Security Progressive Wage Model (PWM) Requirements

Licensed Security Officers will need to comply with the training requirements and job functions of the corresponding grades of Security Officers under the security PWM.

The job functions for each PWM grade can be found in Annex D of the 2018 STC recommendations accepted by the Government on 16 November 2018.

You may also refer to the Skills Framework for Security for more information relating to career pathways, occupations, job roles, skills and competencies and training programmes for the security sector.

To qualify as	Pre-requisite	Workforce Skills Qualifications (WSQ) Modules (*denote mandatory)
Security Officer (SO)	• Complete 2 mandatory WSQ modules; and	Handle Security Incidents and Services*
		Provide Guard and Patrol Services*
	• #Recognise Terrorist Threats (RTT) by 1 January 2020	RTT
Senior Security Officer (SSO)	• Complete 2 mandatory WSQ modules; and • At least 6 months' work experience as SO	Manage Disorderly Conduct and Threatening Behaviour*
		Operate basic security equipment*
Security Supervisor (SS)	• Complete 1 mandatory WSQ module;	Supervise SO*
	• Any 2 of the 3 recommended modules; and	Assess and Address Security Risks
		Induct Security Personnel
		Perform Supervisory Duties within Legal Framework
	• At least 12 months' work experience as SSO	

To qualify as	Pre-requisite	Workforce Skills Qualifications (WSQ) Modules (*denote mandatory)
Senior Security Supervisor (SSS)	• Complete 1 mandatory WSQ module; • **Any 3** of the 6 recommended modules; and • At least 18 months' work experience as SS	Monitor and Review Security Operations*
		Conduct Operation Briefing and Debriefing
		Lead and Manage a Team of Security Officers
		Contribute to the Management of Security Incidents
		Deploy security equipment
		Perform monitoring and reporting duties at central command centre
		Supervise crowd and traffic control activities
Chief Security Officer	• Complete 1 mandatory WSQ module; • **Any 2** of the 3 recommended modules; and • At least 24 months' work experience as SSS	Manage Security Agency within Legal Framework*
		Manage Security Operations
		Manage and Resolve Conflict in Security Environment
		Achieve Work Effectiveness in Security Environment

#With effect on 1 January 2020, all licenced SOs will be required to obtain a third BLU which is RTT. Licensed SO who has not obtained the WSQ certification in RTT shall not work as a SO anywhere except at warehouses[1] or condominiums[2] unless otherwise exempted by the Licensing Officer. SOs already trained in 'Handle Counter Terrorism Activities', are exempted from RTT.

[1] *A warehouse is a building where storage is the principal use and where no business is transacted other than incidentally to such storage (URA Class 10)*

[2] *A Condominium refers to 'strata-titled properties (non-landed) that are solely for residential use' which include condominiums, executive condominiums, privatised HUDCs, apartments and residential cluster housing regulated under the Land Titles (Strata) Act, Chapter 158*

Security Screening Requirements

The following WSQ certifications are required before you can perform the respective functions:

Functions	WSQ Certification
Operate X-ray machines	Conduct security screening using X-Ray machine"
Use Walk-Through Metal Detectors & Hand-Held Metal Detectors	Conduct security screening of person and bag"