



**SINGAPORE  
POLICE FORCE**  
SAFEGUARDING EVERY DAY

# PWM Review Recommendations

# PWM Review

- STC released a press release on 16 Nov 18 on PWM Review recommendations
- [www.ntuc.org.sg/securitytripartitecluster](http://www.ntuc.org.sg/securitytripartitecluster)
- MHA released a statement on the same date to accept the STC recommendations
- Changes pertaining to
  - YIG criteria (wef 1 Jan 19)
  - Job function (wef 1 Jan 19)

# YIG Criteria

PWM Rank	Current Criterion	Revised Criterion
Senior Security Officer (SSO)	1 year as SO	6 months as SO
Security Supervisor (SS)	2 years as SSO	1 year as SSO
Senior Security Supervisor (SSS)	2 years as SS	1 year 6 months as SS
Chief Security Officer (CSO)	2 years as SSS	2 years as SSS

# Job Functions

Changes are in **green**

## Senior Security Officer

**Security Command Centre<sup>8</sup>, ~~Closed Circuit Television (CCTV)~~, ~~CAMS~~, Fire Command Centre (FCC)<sup>9</sup> Monitoring**

- **Full-time guarding through** The primary responsibility of providing surveillance through CCTV/CAMS/FCC monitoring
- Maintain CCTV storage libraries
- Preserve evidence

<sup>8</sup>Security Command Centre is the location from which security operations are monitored or directed through the analysis of multiple data streams (e.g. CCTV Cameras, security alarms, wireless communications devices, etc)

<sup>9</sup>FCC" has same definition as Fire Safety (Building Fire Safety) Regulation, i.e. a room within any premises which is specifically designated for the purpose of command and control of operations in the event of fire or other emergencies and fitted with the necessary equipment.

# Job Functions

## Security Supervisor

### Functions

**Appointed as Site-in-Charge<sup>12</sup> of Security Command Centre /FCC with 3 or less personnel (including the supervisor)**

<sup>12</sup>“Appointed as Site-in-Charge” refers to security personnel deployed in-situ having command or supervisory power over operations of the listed systems.

### Incident Management & Reporting

- Supervise deployment at major/large-scale events<sup>13</sup>
- Respond to and report incidents at major/large-scale events
- Manage security incidents at major/large-scale events and report to relevant authorities

<sup>13</sup>Refers to major national events (e.g. NDP, Parliamentary, Presidential Elections), large-scale international conventions (e.g. Shangri-la Dialogue, IMF/World Bank meeting, Singapore Airshow) or large-scale sporting events (e.g. F1 Night Race, Youth Olympic, SEA/Asian games). The examples cited are non-exhaustive and are meant to indicate the possible scale and complexity of major/large-scale events.

### Direct<sup>14</sup> Supervision

- Supervise & direct security personnel
- Conduct team briefing & debrief
- Train subordinates

# Job Functions

## Senior Security Supervisor

Functions
<b>Appointed as Site-in-Charge of Security Command Centre /FCC with more than 3 personnel (including the supervisor) In-charge of CCTV Centre/CAMS/FCC</b>
<b>Conduct Security Audits &amp; Risk Assessment</b> <ul style="list-style-type: none"><li>• Assess security risks &amp; prepare mitigation measures</li><li>• Plan, confirm and conduct security audits</li></ul>
<b>General<sup>15</sup> Supervision</b> <ul style="list-style-type: none"><li>• Plan, assess &amp; review team performance</li><li>• <del>Train &amp;</del> Assess subordinates</li><li>• <del>Develop individual training &amp; competency roadmaps</del></li><li>• Conduct After Action Reviews</li></ul>
<small><sup>15</sup>The supervisor provides continuing or individual assignments by indicating generally what is to be done, limitations, quality and quantity expected, deadlines and priorities. Additional, specific instructions are given for new, difficult, or unusual assignments.</small>



**SINGAPORE  
POLICE FORCE**  
SAFEGUARDING EVERY DAY

# Amendments to Licensing Conditions

# Amendments to Licensing Conditions

- Notice of Intent to modify licensing conditions sent to SAs on 20 Nov 2018
- SAs were given 14 days to respond
- Final notice will be sent to SAs by 19 Dec 2018
- Unless there are valid reasons, PLRD intends for the revised licensing conditions to take effect from 1 Jan 2019



# Amendments to Licensing Conditions

- Security Agencies
  - Removal of 1 condition no longer deem necessary, i.e. prohibition against hiring VSC
  - Inclusion of new training requirement “*Perform Security Duties at Protected Areas and Protected Places*” for security officers deployed at PA/PP locations
  - Inclusion of new condition on deployment of AVSO
  - Conditions relating to PWM updated to incorporate the recent approved changes on wage ladder, overtime exemption, years-in-grade and job functions (Section 1 LC 5 & Section 2)

# Amendments to Licensing Conditions

- Security Officers
  - Removal of 3 conditions
    - validity of licence
    - surrender of SO ID Card
    - compliance with Code of Conduct
  - Conditions pertaining to PWM updated to incorporate the recent approved changes on wage ladder, overtime exemption, years-in-grade and job functions (Section 1 LC 2 & Section 2)



**SINGAPORE  
POLICE FORCE**  
SAFEGUARDING EVERY DAY

# **Legislative Amendments to the Private Security Industry (Conduct) Regulations**

# Private Security Industry (Conduct) Regulations 2019

## New R7A and Amended R8(2)

### **Conduct of licensed security officers on duty, etc.**

**7A.—**(1) When carrying out the functions as a security officer, a licensed security officer must —

- (a) not sleep;
- (b) not consume alcohol or be under the influence of alcohol;
- (c) not be absent from the place where the licensed security officer is deployed without valid reason;
- (d) not use any threatening or abusive language; and
- (e) respond promptly to any request for assistance by any person within the premises where the licensed security officer is deployed if the person has suffered any personal injury, or any damage to or loss of the person's property, within the premises.

(2) A licensed security officer must not give any false representation to any person regarding the licensed security officer's level of training, skill or qualification as a security officer.

**8 (2)** Any person who contravenes regulation 7A(1) or (2) shall be guilty of an offence and shall be liable on conviction to a fine not exceeding \$2,000 or to imprisonment for a term not exceeding 3 months or to both.

# Effective Date & Communication With Stakeholders

- The amendments will take effect from 1 Jan 2019
- PLRD will be sending notifications all SAs, SOs and IHEs in Dec 2018
- Key message is that even as we take steps to develop the industry and raise SO's wages, SOs must meet higher professional standards

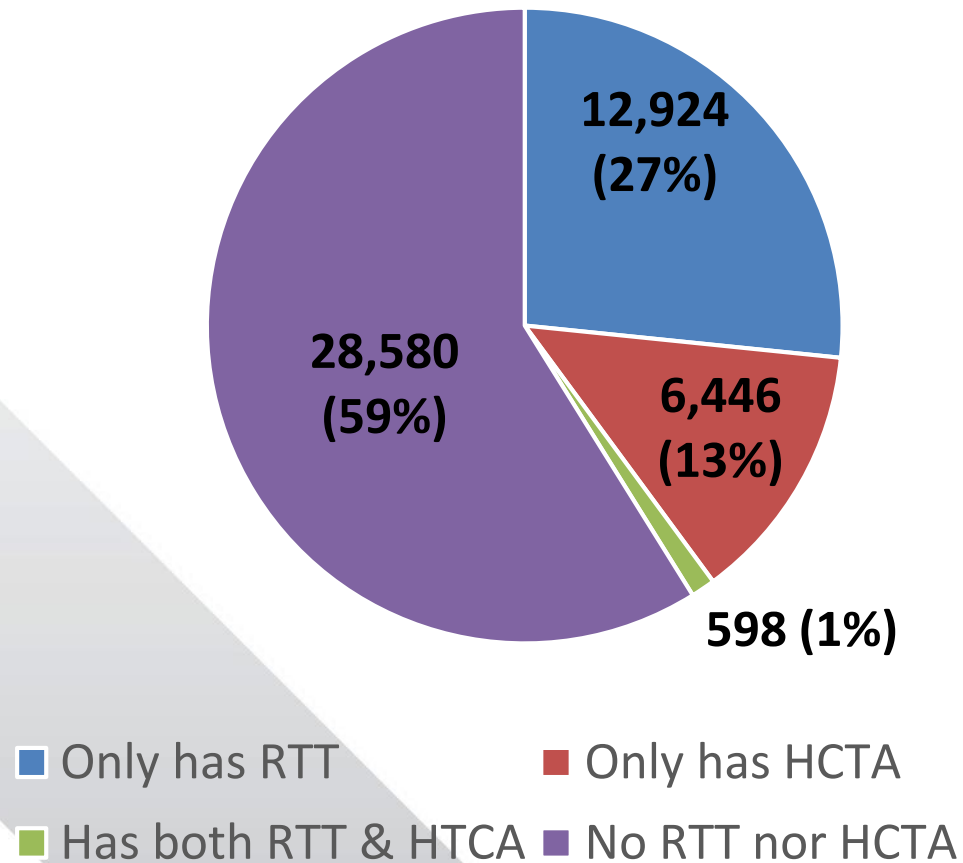


**SINGAPORE  
POLICE FORCE**  
SAFEGUARDING EVERY DAY

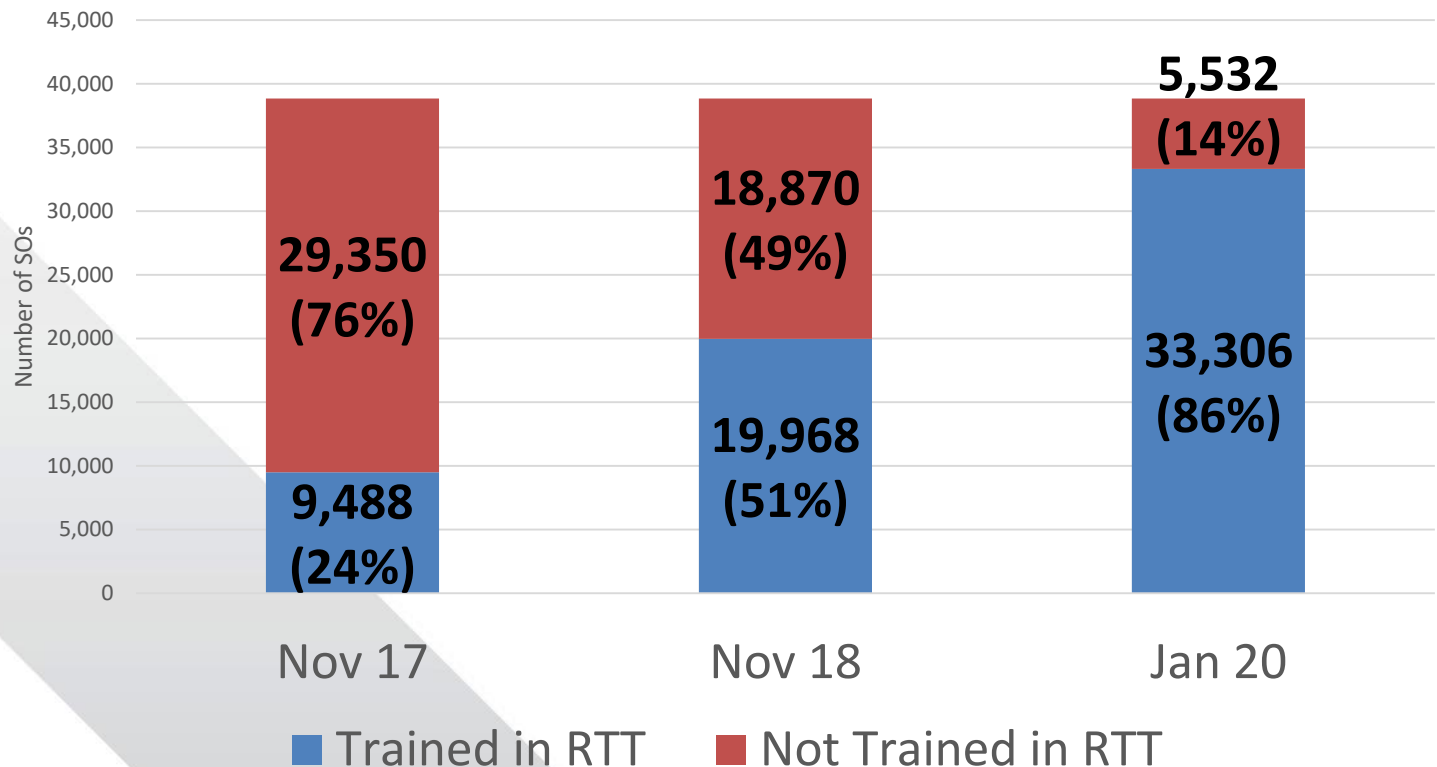
# Update on RTT Training

# RTT Training Status as of 1 Nov 2018

Breakdown of 48,548 active SOs



# Projection of RTT Trained SOs by Jan 2020 Based on Current Passing Rate



Assuming 20% of active SOs are deployed at condominiums and warehouses, target no. of SOs that need to be RTT trained will be **38,838**



# Implications

- 59% of active SOs are still untrained in RTT/HCTA
- Even with the exclusion of estimated 20% deployment at warehouse/condominiums, there's still a projected shortfall of 14% on 1 Jan 2020
- SOs who are untrained in RTT/HCTA and deployed at non-warehouse/non-condo will be in breach of licensing condition
- SAs will also be liable
- SAs should send their SOs for RTT training early to avoid last minute capacity issue



**SINGAPORE  
POLICE FORCE**  
SAFEGUARDING EVERY DAY

# Communications Via Email

# Email Correspondence

- As part of our effort to reduce the use of paper, PLRD will rely on email correspondence as the default communication medium with Security Agencies
- Service of legal papers (e.g. show cause letter) will be the exception and will continue to be done via paper medium
- To ensure that all Security Agencies receive our communications, please keep us updated on any change of your agency's official email address, contact person, and contact number
- Updates can be done via the LicenceOne website - hyperlink: ['Amend Existing Licence'](#)

END