

SECURITY AGENCIES COMPETENCY EVALUATION

Updated as of 22 Jun 2022

S/N	Area of Audit	Outcome	
Manpower Elective			
E.13.	<p><u>Sustainable Manpower</u></p> <p>SA has the processes to ensure sustainable manpower, i.e. progressive employment practices for retention of existing workforce and attract newcomers into the industry.</p> <p><i>Assessors will conduct interviews with all SOs on site or 3 SOs, whichever is fewer at the selected 1 deployment site to verify that SA has <u>at least 3</u> progressive employment practices with supporting documents of the following:</i></p> <p>- <u>Reward/retention practices</u></p> <p>(a) Bonuses: AWS, Performance Bonus, Merit Bonus.</p> <p>(b) Awards: Long Service Award, Bursary/ Sponsorship for children of Security Officers.</p> <p>(c) Incentives: Productivity Incentive, Punctuality Incentive, Festive Incentive.</p> <p>(d) Others: Portable Medical Benefits Scheme (i.e. additional Medisave contributions), Dental reimbursement, Full payment of Union membership fees.</p> <p>- <u>Employment practices, entitlements and benefits over and above those stipulated in the EA and/or PWM</u></p> <p>(a) Scheduling of all officers on shift durations that are less than 10 hours.</p> <p>(b) Scheduling of all officers on 5-day work week.</p> <p>(c) Higher payment rates for work done on rest day or public holiday.</p> <p>(d) Higher number of paid leave entitlements (e.g. annual leave, maternity leave, paternity leave, or childcare leave, etc.)</p> <p>(e) Paying a basic salary that is equal to or above the recommended PWM wage starting from January of the following year across <u>all officers</u> for at least one deployment grade.</p> <p><u>Documents submission:</u></p> <p>SAs to provide employment contracts, employee guidebook, endorsed collective agreement and/or any other supporting documents illustrating the SA's employment</p>	SA has the processes to ensure sustainable manpower.	Competent
		SA does not have the processes to ensure sustainable manpower.	Not Competent

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	policies/schemes to reward and/or retain existing SOs.		
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