

SECTION 1: GENERAL LICENSING CONDITIONS

Responsibilities of the Licensee

1. A licensee who is above the age of 60 years and who works for an employer which is not a licensed security agency shall
 - a. Be certified by a registered medical practitioner¹ to be medically fit for work as a security officer before being deployed;
 - b. Be similarly certified annually thereafter; and
 - c. Submit the medical certificate to the Licensing Officer upon request.

2. Unless otherwise exempted by the Licensing Officer, the licensee shall comply with the training requirements and job functions of the corresponding grades of security officers under the Security Progressive Wage Model² (PWM) which is described in “Section 2: The Security Progressive Wage, Grades and Training” below.

The licensee shall ensure that he is qualified for the job functions³ that he undertakes by meeting the requirements for those functions under the Security PWM. He shall not perform job function(s) that are not for his grade.

3. The licensee shall not be involved in any debt collection activity.

4. The licensee shall not be employed as a security officer by more than two employers at any one time.

Additional Training Requirements for Security Officers with Specific Roles

5. Security officers doing security screening

Unless exempted by the Licensing Officer⁴, the licensee shall obtain the requisite Workforce Skills Qualifications (WSQ) certifications before he/she can perform the following functions:

<u>Functions</u>	<u>WSQ Certification</u>
Operating X-ray machines	“Conduct security screening using X-Ray machine”

¹ As defined under the Medical Registration Act 1997.

² For the purposes of this document, “Security Progressive Wage Model” or “Security PWM” refers to (i) in relation to training requirements: the recommendations of the Security Tripartite Cluster (STC) on the Progressive Wage Model for the security industry that were accepted by the Government on 29 October 2014 (the “2014 STC Recommendations”); and (ii) in relation to progression guidelines, wages and job functions: the 2014 STC Recommendations till 31 December 2018, from 1 January 2019 onwards, the recommendations of the STC on the enhancements to the Progressive Wage Model for the security industry that were accepted by the Government on 16 November 2018 (the “2018 STC Recommendations”), and from 1 January 2023 to 31 December 2028, recommendations of the STC on review of the PWM for the private security industry on 12 November 2021 (the “2021 STC Recommendations”).

³ The “job functions” refers to the revised job functions set out in Annex D of the 2018 STC Recommendations accepted by the Government on 16 November 2018.

⁴ A licensee who has met the Training and Certification requirements under the National Civil Aviation Security Training Programme by the Airport Police Division can apply to the Licensing Officer for exemption from this condition. The licensee will be required to submit the necessary documents to the Licensing Officer in order to be exempted.

Using Walk-Through Metal Detectors (WTMDs) & Hand-Held Metal Detectors (HHMDs) *“Conduct security screening of person and bag”*

6. A licensee who is approved to work as a security screener at the airport and who did not attain (i) the WSQ certifications in paragraph 5; and/or (ii) the mandatory WSQ modules set out in Annex C of the 2014 STC Recommendation shall not work as a security screener elsewhere unless otherwise approved by the Licensing Officer.

7. Requirement to obtain WSQ Certification in Recognising Terrorist Threats

Unless otherwise exempted⁵ by the Licensing Officer, a licensee who has not obtained the WSQ certification in *“Threat Observation (Recognise Terrorist Threats)”* (RTT) shall:

- a. From 1 January 2020 to 30 June 2023 (both dates inclusive), not work as a security officer anywhere except at condominiums⁶ or warehouses⁷; and
- b. From 1 July 2023, not work as a security officer anywhere.

8. Handling of Patrol Dogs

The licensee shall not patrol with a patrol dog⁸ without the prior written approval of the Licensing Officer.

⁵ A licensee who has obtained certification in the WSQ module *“Handle Counter-Terrorism Activities”* or such other certifications approved by the Licensing Officer may be exempted from having to obtain the WSQ RTT certification. The licensee will be required to submit the necessary documents to the Licensing Officer in order to be exempted.

⁶ Condominiums refer to strata-titled properties (non-landed) that are solely for residential use. This includes condominiums, executive condominiums, privatised HUDCs, as well as residential cluster housing regulated under the Land Titles (Strata) Act 1967.

⁷ Warehouses are buildings where storage is the principal use and where no business is transacted other than incidentally to such storage.

⁸ A patrol dog is any dog used for patrolling, guarding of property, or detecting explosives, weapons, firearms and controlled drugs.

SECTION 2: THE SECURITY PROGRESSIVE WAGE, GRADES AND TRAINING

The training requirements, wages, grades and job functions for security officers under the Security PWM are specified in the following table. These requirements are applicable to all security officers holding a security officer’s licence unless otherwise specified by the Licensing Officer. Unless exempted by the Licensing Officer, the security officer must obtain the relevant mandatory Workforce Skills Qualifications (WSQ) certification and/or the other required training modules approved by the Licensing Officer before he/she is deployed. A security officer may only be deployed to perform job functions which correspond to his grade or those of a lower grade.

Grade⁹	Starting monthly basic wage¹⁰	Minimum Years in Service	Training Modules to be Fulfilled	Job Functions¹¹
SECURITY OFFICER (SO)	Please refer to the effective starting monthly basic wage set out in Annex C of the 2021 STC Recommendations accepted by the Government on 12 November 2021 at www.NTUC.org.sg/SecurityTripartiteCluster	Please refer to the required minimum years in service for promotions as set out in Annex C of the 2018 STC Recommendations accepted by the Government on 16 November 2018 at www.NTUC.org.sg/SecurityTripartiteCluster	Please refer to the training modules set out in Annex C of the 2014 STC Recommendations accepted by the Government on 29 October 2014 at www.NTUC.org.sg/SecurityTripartiteCluster	Please refer to the revised job functions set out in Annex D of the 2018 STC Recommendations accepted by the Government on 16 November 2018 at www.NTUC.org.sg/SecurityTripartiteCluster
SENIOR SECURITY OFFICER (SSO)				
SECURITY SUPERVISOR (SS)				
SENIOR SECURITY SUPERVISOR (SSS)				
CHIEF SECURITY OFFICER (CSO)				

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⁹ Please note that the terms written in capitals, i.e. “SECURITY OFFICER”, “SENIOR SECURITY OFFICER”, “SECURITY SUPERVISOR”, “SENIOR SECURITY SUPERVISOR”, and “CHIEF SECURITY OFFICER”, are PWM grades, and they are all “security officers” within the meaning of section 13 of the Private Security Industry Act 2007 if they carry out for reward any of the functions in sections 13(a) to (e) of the Private Security Industry Act 2007.

¹⁰ For security personnel who are Singaporean or Singapore Permanent Residents working for security agencies, they will be paid basic salaries not less than the amount recommended in the Security PWM.

¹¹ Security officers of higher grade can perform the job functions of those of a lower grade but not vice versa.