

Annex D: Security PWM Timeline

Timeline	
2014	Launch of Security PWM by the Security Tripartite Cluster
2016	Introduction of Security PWM as a condition under the security agency license under the Police Licensing and Regulatory Department
2017	Announcement on PWM Wage Increment and Removal of Overtime Exemption
2018	Launch of Security Industry Transformation Map
	Announcement on Training and Emplacement Requirements
2019	Security PWM Wage Increment takes effect
2021	Removal of Overtime Exemption takes effect
	Review of Security PWM

Note: NTUC mooted PWM in 2012

Summary of Review of Security PWM in 2017

- Introduced a six-year schedule of wage adjustments comprising:
 - Annual quantum increments to each PWM wage point from 1 Jan 2019 to 2021; and
 - Minimum 3% annual wage increases from 2022 to 2024, subject to review;
- Removal of Overtime Exemption where workers are allowed to work up to 72 hours of overtime instead of 95 hours of overtime.

Table 1: Recommended Adjustments to PWM Basic Wage Floor

PWM Rank	Jan 2019	Jan 2020	Jan 2021	2022	2023	2024
Security Officer (SO)	+ \$75	+ \$75	+ \$150	+ minimum 3% p.a. (subject to review)		
	average YOY increase of 8.4%					
Senior SO (SSO) Security Supervisor (SS) Senior SS (SSS)	+ \$60	+ \$60	+ \$165			
	average YOY increase of 5.3% to 6.9%					
			Overtime exemption removed with effect from 1 Jan 2021			