC U Care Centre*
Co-Chair	Singapore National Employers Federation (SNEF)	Mr Jeffrey Chua, SNEF Representative *Concurrently Adjunct Professor, Singapore University of Social Sciences*
Labour Movement	Union of Security Employees	Mr Raymond Chin Ming Jie, General Secretary
	Union of Security Employees	Mr Steve Tan Peng Hoe, Executive Secretary
	Food, Drinks and Allied Workers Union	Ms Toh Hwee Tin, Executive Secretary
	Attractions, Resorts and Entertainment Union	Mr Hassan Bin Abdullah, Advisor
Associations / Firms (representing employers)	Security Association Singapore	Mr Raj Joshua Thomas, President
	Association of Certified Security Agencies	Mr V W Nathan, Deputy President *Concurrently Chief Executive Officer, Assured Protection & Consultancy Pte Ltd*
	Certis Cisco	Mr Ng Boon Gay, Deputy Chief Executive
	AETOS	Ms. Joanne Ng, Director, People & Culture
	Singapore Hotel Association	Ms. Alice Lee, Member *Concurrently Complex Director of Human Resources, South Beach International Hotel Management Pte Ltd*
Service Buyers	Singapore International Facility Management Association	Mr Hansen Tan, Chairman, Sustainability Development *Concurrently Executive Director, Chambers Property Management Services Pte Ltd*
	Real Estate Developers' Association of Singapore (REDAS)	Mr Lee Liang Huat, REDAS Representative *Concurrently Chief Operating Officer, CBM Pte Ltd*
Government	Ministry of Manpower	Mr Tan Li Sheng, Divisional Director, Workplace Policy and Strategy Division
		Mr Tan Fang Qun, Director, Employment Standards Enforcement Department, Labour Relations and Workplaces Division
	Ministry of Home Affairs	Mr Harris Rusdi Chai, Director, Security Policy Directorate, Joint Operations Group
	Singapore Police Force	Mr Jarrod Pereira, Director, Police Licensing & Regulatory Department
		Mr Andy Tan, Director, Centre for Protective Security
	SkillsFuture Singapore	Ms Loh Gek Khim, Director, Industry Development Division 1