SPF's Exemption and Emplacement Framework For Ex-Uniformed Services Officers Seeking to Join the Private Security Industry

An ex-uniformed services officer from the:
- Auxiliary Police Forces (APFs),
- Central Narcotics Bureau (CNB),
- Immigration & Checkpoints Authority (ICA),
- Singapore Armed Forces (SAF),
- Singapore Civil Defence Force (SCDF),
- Singapore Police Force (SPF),
- Singapore Prison Service (SPS),

who wishes to join the private security industry may be exempted from the need to obtain the mandatory Workforce Skills Qualifications (WSQ) certifications under the Progressive Wage Model (PWM) for the security industry. The exemptions will depend on the applicant's past training attainment and the skills required for the specific job grade and role.

The ex-uniformed services officer may also be emplaced to a higher PWM grade based his/her vocational experience and years-in-service.

Relevant supporting documents are required as proof for assessment.

Other Avenues

Assessment Only Pathway (AOP)

Applicants who do not meet the eligibility criteria but possess relevant experience may apply to POLWEL Co-operative Society Limited or Temasek Polytechnic Security Industry Institute (TP-SII) to undergo the assessments for Security Officer, Senior Security Officer and Security Supervisor grade modules without attending classes.

The below reference serves as a general guide.

When applying for a new security licence, applicants are to submit documentary proof of their past training attainment, vocational experience and years-in-service. SPF will assess the merit of each application based on the above on a case-by-case basis before deciding on the training exemptions and the PWM grade emplacement.

<u>Agencies</u> (Press Ctrl + click mouse to jump to the agencies details)

PWM GRADES FOR SECURITY INDUSTRY AND THE TRAINING MODULES TO BE FULFILLED

PWM GRADE	Training Modules to Fulfil For The Respective PWM Grades (* denotes mandatory modules)	Technical Skills & Competencies (TSC) Code[1]
Security Officer	Incident Response (Handle Security Incidents And Services) *	SEC-ICM-1003-1.1
	Guard and Patrol (Provide Guard & Patrol Services)[2] *	SEC-SOP-1007-1.1
	Access Control Management (Operate Basic Security Equipment)[3] *	SEC-TEM-2001-1.1
	Threat Observation (Recognise Terrorist Threats) *	SEC-OBS-1002-1.1
Senior Security Officer	Deterrence (Manage Disorderly Conduct & Threatening Behaviour) *	SEC-ICM-1001-1.1
	Security Surveillance Management (Perform Remote Surveillance Function) *	SEC-TEM-2004-1.1
Security Supervisor	Guard and Patrol (Supervise Security Officers) *	SEC-SOP-3007-1.1
	Capability Development (Induct Security Personnel)	SEC-PDV-3001-1.1
	Security Operation Compliance (Perform Supervisory Duties Within Legal Framework)	SEC-SOP-3011-1.1
	Security Risk Analysis (Assess And Address Security Risks)	SEC-SRM-3002-1.1
Senior Security Supervisor	Manpower Planning (Monitor And Review Security Operations) *	SEC-SOP-3008-1.1
	Manpower Planning (Conduct Operation Briefing And Debriefing)	
	Access Control Management (Deploy Security Equipment)	SEC-TEM-3001-1.1
	Crowd and Traffic Control Management (Supervise Crowd And Traffic Control Activities)	SEC-SOP-3004-1.1
	Incident Response (Perform Monitoring And Reporting Duties At Central Command Centre)	SEC-ICM-3003-1.1
	Incident Response (Contribute To Management Of Security Incidents)	

	Performance Management (Lead And Manage A Team Of Security Officers)	SEC-PDV-3003-1.1
Chief Security Officer	Security Operation Compliance (Manage Security Agency Within Legal Framework) *	SEC-SOP-4011-1.1
	Capability Development (Achieve Work Effectiveness In Security Environment)	SEC-PDV-4001-1.1
	Conflict Resolution Management (Manage And Resolve Conflict In Security Environment)	SEC-PDV-4002-1.1
	Quality Assurance and Audit (Manage Security Operations)	SEC-SRM-4001-1.1

[1] For more details on the TSCs and training modules, please refer to the Skills Framework for Security.

[2] Training providers may conduct Guard and Patrol (Provide Guard & Patrol Services) and Access Control Management (Operate Basic Security Equipment) as a combined module. Anyone who has completed the combined module will be considered as having completed both individual modules. If you are exempted from one of the modules, you can take the non-exempted module as an individual module or take the combined module.

[3] SPF will consider granting training exemptions for the module Security Surveillance Management (Perform Remote Surveillance Function) to prospective Security Officers who have at least six months of experience operating CCTVs for incident management in an operations room or Security Control Room. When requesting exemption, please elaborate on your job role and provide certified records of your experience (e.g. service transcript). Examples of job roles include:

- Police Operations Command Centre officers
- ICA operations room officers
- SCDF operations centre officers

Auxiliary Police Forces		PWM Course Modules	
Requisite Training/Experience	**May be Emplaced to**	**Exempted**	**Module(s) to Attend and Pass**
An ex-Auxiliary Police Officer who had passed the APF Basic Course.	Security Officer	1. Incident Response (Handle Security Incidents & Services) 2. Guard and Patrol (Provide Guard & Patrol Services) 3. Threat Observation (Recognise Terrorist Threats)	4. Access Control Management (Operate Basic Security Equipment)
An ex-Auxiliary Police Officer w ho had been deployed for frontline duties for at least six months.	Senior Security Officer	Includes the above modules (1 – 3) and 5. Deterrence (Manage Disorderly Conduct & Threatening Behaviour)	4. Access Control Management (Operate Basic Security Equipment) 6. Security Surveillance Management (Perform Remote Surveillance Function)
An ex-Auxiliary Police Officer who had held supervisory post for at least one year.	Security Supervisor	Includes the above modules (1 – 3, 5 & 6) and 7. Guard and Patrol (Supervise Security Officer) 8. Capability Development (Induct Security Personnel) 9. Security Operation Compliance (Perform Supervisory Duties Within Legal Framework) 10. Security Risk Analysis (Assess & Address Security Risks)	4. Access Control Management (Operate Basic Security Equipment)
An ex-Auxiliary Police Officer who had held supervisory post for at least 2.5 years.	Senior Security Supervisor	Includes the above modules (1 – 10) and 11. Manpower Planning (Monitor & Review Security Operations) 12. Incident Response (Contribute to The Management Of Security Incidents) 13. Manpower Planning (Conduct Operation Briefing & Debriefing) 14. Performance Management (Lead & Manage A Team Of Security Officers)	Nil
An ex-Auxiliary Police Officer who had held the post of Head Operations or equivalent for at least two years.	Chief Security Officer	Includes the above modules (1 – 14) and 15. Capability Development (Achieve Work Effectiveness In Security Environment) 16. Conflict Resolution Management (Manage And Resolve Conflict In Security Environment) 17. Quality Assurance and Audit (Manage Security Operations)	18. Security Operation Compliance (Manage Security Agency Within Legal Framework)

Central Narcotics Bureau		PWM Course Modules	
Requisite Training/Experience	**May be Emplaced to**	**Exempted**	**Module(s) to Attend and Pass**
An ex-CNB officer who had passed any of the following: • Police Officers' Basic Course (POBC) • C-Conversion Course (CCC) • Senior Officers' Basic Course (SOBC)	Security Officer	1. Incident Response (Handle Security Incidents & Services) 2. Guard and Patrol (Provide Guard & Patrol Services) 3. Threat Observation (Recognise Terrorist Threats)	4. Access Control Management (Operate Basic Security Equipment)
An ex-CNB officer who had been deployed at frontline units (eg. Enforcement Division or equivalent) for at least six months.	Senior Security Officer	Includes the above modules (1 – 3) and 5. Deterrence (Manage Disorderly Conduct & Threatening Behaviour)	4. Access Control Management (Operate Basic Security Equipment) 6. Security Surveillance Management (Perform Remote Surveillance Function)
An ex-CNB officer who had held the post of a Team Leader of a frontline unit for at least 1.5 years.	Security Supervisor	Includes the above modules (1 – 3, 5 & 6) and 7. Guard and Patrol (Supervise Security Officer) 8. Capability Development (Induct Security Personnel)	4. Access Control Management (Operate Basic Security Equipment) AND 9. Security Risk Analysis (Assess And Address Security Risks) Or 10. Security Operation Compliance (Perform Supervisory Duties Within Legal Framework)
An ex-CNB officer who had held the post of a Team Leader of a frontline unit for at least two years.	Senior Security Supervisor	Includes the above modules (1 – 8) and 11. Manpower Planning (Conduct Operation Briefing & Debriefing) 12. Performance Management (Lead & Manage A Team Of Security Officers)	13. Manpower Planning (Monitor And Review Security Operations) with 9. Security Risk Analysis (Assess & Address Security Risks) Or 10. Security Operation Compliance (Perform Supervisory Duties Within Legal Framework) AND any **one** of the following: 14. Incident Response (Contribute To The Management Of Security Incidents) 15. Access Control Management (Deploy Security Equipment)

			16. Incident Response (Perform Monitoring And Reporting Duties At Central Command Centre) 17. Crowd and Traffic Control Management (Supervise Crowd & Traffic Control Activities)
An ex-CNB officer who had held any one of the following posts: • Enforcement Division Commanding Officer/ Deputy CO; • Officer-in-Charge in Operations Management unit; or • Head / Senior Assistant Director Operations Management for at least two years.	Chief Security Officer	Includes the above modules (1 – 17) and 18. Capability Development (Achieve Work Effectiveness In Security Environment) 19. Conflict Resolution Management (Manage & Resolve Conflict In Security Environment) 20. Quality Assurance and Audit (Manage Security Operations)	21. Security Operation Compliance (Manage Security Agency Within Legal Framework)

Immigration & Checkpoints Authority		PWM Course Modules	
Requisite Training/Experience	**May be Emplaced to**	**Exempted**	**Module(s) to Attend and Pass**
An ex-ICA officer who had passed • Basic Integrated Checkpoints Command (ICC) Training AND • Protective Security Course	Security Officer	1. Incident Response (Handle Security Incidents & Services) 2. Guard and Patrol (Provide Guard & Patrol Services) 3. Threat Observation (Recognise Terrorist Threats)	4. Access Control Management (Operate Basic Security Equipment)
An ex-ICA officer who had attended ICA's Protective Security Course (PSC) and had been deployed for frontline duties for at least six months.	Senior Security Officer	Includes the above modules (1 – 3) and 5. Deterrence (Manage Disorderly Conduct & Threatening Behaviour)	4. Access Control Management (Operate Basic Security Equipment) 6. Security Surveillance Management (Perform Remote Surveillance Function)
An ex-ICA officer who had attended ICA's PSC and held the post of a Team Leader at a checkpoint for at least 1.5 years.	Security Supervisor	Includes the above modules (1 – 3, 5 & 6) and 7. Guard and Patrol (Supervise Security Officer) 8. Security Risk Analysis (Assess And Address Security Risks) 9. Capability Development (Induct Security Personnel)	4. Access Control Management (Operate Basic Security Equipment)
An ex-ICA officer who had attended ICA's PSC and held the post of Senior Executive with Operations Division handling security / events planning for at least two years.	Senior Security Supervisor	Includes the above modules (1 – 9) and 10. Manpower Planning (Monitor And Review Security Operations) 11. Manpower Planning (Conduct Operation Briefing & Debriefing) 12. Incident Response (Contribute To The Management Of Security Incidents) 13. Performance Management (Lead & Manage A Team Of Security Officers)	14. Security Operation Compliance (Perform Supervisory Duties Within Legal Framework)
An ex-ICA officer who had held any of the following posts: • Checkpoint Senior Assistant Commander; • Checkpoint Assistant Commander; or • Head Integration Operations Command. for at least two years.	Chief Security Officer	Includes the above modules (1 – 14) and 15. Capability Development (Achieve Work Effectiveness In Security Environment) 16. Conflict Resolution Management (Manage And Resolve Conflict In Security Environment) 17. Quality Assurance and Audit (Manage Security Operations)	18. Security Operation Compliance (Manage Security Agency Within Legal Framework)

Singapore Armed Forces		PWM Course Modules	
Requisite Training/Experience	**May be Emplaced to**	**Exempted**	**Module(s) to Attend and Pass**
An ex-SAF servicemen who had been deployed for guard and patrol duties.	Security Officer	2. Guard and Patrol (Provide Guard & Patrol Services)	1. Incident Response (Handle Security Incidents & Services) 3. Threat Observation (Recognise Terrorist Threats) 4. Access Control Management (Operate Basic Security Equipment)
An ex-SAF servicemen who: • had passed the SAF Counter-Terrorism Training by Special Operations Force (SOF) <u>OR</u> • had been deployed for Maritime Taskforce roles		3. Threat Observation (Recognise Terrorist Threats)	1. Incident Response (Handle Security Incidents & Services) 2. Guard and Patrol (Provide Guard & Patrol Services) 4. Access Control Management (Operate Basic Security Equipment)
An ex-SAF servicemen who had passed any of the following: • Military Police (Basic) Course, • Military Police Specialist Cadet Course, or • Security Trooper (Combat) Course and had served for at least six months.	Senior Security Officer	Includes the above modules (1 – 4) and 5. Deterrence (Manage Disorderly Conduct & Threatening Behaviour)	6. Security Surveillance Management (Perform Remote Surveillance Function)
An ex-SAF servicemen who had passed the Installation Protection Security Course (IPSC) and had served for at least six months.		2. Guard and Patrol (Provide Guard & Patrol Services) 3. Threat Observation (Recognise Terrorist Threats) 4. Access Control Management (Operate Basic Security Equipment) 5. Deterrence (Manage Disorderly Conduct & Threatening Behaviour)	1. Incident Response (Handle Security Incidents & Services) 6. Security Surveillance Management (Perform Remote Surveillance Function)
An ex-SAF servicemen who had passed the Peacetime Contingency Operations (PTCO Tier 1 & 2) course.		1. Incident Response (Handle Security Incidents & Services) 3. Threat Observation (Recognise Terrorist Threats) 4. Access Control Management (Operate Basic Security Equipment)	2. Guard and Patrol (Provide Guard & Patrol Services) 5. Deterrence (Manage Disorderly Conduct & Threatening Behaviour) 6. Security Surveillance Management (Perform Remote Surveillance Function)

An ex-SAF servicemen who had passed the Legislation Enforcement Course – Search, Arrest & Seizure (LEC-SAS)		5. Deterrence (Manage Disorderly Conduct & Threatening Behaviour)	1. Incident Response (Handle Security Incidents & Services) 2. Guard and Patrol (Provide Guard & Patrol Services) 3. Threat Observation (Recognise Terrorist Threats) 4. Access Control Management (Operate Basic Security Equipment) 6. Security Surveillance Management (Perform Remote Surveillance Function)
An ex-SAF servicemen who had held the post of a Security Trooper or its equivalent for at least 1.5 years.	Security Supervisor	Includes the above modules (1 – 6) and 7. Guard and Patrol (Supervise Security Officer) 8. Capability Development (Induct Security Personnel) 9. Security Risk Analysis (Assess & Address Security Risks)	Nil
An ex-SAF servicemen who had held the post of a Platoon Commander or its equivalent overseeing the following: • security policy, • execute ground security measures, or • audit security requirements for at least two years.	Senior Security Supervisor	Includes the above modules (1 – 9) and 10. Manpower Planning (Conduct Operation Briefing & Debriefing) 11. Incident Response (Contribute To The Management Of Security Incidents) 12. Performance Management (Lead & Manage A Team Of Security Officers)	13. Security Operation Compliance (Perform Supervisory Duties Within Legal Framework) 14. Manpower Planning (Monitor And Review Security Operations)
An ex-SAF servicemen who had held the post of a Company 2IC/ Section Head or its equivalent overseeing the following: • security policy, • execute ground security measures, or • audit security requirements for at least two years.	Senior Security Supervisor	Includes the above modules (1 – 9) and 10. Manpower Planning (Conduct Operation Briefing & Debriefing) 11. Incident Response (Contribute To The Management Of Security Incidents) 12. Performance Management (Lead & Manage A Team Of Security Officers) 14. Manpower Planning (Monitor And Review Security Operations)	13. Security Operation Compliance (Perform Supervisory Duties Within Legal Framework)
An ex-SAF servicemen who had held the post of Officer-in-Command (OC) of a Company or its equivalent and higher overseeing the following: • security policy,	Chief Security Officer	Includes the above modules (1 – 14) and 15. Capability Development (Achieve Work Effectiveness In Security Environment) 16. Conflict Resolution Management (Manage And Resolve Conflict In Security Environment)	18. Security Operation Compliance (Manage Security Agency Within Legal Framework)

• execute ground security measures, or • audit security requirements for at least two years.		17. Quality Assurance And Audit (Manage Security Operations)	

Singapore Civil Defence Force		PWM Course Modules	
Requisite Training/Experience	**May be Emplaced to**	**Exempted**	**Module(s) to Attend and Pass**
An ex-SCDF officer who had passed the Emergency Response Specialist Course	Security Officer	1. Incident Response (Handle Security Incidents & Services)	2. Guard and Patrol (Provide Guard & Patrol Services) 3. Threat Observation (Recognise Terrorist Threats) 4. Access Control Management (Operate Basic Security Equipment)
An ex-SCDF officer who had passed any of the following: • Firefighter Course • Section Commander Course • Rota Commander Course		1. Incident Response (Handle Security Incidents & Services) 3. Threat Observation (Recognise Terrorist Threats)	2. Guard and Patrol (Provide Guard & Patrol Services) 4. Access Control Management (Operate Basic Security Equipment)
An ex-SCDF officer who had passed the Provost Course and had served for at least six months.	Senior Security Officer	1. Incident Response (Handle Security Incidents & Services) 2. Guard and Patrol (Provide Guard & Patrol Services) 4. Access Control Management (Operate Basic Security Equipment) 5. Deterrence (Manage Disorderly Conduct & Threatening Behaviour)	3. Threat Observation (Recognise Terrorist Threats) 6. Security Surveillance Management (Perform Remote Surveillance Function)

Singapore Police Force		PWM Course Modules	
Requisite Training/Experience	**May be Emplaced to**	**Exempted**	**Module(s) to Attend and Pass**
An ex-SPF officer who had passed any of the following: • Police Officers' Basic Course (POBC) • C-Conversion Course (CCC) • Senior Officers' Basic Course (SOBC)	Security Officer	1. Incident Response (Handle Security Incidents & Services) 2. Guard and Patrol (Provide Guard & Patrol Services) 3. Threat Observation (Recognise Terrorist Threats)	4. Access Control Management (Operate Basic Security Equipment)
An ex-SPF Ground Response Force officer in a Neighbourhood Police Centre (NPC) or an equivalent post in a frontline unit (eg. Airport Police, TransCom, ProCom) for at least two months.	Senior Security Officer	Includes the above modules (1 – 3) And 4. Access Control Management (Operate Basic Security Equipment) 5. Deterrence (Manage Disorderly Conduct & Threatening Behaviour)	6. Security Surveillance Management (Perform Remote Surveillance Function)
An ex-SPF officer who had held the post of a Group Leader in an NPC or an equivalent post in a frontline unit for at least six months.	Security Supervisor	Includes the above modules (1 – 6) And 7. Guard and Patrol (Supervise Security Officers) 8. Security Risk Analysis (Assess And Address Security Risks) 9. Capability Development (Induct Security Personnel) 10. Security Operation Compliance (Perform Supervisory Duties Within Legal Framework)	Nil
An ex-SPF officer who had held the post of a Group Leader in a NPC or an equivalent post in a frontline unit at least one year.	Senior Security Supervisor	Includes the above modules (1 – 10) and 11. Access Control Management (Deploy Security Equipment) 12. Manpower Planning (Conduct Operation Briefing & Debriefing) 13. Performance Management (Lead & Manage A Team Of Security Officers)	14. Manpower Planning (Monitor And Review Security Operations)
An ex-SPF officer who had held the post of a Team Leader or Deputy Team Leader in a NPC or an equivalent post in a frontline unit for at least one year.	Senior Security Supervisor	Includes the above modules (1 – 10) and 11. Access Control Management (Deploy Security Equipment) 12. Manpower Planning (Conduct Operation Briefing & Debriefing)	Nil

		13. Performance Management (Lead & Manage A Team Of Security Officers) 14. Manpower Planning (Monitor And Review Security Operations) 15. Incident Response (Contribute To The Management Of Security Incidents) 16. Crowd and Traffic Control Management (Supervise Crowd & Traffic Control Activities)	
An ex-SPF officer who had held the post of a Watch Commander, OC Watch or Senior Watch Officer at Police Operations Command Centre for at least one year.	Senior Security Supervisor	Includes the above modules (1 – 10) And 12. Manpower Planning (Conduct Operation Briefing & Debriefing) 13. Performance Management (Lead & Manage A Team Of Security Officers) 14. Manpower Planning (Monitor And Review Security Operations) 15. Incident Response (Contribute To The Management Of Security Incidents) 17. Incident Response (Perform Monitoring & Reporting Duties At Central Command Centre)	
An ex-SPF officer who had held the post of a Commanding Officer or Operations Officer in a NPC for at least one year.	Chief Security Officer	Includes the above modules (1 – 17) and 18. Capability Development (Achieve Work Effectiveness In Security Environment) 19. Conflict Resolution Management (Manage And Resolve Conflict In Security Environment) 20. Quality Assurance and Audit (Manage security operations)	21. Security Operation Compliance (Manage Security Agency Within Legal Framework)

Singapore Prison Service		PWM Course Modules	
Requisite Training/Experience	**May be Emplaced to**	**Exempted**	**Module(s) to Attend and Pass**
An ex-SPS officer who had passed the Prison Officer Course.	Security Officer	1. Incident Response (Handle Security Incidents & Services) 2. Guard and Patrol (Provide Guard & Patrol Services) 3. Threat Observation (Recognise Terrorist Threats) 4. Access Control Management (Operate Basic Security Equipment)	Nil
An ex-SPS officer who held the post as a Personal Supervisor for at least six months.	Senior Security Officer	Includes the above modules (1 – 4) and 5. Deterrence (Manage Disorderly Conduct & Threatening Behaviour) 6. Security Surveillance Management (Perform Remote Surveillance Function)	
An ex-SPS officer who had held the post as a Chief Personal Supervisor/ Team Leader for at least 1.5 years.	Security Supervisor	Includes the above modules (1 – 6) and 7. Guard and Patrol (Supervise Security Officers) 8. Security Risk Analysis (Assess And Address Security Risks) 9. Capability Development (Induct Security Personnel)	
An ex-SPS officer who had held any of the following posts: • an Executive or Staff Officer post with Operations Division; • an Executive or Staff Officer post with Operations & Security Command; or • A post as OC Housing Unit for at least two years.	Senior Security Supervisor	Includes the above modules (1 – 9) and 10. Manpower Planning (Conduct Operation Briefing & Debriefing) 11. Performance Management (Lead & Manage A Team Of Security Officers)	12. Security Operation Compliance (Perform Supervisory Duties Within Legal Framework) 13. Manpower Planning (Monitor And Review Security Operations) AND any one of the following: 14. Incident Response (Contribute To The Management Of Security Incidents) 15. Access Control Management (Deploy Security Equipment) 16. Incident Response (Perform Monitoring And Reporting Duties At Central Command Centre) 17. Crowd and Traffic Control Management (Supervise Crowd & Traffic Control Activities)
An ex-SPS officer who had held any of the following posts:	Chief Security Officer	Includes the above modules (1 – 17) and	21. Security Operation Compliance (Manage Security Agency Within Legal Framework)

- minimally Senior Assistant Director (SAD) or Commanding Officer (SPEAR) with Operations Division; or - minimally Assistant Commander (AC) or Commanding Officer (CO) or Head Court Lock Up (CLU) with Operations & Security Command Management; or - Deputy Supt/ 2nd Supt/ Supt equivalent of an Institution. for at least two years.		18. Capability Development (Achieve Work Effectiveness In Security Environment) 19. Conflict Resolution Management (Manage And Resolve Conflict In Security Environment) 20. Quality Assurance And Audit (Manage Security Operations)	