

SAGE 2019 Assessment Criteria Discussion (MOM - Employment Category)

Employment Standards Enforcement
Labour Relations & Workplaces Division
31 January 2019



MINISTRY OF
MANPOWER

A Great Workforce A Great Workplace

A Great Workforce A Great Workplace

Restricted

Criteria 1 – Overtime Exemption

Criteria 1	Proposed Changes	Aim
Does the security agency (SA) require an overtime exemption (OTE) from MOM?	<ul style="list-style-type: none">- Revision to the phrasing of the scoring principles to provide more clarity.- Nonetheless, SAs that applied for the OTE, regardless of whether they utilised the OTE, would be considered as having “required” the OTE from MOM.	<ul style="list-style-type: none">- Encourage SAs to reduce the reliance on the OTE and work towards the total removal of the OTE by 1st Jan 2021.

Criteria 2 – Systems

Criteria 2	Proposed Changes	Aim
<p>(a) Timely and accurate payment of salaries and CPF contributions</p> <p>(b) Accurate tracking of working hours and support rightful deployment of SOs</p> <p>(c) Timely and accurate issuance of key employment terms (KETs) and itemised pay slips to SOs.</p> <p>(d) Accurate tracking and computation of SOs' leave entitlements.</p>	<ul style="list-style-type: none"> - Provide breakdown of scoring principles into finer components (i.e. points tied to specific outcomes). - Points will only be awarded to SAs if the system is able to support compliance on the required outcomes. 	<p>- Encourage technology adoption by SAs to enable better differentiation of agencies that invest in training and technology, and which deliver high quality services.</p>

Criteria 3 – Sustainable Manpower

Criteria 3	Proposed Changes	Aim
<p>(a) Providing employment entitlements and benefits over and above those stipulated in the Employment Act and/or Progressive Wage Model (PWM)</p> <p>(b) Other forms of rewarding and/or retaining existing SOs and/or attracting new entrants into the industry</p>	<p>- No intended change.</p>	<p>- Technology adoption by SAs to retain and attract manpower to the industry.</p>

Proposed Additional Criteria

1. Inclusion of bizSAFE certification
2. Rationale
 - i. Ensure the safety of the working environment and that of the security officers; and
 - ii. Security officers can focus on delivering their duties.
3. Seek feedback on:
 - i. Current level of adoption; and
 - ii. Challenges/concerns, if any.

Thank You!