

SECURITY AGENCIES COMPETENCY EVALUATION

Updated as of 19 Dec 2024

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 progressive employment practices with supporting documents:</i></p> <ul style="list-style-type: none">• <i>Either: one Tier 1 practice and at least two Tier 2 practices</i>• <i>Or: at least four Tier 2 practices</i>	SA has the processes to ensure sustainable manpower.	Competent
	<p>Tier 1 practices:</p> <p>(a) Scheduling at least 10% of all local full-time officers on a 5 day work week</p> <p>Tier 2 practices:</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>(e) Higher payment rates for work done on rest day or public holiday.</p> <p>(f) Higher number of paid leave entitlements (e.g. annual leave, maternity leave, paternity leave, or childcare leave, etc.)</p> <p>(g) Paying a basic salary that is equal to or above the recommended PWM wage starting from January of the following</p>	SA does not have the processes to ensure sustainable manpower.	Not Competent

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	<p>year across all officers for at least one deployment grade.</p> <p><u>Documents submission:</u> SAs to provide employment contracts, employee guidebook, endorsed collective agreement and/or any other supporting documents illustrating the SA's employment policies/schemes to reward and/or retain existing SOs.</p>		
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