

ADDENDUM TO THE RECOMMENDATIONS BY THE SECURITY TRIPARTITE CLUSTER ON THE PROGRESSIVE WAGE MODEL FOR THE SECURITY INDUSTRY

1. OBJECTIVE

- 1.1 This report sets out the Security Tripartite Cluster's (STC) recommendations on the Progressive Wage Model (PWM) wage requirements for In-House Security Officers (IHSO) from 1 January 2026 to 31 December 2028.
- 1.2 The members of the STC are listed in Annex A.

2. BACKGROUND

- 2.1 The Security PWM has been implemented as a licensing condition under the Police Regulatory Department's (PRD) licensing regime for private security agencies and security officers since 1 September 2016.
- 2.2 Any company, business entity, or a management corporation or MCST (Management Corporation Strata Title), should register as an In-House Employer (IHE) or obtain a Security Agency (SA) licence before employing any licensed security officer. Under Section 16 of Private Security Industry Act (PSIA) 2007, the Licensing Officer must be informed of the employment of the security officer.
- 2.3 On 29 November 2023, the STC recommended a differentiated wage ladder for IHSO from 1 January 2024 to 31 December 2025, which was accepted by the Government. This is because it recognised that the working hours of IHSO are generally lower than their counterparts in outsourced security agencies, and that IHEs typically provide other non-wage staff benefits.
- 2.4 IHSO play a vital and multi-faceted role as the face of the organisation, often extending beyond traditional security functions. They are the first and last point of contact for visitors, clients, and even employees, making them crucial ambassadors of the organisation's image, values, and professionalism.
- 2.5 The full details of the STC Addendum Report (November 2023) can be found at www.ntuc.org.sg/pwm.

3 SECURITY PWM WAGE LADDER FOR IN-HOUSE SECURITY OFFICERS

- 3.1 Since 1 September 2022, an IHE who hires foreign manpower must comply with the stipulated Security PWM requirements, as well as any other applicable PWM or Local Qualifying Salary (LQS) requirements, in order to apply for new Work Passes (e.g., Work Permit, S Pass, Employment Pass) or renew existing Work Passes.

- 3.2 In its review of the next bound of IHSO wage requirements, the STC carried out extensive consultations with IHEs and union representatives. The feedback and views of both parties were carefully considered, and negotiations were robust and intense. Nevertheless, with the common goal of uplifting IHSO wages in a sustainable way, a consensus was reached with the following key considerations:
- a) A significant portion of IHSO is employed within the hospitality and accommodation sector. While the industry is navigating the current economic uncertainty and dynamic competition — factors that naturally influence room rates and overall revenue — it must actively seek innovative solutions. The inherent constraints of a fixed number of rooms and increased operating expenses present a unique challenge. To address this, the sector must continue to explore ways to optimise operations and enhance guest experience to effectively manage the higher manpower costs.
 - b) As IHSO forms a very small percentage of IHEs' total workforce, IHEs would need to ensure internal parity in their wage structure with the rest of their in-house employees. In addition, some IHEs also hire employees who are covered by other PWM or Occupational Progressive Wage (OPW) requirements (e.g. administrative assistants or drivers), and uplift them by paying the relevant wage requirements. The ripple effect on the total wage bill could be significant especially for smaller firms.
 - c) Some IHEs would provide other staff benefits such as free meals to all their employees, including the IHSO. These would further add to their overall operating costs.
 - d) Unlike security officers employed by security agencies, IHSO are direct employees working at their employers' premises. The number of years to set the new wage schedule need not be the same as the outsourced sector so as to allow for greater flexibility in negotiating future wage increases to take into account prevailing economic and labour conditions.
- 3.3 The STC is cognisant of the challenges faced by IHEs and thus adopted a balanced approach in recommending the new wage schedule from January 2026 onwards. It recommends setting a "2 plus 1 year" schedule of wage increases whereby the Y2026 and Y2027 wages will be fixed and the proposed Y2028 wages will be subject to review.
- 3.4 To support sustainable wage growth, the STC encourages the industry to accelerate transformation efforts by embarking on job redesign, adopting technology-enabled solutions, continual upskilling of employees and leveraging existing government support schemes. These initiatives will go a long way to help mitigate higher business costs and assist employers in workforce transformation.

3.5 The STC reaffirms its commitment to uplift the livelihoods of IHSO and calls upon all stakeholders to work closely together to improve the working conditions and work prospects of our workers. After much deliberation, the STC recommends the following:

- a) Consistent with the current implementation of IHSO wages being expressed in gross terms, the PWM Baseline Gross Wages (excluding OT pay) will see a \$160 annual increment from 1 January 2026 to 31 December 2028, with the third-year increment subject to review. Should the economic situation improve, the STC may consider adjusting upwards the PWM Baseline Gross Wages for the year 2028 and beyond.
- b) The current wage differential from the preceding rank of \$200 for the rank of inhouse Senior Security Officer and \$230 for the rank of Security Supervisor will be maintained in recognition of their larger job scope and higher training requirements.
- c) IHEs should pay a basic wage not lower than the IHSO's basic wage from the preceding year if there is no change to the existing job scope and working hours. This will ensure IHSO will not be worse off should they be required to put in overtime hours.

3.6 The following table outlines the recommended PWM Baseline Gross Wages (excluding OT pay) for all resident (Singapore Citizen/Permanent Resident) IHSO for the period from 1 January 2026 to 31 December 2028:

PWM Baseline Gross Wage (exclude OT)				
PWM Job Level of IHSO	Current	From 1 Jan 2026	From 1 Jan 2027	From 1 Jan 2028
Senior Security Supervisor	Left to market forces			
Security Supervisor	\$2,745	\$2,905	\$3,065	\$3,225 *
Senior Security Officer	\$2,515	\$2,675	\$2,835	\$2,995 *
Security Officer	\$2,315	\$2,475	\$2,635	\$2,795 *

**subject to review*

Note 1: For employees who are covered under Part 4 of the Employment Act, requirements for overtime rates of pay to be at least 1.5x the basic rate of pay continue to apply.

Note 2: IHSO's basic wage should not fall below their basic wage from the preceding year if there is no change to their job scope and working hours.

Note 3: A part-time (PT) employee is one who is under a contract of service and works less than 35 hours a week. PT hourly gross wage will be pro-rated based on a 44-hour work week basis. If a PT employee performs OT beyond his contractual working hours, Section 5 of the Employment (Part Time Employees) Regulations shall apply¹.

3.7 For the avoidance of doubt, the PWM Baseline Gross Wages for IHSO may include allowances, and other cash payments, and is before deduction of employee CPF. It excludes overtime pay, bonuses (e.g., AWS), reimbursements,

¹ <https://www.mom.gov.sg/employment-practices/part-time-employment>

stock options, other lump sum payments and payments-in-kind as well as employer CPF contributions.

- 3.8 The STC will carry out a review of the Security PWM for IHSO in 2027.

4 CONCLUSION

- 4.1 Security officers play essential roles in safeguarding everyone's safety and ensuring premises are secured. They work round the clock and serve as first responders in the event of any incidents. It is thus important for whole-of-society to recognise their contribution and accord them the respect that they deserve.
- 4.2 While wage progression remains a key pillar in uplifting the security workforce, it must be complemented by broader efforts to future-proof the industry. As technological advancements reshape the security landscape, the STC believes it is crucial for all stakeholders to collaborate actively and accelerate industry transformation efforts to uplift both the security sector and its workforce.
- 4.3 As technology and artificial intelligence become more integrated into operations, some job functions may need to be redesigned, and could evolve in response to new challenges. The STC therefore encourages all security officers to embrace upskilling, deepen their industry knowledge, and stay relevant in the changing security landscape. These efforts will contribute to higher productivity and improved service outcomes.

~ End ~

ANNEX A: SECURITY TRIPARTITE CLUSTER (STC) INDUSTRY FOR THE TERM OF APPOINTMENT FROM SEPTEMBER 2025 TO SEPTEMBER 2027

	Organisation	Name/Designation
Chairman	National Trades Union Congress	Mr Melvin Yong, Assistant Secretary-General
Co-Chair	Singapore National Employers Federation (SNEF)	Mr Jeffrey Chua, SNEF Representative
Labour Movement	Union of Security Employees	Mr Raymond Chin, General Secretary
		Ms Shirley Loo, Executive Secretary
	Attractions, Resorts and Entertainment Union	Ms Irene Low, Executive Secretary
	Food, Drinks and Allied Workers Union	Ms Melissa Ng, Executive Secretary
	National Trades Union Congress	Mr Zainal Sapari Assistant Director-General & Advisor, PWM Implementation
Associations / Firms (representing employers)	Security Association Singapore	Mr Goh Ching Hua Kelvin, President <i>Concurrently Managing Director, Soverus Pte Ltd</i>
	Association of Certified Security Agencies	Mr. V.W. Nathan, President <i>Concurrently Chief Executive Officer, Assured Protection & Consultancy Pte Ltd</i>
	Certis CISCO Security Pte Ltd	Mr Zee Chong Zunjie, Senior Vice President, Head of Physical Security Business
	AETOS Guard Services Pte Ltd	Ms. Joanne Ng, Director, People & Culture
	Singapore Hotel Association	Ms. Alice Lee, Member <i>Concurrently Complex Director of Human Resources, South Beach International Hotel Management Pte Ltd</i>
Service Buyers	Singapore International Facility Management Association	Mr Hansen Tan, Board Member <i>Concurrently Deputy Managing Director, Chambers Property Management Services Pte Ltd</i>
	Real Estate Developers' Association of Singapore	Mr Anthony Chua Eng Kiat, Chief Executive Officer
Government	Ministry of Manpower	Mr Tan Li Sheng, Divisional Director, Workplace Policy and Strategy Division
		Mr Tan Fang Qun, Director, Employment Standards Enforcement Department, Labour Relations and Workplaces Division
	Ministry of Home Affairs	Mr Quek Sze Hao, Director, Security Policy Directorate, Joint Operations Group
	Singapore Police Force	Mr Jarrod Pereira, Director, Police Regulatory Department
		Mr Andy Tan, Director, Centre for Protective Security
	SkillsFuture Singapore	Ms Loh Gek Khim, Director, Industry Development Division 1