

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 to:

- (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

Issued by Licensing Officer
Police Licensing & Regulatory Department
Dated: 12 July 2023

Frequently Asked Questions – Enhanced Training Requirements for Security Officers (SOs)

Enhanced Training Requirements for SOs under the Progressive Wage Model (PWM) Skills Ladder

New Entrant SOs

Q1 From 1 January 2024, which are the mandatory WSQ certifications a newly licensed SO must pass before he/she may be deployed for SO duties?

Ans: From 1 Jan 2024, all new entrant SOs are required to pass the following WSQ certifications before they may be deployed.

- a) TSC Guard and Patrol (Provide Guard & Patrol Services) (PGPS) and
TSC Access Control Management (Operate Basic Security Equipment) (OBSE) **[New]**
- b) TSC Incident Response (Handle Security Incidents and Services) (HSIS)
- c) TSC Threat Observation (Recognise Terrorist Threats) (RTT)

Q2 If I applied for an SO's licence on 30 Dec 2023, but the licence was granted to me on 3 January 2024, am I considered a "new" SO?

Ans: Yes. You will be considered as a new SO and must undergo and complete the mandatory PWM courses before you may be deployed as a security officer.

Existing SOs

Q3 What is the deadline for existing Security Officer grade officers to be certified competent (i.e., attend and pass the course) in TSC Access Control Management (Operate Basic Security Equipment) (OBSE)?

Ans: SO grade officers need to be certified competent in the course by 31 December 2025. Otherwise, they may not be deployed for SO duties.

Q4 If I have attended and passed TSC Guard and Patrol (Provide Guard & Patrol Services) (PGPS) previously, do I need to take the enhanced TSC Guard and Patrol (Provide Guard & Patrol Services) (PGPS) + TSC Access Control Management (Operate Basic Security Equipment) (OBSE) course by 31 December 2025 to retain my SO status?

Ans: You only need to be certified competent in the standalone course on TSC Access Control Management (Operate Basic Security Equipment) (OBSE) by 31 December 2025. You need not take the entire enhanced PGPS course. You may also consider the Assessment Only Pathway (AOP) of two hours to attain the new Statements of Attainment on OBSE.

Q5 From 1 January 2024, which are the WSQ certifications an existing SO promoting to Senior Security Officer (SSO) needs to be certified competent in (i.e. attend and pass the course) before he/she may be promoted?

Ans: From 1 Jan 2024, SOs need to be certified competent in the following 3 courses before he/she may be promoted to SSO grade.

- a) TSC Access Control Management (Operate Basic Security Equipment) (OBSE)
- b) TSC Deterrence (Manage Disorderly Conduct & Threatening Behaviour)
- c) TSC Security Surveillance Management (Perform Remote Surveillance Function) **[New]**

Q6 What is the deadline for existing SSOs to be certified competent (i.e. attend and pass the course) in TSC Security Surveillance Management (Perform Remote Surveillance Function)?

Ans: SSOs need to be certified competent in the course by 31 December 2025. Otherwise, they may not be deployed for SSO duties.

Q7 From 1 January 2024, which are the courses an SSO promoting to Security Supervisor (SS) need to be certified competent in (i.e. attend and pass the course) before he/she may be promoted?

Ans: From 1 January 2024, SSOs need to be certified competent in the following courses before being promoted to SS grade.

- a) TSC Security Surveillance Management (Perform Remote Surveillance Function) **[New]**
 - b) TSC Guard and Patrol (Supervise Security Officers)
 - c) TSC Capability Development (Induct Security Personnel)
 - d) TSC Security Operation Compliance (Perform Supervisory Duties within Legal Framework)
 - e) TSC Security Risk Analysis (Assess and Address Security Risks)
- } select any 2

Q8 From 1 January 2024, the course curriculum for TSC Incident Response (Handle Security Incidents and Services, HSIS) will be enhanced. Is it a requirement for me to attend the enhanced course if I had attended the course previously?

Ans: It is not a requirement for existing SOs to attend the enhanced HSIS course if they have attended the course previously. This curriculum enhancement is included in the refresher quiz training package and the refresher e-quiz, where all SOs are required to pass before renewing their SO licence. As such, existing SOs will be equipped with the knowledge on the enhancements.

Q9 Where may I register and attend the new courses?

Ans: Please see Annex A (attached herein) for the list of Registered Training Providers that conduct these courses for the Private Security Industry.

Q10 If I was granted a security officer's licence before 1 January 2024, do I need to complete the TSC Access Control Management (Operate Basic Security Equipment) before deployment?

Ans: Security officers with PWM grade of SO who were granted a security officer's licence before 1 January 2024, but have not completed the TSC Access Control Management (Operate Basic Security Equipment) course, may still be deployed till 31 December 2025. From 1 January 2026 onwards, you will need to be certified competent in TSC Access Control Management (Operate Basic Security Equipment) module before you are allowed to be deployed. Failure to comply will be a breach of licensing conditions.

Q11 How to check your training status?

Ans: Please login to GoBusiness Licensing at <https://dashboard.gobusiness.gov.sg/login> using your SingPass account. If your status shows 'Untrained' but you had been certified competent for the required WSQ certifications, please write to PLRD at spf_licensing_feedback@spf.gov.sg and attach supporting documents showing you have been certified competent.

List of Registered Training Partners (RTP)

<p>Absolute Kinetics Consultancy Pte Ltd 33 Hillview Terrace Singapore 1669253 Tel: 66905555 Website: www.sg-akc.com Email: register@sg-akc.com</p>	<p>Acestes Pte Ltd 47 Kallang Pudding Road #07-06 Singapore 349318 Tel: 65381254 Website: https://acestes.sg Email: contact@acestes.sg</p>
<p>APRO Training Centre Pte Ltd Devan Nair Institute #04-01 80 Jurong East Street 21 Singapore 609607 Tel: 65676388 Website: www.aprotraining.sg Email: register@apro.com.sg</p>	<p>Ariel Security Academy Pte Ltd A-Posh Biz Hub #05-26 1 Yishun Industrial Street 1 Singapore 768160 Tel: 98551924 Website: www.ariel.sg Contact: https://ariel.sg/contact-us/</p>
<p>Ascendo Consulting Pte Ltd 9 Little Road #02-01 Singapore 536985 Tel: 66103737 Website: www.ascendo.edu.sg E-mail: info@ascendo.edu.sg</p>	<p>CCCS International Learning Institute Peace Centre 1 Sophia Road #06-26 Singapore 228149 Tel: 68845635 Website: www.cccs.edu.sg/training-centre/ Email: enquiry@cccs.edu.sg</p>
<p>Etann Security Management Consultant Pte Ltd LTC Building B, #02-07a, 12 Arumugam Road Singapore 409958 Tel: 67412792 Website: www.etannedusg.com Email: admin@etannsg.com</p>	<p>Henderson Security Services Pte Ltd Grantral Complex #05-17/18 601 Macpherson Rd Singapore 368242 Tel: 65898778 Website: https://hendersonsecurity.com.sg Email: enquiries@hendersonsecurity.com.sg</p>
<p>KnowledgeTree Training Centre Pte Ltd Rex House #03-01 73 Bukit Timah Road Singapore 229832 Tel: 67491486 Website: www.ktree.com.sg Email : admin@ktree.com.sg</p>	<p>Leacov Singapore Pte Ltd LHK 2 Building 76 Playfair Road #05-02 Singapore 367996 Tel: 98203430 Website: https://leacov.com Email: contact@leacov.com</p>

<p>Metropolis Training Academy Midview City #03-65 20 Sin Ming Lane Singapore 573968 Tel: 66940008 Website: www.metropolista.sg Email: training@metropolis.sg</p>	<p>NTUC Learning Hub Pte Ltd 73 Bras Basah Road #02-01 11 Eunos Road #05-01 80 Jurong East Street 21 #02-03 Tel: 63365482 Website: www.ntuclearninghub.com</p>
<p>Prospect Protection Pte Ltd 2 Alexandra Road, Delta House, #03-02A Singapore 159919 Tel: 6330 0981 Website: https://prospectprotection.net Email: training@prospectprotection.net</p>	<p>Securus Pte Ltd 130 Jurong Gateway Road #04-221 Singapore 600130 Tel: 68993088 Website: www.securus.com.sg Online enquiry form: http://www.securus.com.sg/contact-us/</p>
<p>Secura Training Academy 38 Alexandra Terrace Singapore 119932 Tel: 68139564 / 68139567 Website: www.securatraining.sg Email: trainingacademy@securagroup.sg</p>	<p>Security Industry Institute Temasek Polytechnic 21 Tampines Avenue 1 East Wing Block 1A, Level 3, Unit 4 Singapore 529757 Tel: 62255744 Website: https://www.tp.edu.sg/research-and-industry/security-industry-institute/individuals.html Email: sii@tp.edu.sg</p>