# SPF's Exemption and Emplacement Framework For Ex-Uniformed Services Officers Seeking to Join the Private Security Industry

An ex-uniformed services officer from the:
- Auxiliary Police Forces (APFs),
- Central Narcotics Bureau (CNB),
- Immigration & Checkpoints Authority (ICA),
- Singapore Armed Forces (SAF),
- Singapore Civil Defence Force (SCDF),
- Singapore Police Force (SPF),
- Singapore Prison Service (SPS),

who wishes to join the private security industry may be exempted from the requirement of the Licensing Conditions to obtain the specific mandatory Workforce Skills Qualifications (WSQ) certifications under the Progressive Wage Model (PWM) for the security industry depending on the applicant's past training attainment.

The ex-uniformed services officer may also be emplaced to a higher PWM grade based on the applicant's vocational experience and years-in-service.

Relevant supporting documents are required as proof.


## Other Avenues

### Assessment Only Pathway (AOP)

Applicants who do not meet the eligibility criteria but possess relevant experience may apply to Polwel Co-operative Society Ltd or Security Industry Institute (SII), Temasek Polytechnic, to undergo the assessments for Security Officer, Senior Security Officer and Security Supervisor grade modules without attending classes.


### Place and Train Programme

Applicants who held supervisory positions may apply for the Employment and Employability Institute's (e2i) `Place and Train' programme for fast-track career progression to higher PWM grades.

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**The below reference serves as a general guide.**

**When applying for a new security licence, applicants are to submit documentary proof of their past training attainment, vocational experience and years-in-service. SPF will then assess the merit of each application based on the above on a case-by-case basis before deciding on the training exemptions and the PWM grade emplacement**

## Agencies (Press Ctrl + click mouse to jump to the agencies details)

# PWM GRADES FOR SECURITY INDUSTRY AND THE TRAINING MODULES TO BE FULFILLED

| PWM GRADE | Training Modules to Fulfil For The Respective PWM Grades (* denotes mandatory modules) | Technical Skills & Competencies (TSC) Code[1] |
|---|---|---|
| Security Officer | Incident Response (Handle Security Incidents And Services) * | SEC-ICM-1003-1.1 |
| | Guard and Patrol (Provide Guard & Patrol Services)  * | SEC-SOP-1007-1.1 |
| | Threat Observation (Recognise Terrorist Threats)  * | SEC-OBS-1002-1.1 |
| Senior Security Officer | Deterrence (Manage Disorderly Conduct & Threatening Behaviour)  * | SEC-ICM-1001-1.1 |
| | Access Control Management (Operate Basic Security Equipment)  * | SEC-TEM-2001-1.1 |
| Security Supervisor | Guard and Patrol (Supervise Security Officers)  * | SEC-SOP-3007-1.1 |
| | Capability Development (Induct Security Personnel) | SEC-PDV-3001-1.1 |
| | Security Operation Compliance (Perform Supervisory Duties Within Legal Framework) | SEC-SOP-3011-1.1 |
| | Security Risk Analysis (Assess And Address Security Risks) | SEC-SRM-3002-1.1 |
| Senior Security Supervisor | Manpower Planning (Monitor And Review Security Operations)  * | SEC-SOP-3008-1.1 |
| | Manpower Planning (Conduct Operation Briefing And Debriefing) | |
| | Access Control Management (Deploy Security Equipment) | SEC-TEM-3001-1.1 |
| | Crowd and Traffic Control Management (Supervise Crowd And Traffic Control Activities) | SEC-SOP-3004-1.1 |
| | Incident Response (Perform Monitoring And Reporting Duties At Central Command Centre) | SEC-ICM-3003-1.1 |
| | Incident Response (Contribute To Management Of Security Incidents) | |
| | Performance Management (Lead And Manage A Team Of Security Officers) | SEC-PDV-3003-1.1 |
| Chief Security Officer | Security Operation Compliance (Manage Security Agency Within Legal Framework)  * | SEC-SOP-4011-1.1 |
| | Capability Development (Achieve Work Effectiveness In Security Environment) | SEC-PDV-4001-1.1 |
| | Conflict Resolution Management (Manage And Resolve Conflict In Security Environment) | SEC-PDV-4002-1.1 |
| | Quality Assurance and Audit (Manage Security Operations) | SEC-SRM-4001-1.1 |

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[1] For more details on the TSCs and training modules, please refer to the Skills Framework for Security

| Auxiliary Police Forces | | PWM Course Modules | |
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| **Examples** | **May be Emplaced to** | **Exempted** | **Module(s) to Attend and Pass** |
| An ex-Auxiliary Police Officer who had passed the APF Basic Course. | Security Officer | 1. Incident Response (Handle Security Incidents & Services)<br>2. Guard and Patrol (Provide Guard & Patrol Services)<br>3. Threat Observation (Recognise Terrorist Threats) | Nil |
| An ex-Auxiliary Police Officer who had been deployed for frontline duties for at least six months. | Senior Security Officer | Includes the above modules (1 – 3)<br>and<br>4. Deterrence (Manage Disorderly Conduct & Threatening Behaviour) | 5. Access Control Management (Operate Basic Security Equipment) |
| An ex-Auxiliary Police Officer who had held supervisory post for at least one year. | Security Supervisor | Includes the above modules (1 – 4)<br>and<br>6. Guard and Patrol (Supervise Security Officer)<br>7. Capability Development (Induct Security Personnel)<br>8. Security Operation Compliance (Perform Supervisory Duties Within Legal Framework)<br>9. Security Risk Analysis (Assess & Address Security Risks) | |
| An ex-Auxiliary Police Officer who had held supervisory post for at least 1.5 years. | Senior Security Supervisor | Includes the above modules (1 – 9)<br>and<br>10. Manpower Planning (Monitor & Review Security Operations)<br>11. Incident Response (Contribute To The Management Of Security Incidents)<br>12. Manpower Planning (Conduct Operation Briefing & Debriefing)<br>13. Performance Management (Lead & Manage A Team Of Security Officers) | Nil |
| An ex-Auxiliary Police Officer who had held the post of Head Operations or equivalent for at least two years. | Chief Security Officer | Includes the above modules (1 – 13)<br>and<br>14. Capability Development (Achieve Work Effectiveness In Security Environment)<br>15. Conflict Resolution Management (Manage And Resolve Conflict In Security Environment)<br>16. Quality Assurance and Audit (Manage Security Operations) | 17. Security Operation Compliance (Manage Security Agency Within Legal Framework) |

| Central Narcotics Bureau | | PWM Course Modules | |
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| **Examples** | **May be Emplaced to** | **Exempted** | **Module(s) to Attend and Pass** |
| An ex-CNB officer who had passed any of the following:<br>• Police Officers' Basic Course (POBC)<br>• C-Conversion Course (CCC)<br>• Senior Officers' Basic Course (SOBC) | Security Officer | 1. Incident Response (Handle Security Incidents & Services)<br>2. Guard and Patrol (Provide Guard & Patrol Services)<br>3. Threat Observation (Recognise Terrorist Threats) | Nil |
| An ex-CNB officer who had been deployed at frontline units (eg. Enforcement Division or equivalent) for at least six months. | Senior Security Officer | Includes the above modules (1 – 3)<br>And<br>4. Deterrence (Manage Disorderly Conduct & Threatening Behaviour) | 5. Access Control Management (Operate Basic Security Equipment) |
| An ex-CNB officer who had held the post of a Team Leader of a frontline unit for at least one year. | Security Supervisor | Includes the above modules (1 – 4)<br>and<br>6. Guard and Patrol (Supervise Security Officer)<br>7. Capability Development (Induct Security Personnel) | 5. Access Control Management (Operate Basic Security Equipment)<br>AND<br>8. Security Risk Analysis (Assess And Address Security Risks)<br>Or<br>9. Security Operation Compliance (Perform Supervisory Duties Within Legal Framework) |
| An ex-CNB officer who had held the post of a Team Leader of a frontline unit for at least 1.5 years. | Senior Security Supervisor | Includes the above modules (1 – 7)<br>and<br>10. Manpower Planning (Conduct Operation Briefing & Debriefing)<br>11. Performance Management (Lead & Manage A Team Of Security Officers) | 12. Manpower Planning (Monitor And Review Security Operations)<br>with<br>8. Security Risk Analysis (Assess & Address Security Risks)<br>Or<br>9. Security Operation Compliance (Perform Supervisory Duties Within Legal Framework)<br>AND<br>any one of the following:<br>13. Incident Response (Contribute To The Management Of Security Incidents)<br>14. Access Control Management (Deploy Security Equipment)<br>15. Incident Response (Perform Monitoring And Reporting Duties At Central Command Centre)<br>16. Crowd and Traffic Control Management (Supervise Crowd & Traffic Control Activities) |

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| An ex-CNB officer who had held any one of the following posts:<br>• Enforcement Division Commanding Officer/ Deputy CO;<br>• Officer-in-Charge in Operations Management unit; or<br>• Head / Senior Assistant Director Operations Management<br>for at least two years. | Chief Security Officer | Includes the above modules (1 – 16) and<br>17. Capability Development (Achieve Work Effectiveness In Security Environment)<br>18. Conflict Resolution Management (Manage And Resolve Conflict In Security Environment)<br>19. Quality Assurance and Audit (Manage Security Operations) | 20. Security Operation Compliance (Manage Security Agency Within Legal Framework) |

| Immigration & Checkpoints Authority | | PWM Course Modules | |
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| **Examples** | **May be Emplaced to** | **Exempted** | **Module(s) to Attend and Pass** |
| An ex-ICA officer who had passed <br>• Basic Integrated Checkpoints Command (ICC) Training <br>AND <br>• Protective Security Course | Security Officer | 1. Incident Response (Handle Security Incidents & Services) <br>2. Guard and Patrol (Provide Guard & Patrol Services) <br>3. Threat Observation (Recognise Terrorist Threats) | Nil |
| An ex-ICA officer who had attended ICA's Protective Security Course (PSC) and had been deployed for frontline duties for at least six months. | Senior Security Officer | Includes the above modules (1 – 3) <br>And <br>4. Deterrence (Manage Disorderly Conduct & Threatening Behaviour) | 1. Access Control Management (Operate Basic Security Equipment) |
| An ex-ICA officer who had attended ICA's PSC and held the post of a Team Leader at a checkpoint for at least one year. | Security Supervisor | Includes the above modules (1 – 4) <br>and <br>6. Guard and Patrol (Supervise Security Officer) <br>7. Security Risk Analysis (Assess And Address Security Risks) <br>8. Capability Development (Induct Security Personnel) | |
| An ex-ICA officer who had attended ICA's PSC and held the post of Senior Executive with Operations Division handling security / events planning for at least 1.5 years. | Senior Security Supervisor | Includes the above modules (1 – 8) <br>And <br>9. Manpower Planning (Monitor And Review Security Operations) <br>10. Manpower Planning (Conduct Operation Briefing & Debriefing) <br>11. Incident Response (Contribute To The Management Of Security Incidents) <br>12. Performance Management (Lead & Manage A Team Of Security Officers) | 13. Security Operation Compliance (Perform Supervisory Duties Within Legal Framework) |
| An ex-ICA officer who had held any of the following posts: <br>• Checkpoint Senior Assistant Commander; <br>• Checkpoint Assistant Commander; or <br>• Head Integration Operations Command. <br>for at least two years. | Chief Security Officer | Includes the above modules (1 – 13) <br>and <br>14. Capability Development (Achieve Work Effectiveness In Security Environment) <br>15. Conflict Resolution Management (Manage And Resolve Conflict In Security Environment) <br>16. Quality Assurance and Audit (Manage Security Operations) | 17. Security Operation Compliance (Manage Security Agency Within Legal Framework) |

| Singapore Armed Forces | | PWM Course Modules | |
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| **Examples** | **May be Emplaced to** | **Exempted** | **Module(s) to Attend and Pass** |
| An ex-SAF servicemen who had been deployed for guard and patrol duties. | Security Officer | 2. Guard and Patrol (Provide Guard & Patrol Services) | 1. Incident Response (Handle Security Incidents & Services)<br>3. Threat Observation (Recognise Terrorist Threats) |
| An ex-SAF servicemen who:<br>• had passed the SAF Counter-Terrorism Training by Special Operations Force (SOF)<br><u>OR</u><br>• had been deployed for Maritime Taskforce roles | | 3. Threat Observation (Recognise Terrorist Threats) | 1. Incident Response (Handle Security Incidents & Services)<br>2. Guard and Patrol (Provide Guard & Patrol Services) |
| An ex-SAF servicemen who had passed any of the following:<br>• Military Police (Basic) Course,<br>• Military Police Specialist Cadet Course, or<br>• Security Trooper (Combat) Course<br>and had served for at least six months. | Senior Security Officer | 1. Incident Response (Handle Security Incidents & Services)<br>2. Guard and Patrol (Provide Guard & Patrol Services)<br>3. Threat Observation (Recognise Terrorist Threats)<br>4. Deterrence (Manage Disorderly Conduct & Threatening Behaviour)<br>5. Access Control Management (Operate Basic Security Equipment) | Nil |
| An ex-SAF servicemen who had passed the Installation Protection Security Course (IPSC) and had served for at least six months. | | 2. Guard and Patrol (Provide Guard & Patrol Services)<br>3. Threat Observation (Recognise Terrorist Threats)<br>4. Deterrence (Manage Disorderly Conduct & Threatening Behaviour)<br>5. Access Control Management (Operate Basic Security Equipment) | 1. Incident Response (Handle Security Incidents & Services) |
| An ex-SAF servicemen who had passed the Peacetime Contingency Operations (PTCO Tier 1 & 2) course. | | 1. Incident Response (Handle Security Incidents & Services)<br>3. Threat Observation (Recognise Terrorist Threats)<br>5. Access Control Management (Operate Basic Security Equipment) | 2. Guard and Patrol (Provide Guard & Patrol Services)<br>4. Deterrence (Manage Disorderly Conduct & Threatening Behaviour) |
| An ex-SAF servicemen who had passed the Legislation Enforcement Course – Search, Arrest & Seizure (LEC-SAS) | | 4. Deterrence (Manage Disorderly Conduct & Threatening Behaviour) | 1. Incident Response (Handle Security Incidents & Services)<br>2. Guard and Patrol (Provide Guard & Patrol Services)<br>3. Threat Observation (Recognise Terrorist Threats)<br>5. Access Control Management (Operate Basic Security Equipment) |

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| An ex-SAF servicemen who had held the post of a Security Trooper or its equivalent for at least one year. | Security Supervisor | Includes the above modules (1 – 5) and<br>6. Guard and Patrol (Supervise Security Officer)<br>7. Capability Development (Induct Security Personnel)<br>8. Security Risk Analysis (Assess & Address Security Risks) | Nil |
| An ex-SAF servicemen who had held the post of a Platoon Commander or its equivalent overseeing the following:<br>• security policy,<br>• execute ground security measures, or<br>• audit security requirements<br>for at least 1.5 years. | Senior Security Supervisor | Includes the above modules (1 – 8) and<br>9. Manpower Planning (Conduct Operation Briefing & Debriefing)<br>10. Incident Response (Contribute To The Management Of Security Incidents)<br>11. Performance Management (Lead & Manage A Team Of Security Officers) | 12. Security Operation Compliance (Perform Supervisory Duties Within Legal Framework)<br>13. Manpower Planning (Monitor And Review Security Operations) |
| An ex-SAF servicemen who had held the post of a Company 2IC/ Section Head or its equivalent overseeing the following:<br>• security policy,<br>• execute ground security measures, or<br>• audit security requirements<br>for at least 1.5 years. | Senior Security Supervisor | Includes the above modules (1 – 8) and<br>9. Manpower Planning (Conduct Operation Briefing & Debriefing)<br>10. Incident Response (Contribute To The Management Of Security Incidents)<br>11. Performance Management (Lead & Manage A Team Of Security Officers)<br>13. Manpower Planning (Monitor And Review Security Operations) | 12. Security Operation Compliance (Perform Supervisory Duties Within Legal Framework) |
| An ex-SAF servicemen who had held the post of Officer-in-Command (OC) of a Company or its equivalent and higher overseeing the following:<br>• security policy,<br>• execute ground security measures, or<br>• audit security requirements<br>for at least two years. | Chief Security Officer | Includes the above modules (1 – 13) and<br>14. Capability Development (Achieve Work Effectiveness In Security Environment)<br>15. Conflict Resolution Management (Manage And Resolve Conflict In Security Environment)<br>16. Quality Assurance And Audit (Manage Security Operations) | 17. Security Operation Compliance (Manage Security Agency Within Legal Framework) |

| Singapore Civil Defence Force | | PWM Course Modules | |
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| **Examples** | **May be Emplaced to** | **Exempted** | **Module(s) to Attend and Pass** |
| An ex-SCDF officer who had passed any of the following:<br>• Firefighter Course<br>• Section Commander Course<br>• Rota Commander Course | Security Officer | 1. Incident Response (Handle Security Incidents & Services)<br>3. Threat Observation (Recognise Terrorist Threats) | 2. Guard and Patrol (Provide Guard & Patrol Services) |
| An ex-SCDF officer who had passed the Provost Course and had served for at least six months. | Senior Security Officer | 1. Incident Response (Handle Security Incidents & Services)<br>2. Guard and Patrol (Provide Guard & Patrol Services)<br>4. Deterrence (Manage Disorderly Conduct & Threatening Behaviour)<br>5. Access Control Management (Operate Basic Security Equipment) | 3. Threat Observation (Recognise Terrorist Threats) |

| Singapore Police Force | | PWM Course Modules | |
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| **Examples** | **May Emplaced to** | **Exempted** | **Module(s) to Attend and Pass** |
| An ex-SPF officer who had passed any of the following:<br>• Police Officers' Basic Course (POBC)<br>• C-Conversion Course (CCC)<br>• Senior Officers' Basic Course (SOBC) | Security Officer | 1. Incident Response (Handle Security Incidents & Services)<br>2. Guard and Patrol (Provide Guard & Patrol Services)<br>3. Threat Observation (Recognise Terrorist Threats) | Nil |
| An ex-SPF Ground Response Force officer in a Neighbourhood Police Centre (NPC) or an equivalent post in a frontline unit (eg. Airport Police, TransCom, ProCom) for at least two months. | Senior Security Officer | Includes the above modules (1 – 3)<br>And<br>4. Deterrence (Manage Disorderly Conduct & Threatening Behaviour)<br>5. Access Control Management (Operate Basic Security Equipment) | |
| An ex-SPF officer who had held the post of a Group Leader in a NPC or an equivalent post in a frontline unit for at least six months. | Security Supervisor | Includes the above modules (1 – 5)<br>and<br>6. Guard and Patrol (Supervise Security Officer)<br>7. Security Risk Analysis (Assess And Address Security Risks)<br>8. Capability Development (Induct Security Personnel)<br>9. Security Operation Compliance (Perform Supervisory Duties Within Legal Framework) | |
| An ex-SPF officer who had held the post of a Group Leader in a NPC or an equivalent post in a frontline unit at least one year. | Senior Security Supervisor | Includes the above modules (1 – 9)<br>and<br>10. Access Control Management (Deploy Security Equipment)<br>11. Manpower Planning (Conduct Operation Briefing & Debriefing)<br>12. Performance Management (Lead & Manage A Team Of Security Officers) | 13. Manpower Planning (Monitor And Review Security Operations) |
| An ex-SPF officer who had held the post of a Team Leader or Deputy Team Leader in a NPC or an equivalent post in a frontline unit for at least one year. | Senior Security Supervisor | Includes the above modules (1 – 9)<br>and<br>10. Access Control Management (Deploy Security Equipment)<br>11. Manpower Planning (Conduct Operation Briefing & Debriefing)<br>12. Performance Management (Lead & Manage A Team Of Security Officers)<br>13. Manpower Planning (Monitor And Review Security Operations)<br>14. Incident Response (Contribute To The Management Of Security Incidents)<br>15. Crowd and Traffic Control Management (Supervise Crowd & Traffic Control Activities) | Nil |
| An ex-SPF officer who had held the post of a Watch Commander, OC Watch or Senior Watch Officer at Police Operations Command Centre for at least one year. | Senior Security Supervisor | Includes the above modules (1 – 9)<br>and<br>11. Manpower Planning (Conduct Operation Briefing & Debriefing)<br>12. Performance Management (Lead & Manage A Team Of Security Officers)<br>13. Manpower Planning (Monitor And Review Security Operations) | |

|  |  | 14. Incident Response (Contribute To The Management Of Security Incidents)<br>15. Incident Response (Perform Monitoring & Reporting Duties At Central Command Centre) |  |
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| An ex-SPF officer who had held the post of a Commanding Officer or Operations Officer in a NPC for at least one year. | Chief Security Officer | Includes the above modules (1 – 16)<br>and<br>17. Capability Development (Achieve Work Effectiveness In Security Environment)<br>18. Conflict Resolution Management (Manage And Resolve Conflict In Security Environment)<br>19. Quality Assurance and Audit (Manage security operations) | 20. Security Operation Compliance (Manage Security Agency Within Legal Framework) |

| Singapore Prison Service | | PWM Course Modules | |
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| **Examples** | **May be Emplaced to** | **Exempted** | **Module(s) to Attend and Pass** |
| An ex-SPS officer who had passed the Prison Officer Course. | Security Officer | 1. Incident Response (Handle Security Incidents & Services)<br>2. Guard and Patrol (Provide Guard & Patrol Services)<br>3. Threat Observation (Recognise Terrorist Threats) | Nil |
| An ex-SPS officer who held the post as a Personal Supervisor for at least six months. | Senior Security Officer | Includes the above modules (1 – 3)<br>And<br>4. Deterrence (Manage Disorderly Conduct & Threatening Behaviour)<br>5. Access Control Management (Operate Basic Security Equipment) | |
| An ex-SPS officer who had held the post as a Chief Personal Supervisor/ Team Leader for at least one year. | Security Supervisor | Includes the above modules (1 – 5)<br>and<br>6. Guard and Patrol (Supervise Security Officer)<br>7. Security Risk Analysis (Assess And Address Security Risks)<br>8. Capability Development (Induct Security Personnel) | |
| An ex-SPS officer who had held any of the following posts:<br>• an Executive or Staff Officer post with Operations Division;<br>• an Executive or Staff Officer post with Operations & Security Command; or<br>• A post as OC Housing Unit<br>for at least 1.5 years. | Senior Security Supervisor | Includes the above modules (1 – 8)<br>and<br>9. Manpower Planning (Conduct Operation Briefing & Debriefing)<br>10. Performance Management (Lead & Manage A Team Of Security Officers) | 11. Security Operation Compliance (Perform Supervisory Duties Within Legal Framework)<br>12. Manpower Planning (Monitor And Review Security Operations)<br>AND<br>any one of the following:<br>13. Incident Response (Contribute To The Management Of Security Incidents)<br>14. Access Control Management (Deploy Security Equipment)<br>15. Incident Response (Perform Monitoring And Reporting Duties At Central Command Centre)<br>16. Crowd and Traffic Control Management (Supervise Crowd & Traffic Control Activities) |
| An ex-SPS officer who had held any of the following posts:<br>• minimally Senior Assistant Director (SAD) or Commanding Officer (SPEAR) with Operations Division; or | Chief Security Officer | Includes the above modules (1 – 16)<br>and<br>17. Capability Development (Achieve Work Effectiveness In Security Environment) | 20. Security Operation Compliance (Manage Security Agency Within Legal Framework) |

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|---|---|---|
| • minimally Assistant Commander (AC) or Commanding Officer (CO) or Head Court Lock Up (CLU) with Operations & Security Command Management; or<br>• Deputy Supt/ 2nd Supt/ Supt equivalent of an Institution.<br>for at least two years. | | 18. Conflict Resolution Management (Manage And Resolve Conflict In Security Environment)<br>19. Quality Assurance And Audit (Manage Security Operations) | |