

**SKILLS FRAMEWORK FOR SECURITY
TECHNICAL SKILLS & COMPETENCIES (TSC) REFERENCE DOCUMENT**

TSC Category	Security Operations					
TSC	Manpower Planning					
TSC Description	Manage security resources to meet organisation's goals and objectives					
TSC Proficiency Description	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
			SEC-SOP-3008-1.1	SEC-SOP-4008-1.1	SEC-SOP-5008-1.1	
			Deploy and monitor security resources	Develop security resources deployment plans	Formulate security resources strategies	
Knowledge			<ul style="list-style-type: none"> • Organisational procedures for security operations • Security professional's terms and conditions of employment • Organisational procedures for supervising security officers • Organisational procedures for workplace health and safety • Characteristics of security team members • Types of presentation equipment and accessories • Information about security operations 	<ul style="list-style-type: none"> • Organisational procedures for security operations • Security professional's terms and conditions of employment • Organisational procedures for supervising security officers • Organisational procedures for workplace health and safety • Characteristics of security team members • Clients' business objectives • Structures of emergency response teams • Security emergency response plans • Types of security emergencies 	<ul style="list-style-type: none"> • Organisational procedures for security operations • Security professional's terms and conditions of employment • Organisational procedures for supervising security officers • Organisational procedures for workplace health and safety • Clients' business objectives • Structures of emergency response teams • Security emergency response plans • Types of security emergencies • MOM Employment Act • Industrial Relations Act • CPF Act • Legal requirements pertaining to security personnel's duties 	
Abilities			<ul style="list-style-type: none"> • Assign shift security officers • Develop schedules for security teams • Arrange for cover of duties due to absent officers 	<ul style="list-style-type: none"> • Conduct discussions with security teams to communicate clients' business objectives to ensure common understanding 	<ul style="list-style-type: none"> • Project manpower requirements • Analyse client requirements • Estimate cost of security manpower • Implement agency's rights and obligations as 	

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			<ul style="list-style-type: none"> • Understand attitudes of security personnel for site deployments • Obtain palatable work schedules with security team members • Carry out briefings and debriefings in accordance to organisation procedures • Follow up and brief security personnel who are not in attendance during briefing sessions 	<ul style="list-style-type: none"> • Identify roles and functions of emergency response teams • Monitor deployment schedules and adjust manpower allocation dynamically 	employer of security personnel	
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