SINGAPORE WORKFORCE SKILLS QUALIFICATIONS
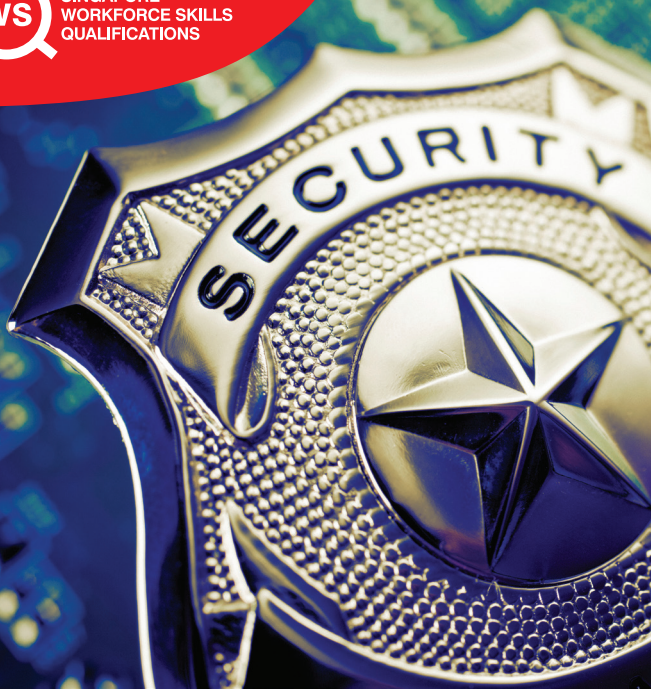
SECURE A REWARDING FUTURE

Upgrading Skills, Improving Lives
The Progressive Wage Model (PWM)
for the Security Sector

The Progressive Wage Model (PWM) for the security sector is a five-level career progression ladder that specifies training and wages according to job responsibilities and skills requirements.

Benefits of the PWM for the security sector

Individuals	Service Providers	Service Buyers
◆ Upgraded skills ◆ Increased wages ◆ Clear career progression pathway	◆ Attract and retain quality manpower ◆ Offer consistent quality service	◆ Enjoy high service standards ◆ Obtain good value for money

Q "What must my agency do to meet the PWM licensing requirement?"

A **Agencies need to ensure:**
- Security personnel at all levels attain the required Security WSQ Statements of Attainment (SOA)s
- All Security personnel are paid wages in line with the PWM

Assessment-Only-Pathway (AOP)
AOP is available for selected WSQ modules. Experienced and competent security personnel can take the assessment without first undergoing training.

Q "How to check if my security personnel are ready for direct assessment under PWM-AOP?"

A You can use the Assessment Readiness Self-Evaluation Checklist to see if your security personnel are ready. If they need additional training, send them for classes before assessment.

Contact us for any Security PWM-AOP or training enquiries:
POLWEL at 6538 3243/ aao_aop@polwel.org.sg or
WDA at 6883 5885/ wda_biz_svc@wda.gov.sg

By 1 September 2016, companies seeking to renew their annual Security Agency Licence with the Police Licensing and Regulatory Department must meet the training and wage requirements outlined in the Progressive Wage Model (PWM) for the security sector.

ARE YOU READY?

PWM Career Progression Pathway & Wage Structure

Security Officer (SO)
≥$1,100

Duties:
General Screening; Guarding & Patrolling; Access & Egress Control; Basic Incident Response

Senior Security Officer (SSO)
≥$1,300

Duties:
Incident Response; Manage Security & Safety Systems; Regulate Traffic (Road Traffic Act); Monitor CCTV/ Central Alarm/ Fire Command Centre; Assist State/ Auxiliary Police in Law Enforcement; Key Press Management

Security Supervisor (SS)
≥$1,500

Duties:
Incident Management & Reporting; Direct Supervision; Execute Evacuation Plans & Exercises

Senior Security Supervisor (SSS)
≥$1,700

Duties:
In-Charge of CCTV Centre/ Central Alarm Monitoring Centre/ Fire Command Centre; Conduct Security & Risk Assessment; Higher Supervision

Chief Security Officer (CSO)

Duties:
Supervision Management; Form & Lead Security Watch Groups; Security & Contingency Planning for Large-Scale Events

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To qualify as an SO:
complete the 2 mandatory *BLUs below

Training Modules:
- Handle security incidents and services
- Provide guard and patrol services

To qualify as an SSO:
1 year as an SO **+** 2 mandatory Cert level modules below

Training Modules:
- Manage disorderly conduct and threatening behaviour
- Operate basic security equipment

To qualify as an SS:
2 years as an SSO **+** 1 mandatory **ALU + any 2 of the 3 Adv Cert level recommended modules below

Training Modules:
- Supervise security officers
- Assess and address security risks^
- Induct security personnel^
- Perform supervisory duties within legal framework^

To qualify as an SSS:
2 years as an SS **+** 4 Adv Cert level modules (i.e. 1 mandatory module **+** any 3 of the 6 recommended modules below)

Training Modules:
- Monitor and review security operations
- Conduct operation briefing and debriefing
- Lead and manage a team of security officers
- Perform monitoring and reporting duties at central command centre
- Deploy security equipment
- Contribute to the management of security incidents
- Supervise crowd and traffic control activities

To qualify as a CSO:
2 years as an SSS **+** 3 Diploma level modules (i.e. 1 mandatory module **+** any 2 of the 3 recommended modules below)

Training Modules:
- Manage security agency within legal framework
- Manage security operations
- Achieve work effectiveness in security environment
- Manage and resolve conflict in security environment

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* Basic Licensing Unit
** Advanced Licensing Competency Unit
- Mandatory modules/ units in blue
- Recommended modules/ units in green
^ An SSS has the choice to take up these modules if they have not done so previously

Note:
PWM is applicable to all resident security personnel (Singaporeans/ PRs) under contracts of service. Part time resident security personnel (i.e. those performing less than 35 hours of work per week) shall be paid according to a pro-rated PWM salary.

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