

# Manpower Elective Competency

## E.13



SA has the processes to ensure sustainable manpower, i.e. progressive employment practices for retention of existing workforce and attract newcomers into the industry



## E.13. SA has the processes to ensure sustainable manpower

### Area of Audit



### Mode of Audit



### Examples of progressive employment practices



- At least 3 progressive employment practices
- Documentation submission
- Deployment site interview
- Reward / retention practices
  - Bonuses / Awards / Incentives
- Employment practices, entitlements and benefits over and above those stipulated in the EA and/or PWM
  - Higher payment rates for work done on RD or PH
  - Higher number of paid leave entitlements
  - Paying a basic salary that is equal to or above the recommended PWM wage of the following year



For more information on the checklists,  
please visit:

<https://www.police.gov.sg/e-Services/Police-Licences/Security-Agencies-Competency-Evaluation>

-  [www.mom.gov.sg](http://www.mom.gov.sg)
-  SGMinistryofManpower
-  SGMinistryofManpower
-  MOMsingapore
-  Ministry of Manpower

