

Training Requirements under Progressive Wage Model for Security Industry (w.e.f. 1 Jan 2020)



RANK	MODULES
<p>Security Officer (SO) ≥\$1,250 Duties: General Screening; Guarding & Patrolling; Assess & Egress Control; Basic Incident Response (2 Basic Licensing Units)</p>	<p>[MANDATORY] Guard and Patrol (Provide Guard and Patrol Services) [MANDATORY] Incident Response (Handle Security Incidents and Services) <i>From 1 Jan 2020, security officers will be required to obtain a third basic licensing unit known as "Recognise Terrorist Threats (RTT)". Those who do not complete RTT training by 1 Jan 2020 will still be able to retain their licences, but can only be deployed at warehouses and condominiums until they complete RTT.</i></p>
<p>Senior Security Officer (SSO) ≥\$1,420 Duties: Incident Response; Manage Security & Safety Systems; Regulate Traffic (Road Traffic Act); Monitor CCTV / Central Alarm / Fire Command Centre; Assist State / Auxiliary Police in Law Enforcement; Key Press Management (+2 Mandatory Certificate Modules) + 6 months as an SO</p>	<p>[MANDATORY] Deterrence (Manage Disorderly Conduct and Threatening Behaviour) [MANDATORY] Access Control Management (Operate Basic Security Equipment)</p>
<p>Security Supervisor (SS) ≥\$1,620 Duties: Incident Management & Reporting; Direct Supervision; Execute Evacuation Plans & Exercises (+1 Advanced Licensing Unit & 2 Advanced Certificate Modules) + 1 year as an SSO</p>	<p>[MANDATORY] Guard and Patrol (Supervise Security Officers) [RECOMMENDED] Security Risk Analysis (Assess and Address Security Risks) [RECOMMENDED] Security Operation Compliance (Perform Supervisory Duties within Legal Framework) [RECOMMENDED] Capability Development (Induct Security Personnel)</p>
<p>Senior Security Supervisor (SSS) ≥\$1,820 Duties: In-Charge of CCTV Centre / Central Alarm Monitoring Centre / Fire Command Centre; Conduct Security & Risk Assessment; Higher Supervision (+1 Mandatory & 3 Optional Advanced Certificate modules) + 1 year 6 months as an SS <i>*An SSS has the choice to take up these modules if they have not done so previously</i></p>	<p>[MANDATORY] Manpower Planning (Monitor and Review Security Operations) [RECOMMENDED] Manpower Planning (Conduct Operation Briefing and Debriefing) [RECOMMENDED] Incident Response (Perform Monitoring and Reporting Duties at Central Command Centre) [RECOMMENDED] Incident Response (Contribute to the Management of Security Incidents) [RECOMMENDED] Lead and Manage a Team of Security Officers (304E) [RECOMMENDED] Deploy Security Equipment (308E) [RECOMMENDED] Supervise Crowd and Traffic Control Activities (315E)</p>
<p>Chief Security Officer (CSO) Duties: Supervision Management; Form & Lead Security Watch Groups; Security & Contingency Planning for Large-Scale Events (+1 Mandatory & 2 Optional Diploma Modules) + 2 years as an SSS</p>	<p>[MANDATORY] Security Operation Compliance (Manage Security Agency within Legal Framework) [RECOMMENDED] Quality Assurance and Audit (Manage Security Operations) [RECOMMENDED] Capability Development (Achieve Work Effectiveness in Security Environment) [RECOMMENDED] Conflict Resolution Management (Manage and Resolve Conflict in Security Environment)</p>

Note: PWM is applicable to all resident security personnel (Singaporeans/ PRs) under contracts of service. Part time resident security personnel (i.e. those performing less than 35 hours of work per week) shall be paid according to a pro-rated PWM salary.