

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 applicable requirements of the corresponding grades of security officers under the Security Progressive Wage Model² (Security PWM) which is described in *Section 2* of these Licensing Conditions. In particular, the licensee shall:-
 - a. Attain the relevant mandatory Workforce Skills Qualifications (WSQ) certification and/or other required training stipulated under the Security PWM, before he is deployed to perform the corresponding job functions specified in the Security PWM;
 - b. Ensure that he is qualified for the job functions³ that he undertakes and that he meets the requirements for those functions under the Security PWM; and
 - c. Not perform any job function(s) which is above the grade he is employed in, as specified in the Security PWM.
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:

¹ As defined under the Medical Registration Act 1997.

² For the purposes of this document, "Security Progressive Wage Model" or "Security PWM" refers:

- (i) in relation to progression guidelines and job functions: 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").
- (ii) in relation to wages 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"). and
- (iii) in relation to training requirements: up to 31 December 2023, 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 from 1 January 2024, the recommendations of the STC on the enhancements to the Progressive Wage Model for the security industry that were accepted by the Government on 31 January 2023 (the "2023 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.

Licensing Conditions for Security Officers

Functions

Operating X-ray machines

WSQ certifications

“Conduct security screening using X-Ray machine”

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 certifications set out in Annex C of the 2014 Security Tripartite Cluster (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 31 December 2023 (both dates inclusive), not work as a security officer anywhere except at condominiums⁶ or warehouses⁷; and
- b. From 1 January 2024, 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 WSQ certification in *“Handle Counter-Terrorism Activities”* or such other certifications approved by the Licensing Officer may be exempted from having to obtain the WSQ certification in RTT. 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 MODEL

The training requirements, wages, grades and job functions for security officers under the Security PWM are specified in Table 1. These requirements are applicable to all security officers holding a security officer’s licence unless otherwise specified by the Licensing Officer.

Table 1: Requirements under the Security PWM

Grade⁹	Starting monthly basic wage¹⁰	Minimum years in service	WSQ certifications to be fulfilled	Job functions¹¹
SECURITY OFFICER (SO)	The effective starting monthly wage set out in Annex C of the 2021 STC Recommendations will apply to security officers of corresponding grades.	The required minimum years in service for promotions as set out in Annex C of the 2018 STC Recommendations will apply to security officers of corresponding grades.	Up to 31 December 2023, the WSQ certifications set out in Annex C of the 2014 STC Recommendations will apply and must be fulfilled by <u>security officers of corresponding grades</u> . From 1 January 2024 onwards , the training requirements and certification set out in Section 3.7¹² and Annex B of the 2023 STC Recommendations will apply and must be fulfilled by security officers of corresponding grades.	The revised job functions set out in Annex D of the 2018 STC Recommendations will apply to security officers of corresponding grades.
SENIOR SECURITY OFFICER (SSO)				
SECURITY SUPERVISOR (SS)				
SENIOR SECURITY SUPERVISOR (SSS)				
CHIEF SECURITY OFFICER (CSO)				

The STC recommendations may be found at www.ntuc.org.sg/tripartiteguidelines

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.

¹² For the purpose of this document, existing officers refers to Security officers that joined the relevant grade before 1st January 2024.

Licensing Conditions for Security Officers

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