



**SINGAPORE
POLICE FORCE**
SAFEGUARDING EVERY DAY

OUTCOME-BASED SECURITY CONTRACTS

Resource Kit for Private Residences



What is an Outcome-Based Contract?

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Outcome-based contracting (OBC) refers to service buyers specifying contract requirements in terms of **expected performance levels, rather than output/task and manpower requirements.**

It can lead to **better solutions** compared to traditional headcount contracts as it allows security agencies to propose innovative solutions.

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Benefits of Outcome-Based Contracts

Use technology solutions to improve security

Access to higher skilled security officers

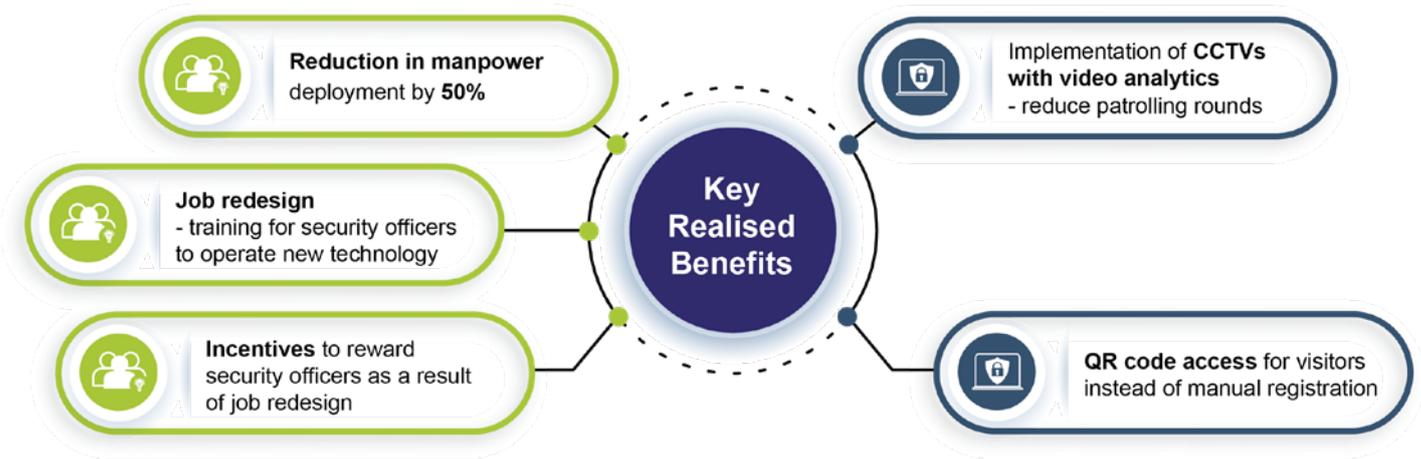


Potentially pay less for the cost of security services in the longer term



1

OBC for an Executive Condominium in District 18



2

OBC for Condominium in District 10



The Need for OBC



Reason 1 - Rising Manpower Cost

- Implementation of Progressive Wage Model (Nov 2021) **raised the minimum salary** of security officers
- Security agencies may transfer cost to buyers
- Hiring cost is expected to continue to increase in the near future



* Minimum salary of security officers mandated by law, inclusive of wages paid for work done in addition to the 44-hour regular work week.

Reason 2 - Security Technology has Evolved and made more Affordable

- Technology can perform/supplement functions of security officers and increase the productivity of existing security officers
- Cost of security contracts are equal to or less than before when spread over a longer term

Examples of Security Technologies



Vehicle License Plate Recognition System



CCTV System with Smart Video Analytics



Visitor Management System Application

Start your OBC Journey Now

-  **Step 1.** Engage the security agencies
-  **Step 2.** List your security requirements by **specifying security outcomes**, instead of headcount requirements
 - Traditional Contracts**
 “2 security officers to be placed at the main entrance”
 - Outcome-Based Contracts**
 “Prevent unauthorized access of intruders”
-  **Step 3.** Allow security agencies to **propose cost-effective solutions** based on listed security outcomes

To Find Out More



Scan the QR code to download the MHA OBC Guide (developed in consultation with industry partners such as unions and trade associations)

Email us at MHA_Security_OBC_Helpdesk@mha.gov.sg to enquire on OBC templates and other resources

Invite MHA/SPF to share the benefits of OBC adoption