

## Security Progressive Wage Model (PWM) Requirements

Licensed Security Officers will need to comply with the training requirements and job functions of the corresponding grades of Security Officers under the security PWM. More information on PWM can be found [here](#).

The job functions for each PWM grade can be found in Annex D of the [2018 STC recommendations accepted by the Government on 16 November 2018](#).

You may also refer to the [Skills Framework for Security](#) for more information relating to career pathways, occupations, job roles, skills and competencies and training programmes for the security sector.

To qualify as	Pre-requisite	Workforce Skills Qualifications (WSQ) Modules (*denote mandatory)
<b>Security Officer (SO)</b>	<ul style="list-style-type: none"> <li>Complete 2 mandatory WSQ modules; and</li> <li>#Recognise Terrorist Threats (RTT) by 1 January 2020</li> </ul>	Handle Security Incidents and Services*
		Provide Guard and Patrol Services*
		RTT
<b>Senior Security Officer (SSO)</b>	<ul style="list-style-type: none"> <li>Complete 2 mandatory WSQ modules; and</li> <li>At least 6 months' work experience as SO</li> </ul>	Manage Disorderly Conduct and Threatening Behaviour*
		Operate basic security equipment*
<b>Security Supervisor (SS)</b>	<ul style="list-style-type: none"> <li>Complete 1 mandatory WSQ module;</li> <li>Any 2 of the 3 recommended modules; and</li> <li>At least 12 months' work experience as SSO</li> </ul>	Supervise Security Officer*
		Assess and Address Security Risks
		Induct Security Personnel
		Perform Supervisory Duties within Legal Framework

To qualify as	Pre-requisite	Workforce Skills Qualifications (WSQ) Modules (*denote mandatory)
<b>Senior Security Supervisor (SSS)</b>	<ul style="list-style-type: none"> <li>Complete 1 mandatory WSQ module;</li> <li><b>Any 3</b> of the 6 recommended modules; and</li> <li>At least 18 months' work experience as SS</li> </ul>	Monitor and Review Security Operations*
		Conduct Operation Briefing and Debriefing
		Lead and Manage a Team of Security Officers
		Contribute to the Management of Security Incidents
		Deploy security equipment
		Perform monitoring and reporting duties at central command centre
		Supervise crowd and traffic control activities
<b>Chief Security Officer</b>	<ul style="list-style-type: none"> <li>Complete 1 mandatory WSQ module;</li> <li><b>Any 2</b> of the 3 recommended modules; and</li> <li>At least 24 months' work experience as SSS</li> </ul>	Manage Security Agency within Legal Framework*
		Manage Security Operations
		Manage and Resolve Conflict in Security Environment
		Achieve Work Effectiveness in Security Environment

#With effect on 1 January 2020, all licenced SOs will be required to obtain a third BLU which is RTT. Licensed SO who has not obtained the WSQ certification in RTT shall not work as a SO anywhere except at warehouses<sup>1</sup> or condominiums<sup>2</sup> unless otherwise exempted by the Licensing Officer. SOs already trained in 'Handle Counter Terrorism Activities', are exempted from RTT. RTT training providers can be found [here](#).

<sup>1</sup> A warehouse is a building where storage is the principal use and where no business is transacted other than incidentally to such storage (URA Class 10)

<sup>2</sup> A Condominium refers to 'strata-titled properties (non-landed) that are solely for residential use' which include condominiums, executive condominiums, privatised HUDCs, apartments and residential cluster housing regulated under the Land Titles (Strata) Act, Chapter 158

## Security Screening Requirements

The following WSQ certifications are required before you can perform the respective functions:

<b>Functions</b>	<b>WSQ Certification</b>
Operate X-ray machines	Conduct security screening using X-Ray machine”
Use Walk-Through Metal Detectors & Hand-Held Metal Detectors	Conduct security screening of person and bag”

## Recognise Terrorist Threats (RTT)

All security officers must obtain two Workforce Skills Qualification (WSQ) basic licensing units.<sup>[1]</sup> From 1 Jan 2020, security officers will be required to obtain a third basic licensing unit, known as “Recognise Terrorist Threats” (RTT). RTT is a two-day WSQ course which will train security officers on awareness of terrorist threats, as well as observation skills to recognise person-borne, vehicle-borne, and object-based threats.

The requirement is to complete RTT training by 1 Jan 2020 which about 80% of all active security officers today will achieve it.<sup>[2]</sup> 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 their RTT training. SPF will consider subsequently extending the RTT training requirement to all security officers.

SOs already trained in ‘Handle Counter Terrorism Activities’ (HCTA), are exempted from RTT. SOs who are not trained in RTT or HCTA can only be deployed at condominiums and warehouses come 1 Jan 2020.

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