

MEDAL OF COMMENDATION

Prasad Mogan

Chief Executive Officer
Dragnet Smartech Security Pte Ltd

Nominated by the Union of Security Employees.

The Union of Security Employees (USE) and Dragnet Smartech Security – led by Prasad Mogan – have enjoyed strong labour-management relations through regular discussions and active sharing on the security industry.

Dragnet has been proactive in transforming their business model, being at the forefront of the industry to move from the traditional headcount-based contracting to outcome-based contracting.

To achieve this, Brother Prasad and his team have transformed their core business operations to focus more on providing technological security services to their clients. With the transition into a technology company, a round-the-clock command centre was set up and workers were retrained to adapt to the new business model.

Over the years, Dragnet has also expanded its command centre, innovating new solutions for better security outcomes. It established a Company Training Committee (CTC) with USE, and it has also applied for the CTC grant for one of its commercial sites. With this, 17 officers were able to leverage new security solutions and benefit from increased wages.

On the topic of wages, Dragnet's employees' wages are in line with the Progressive Wage Model (PWM). In its efforts to safeguard its workforce, the company signed a collective agreement with USE to include performance incentives and provide medical reimbursement for its workers. The move has led to an overall improvement in benefits for the employees.

In the collective agreement, Dragnet also provides for annual leave beyond what is legislated in the Employment Act.

Brother Prasad and his team regularly connect with USE to ensure that workers' wages remain competitive. In December 2023, a one-off payment was made to help its employees with higher cost of living. This was aligned with the National Wages Council Guidelines.

To appreciate the contributions of long-serving employees, Brother Prasad organises an annual staff appreciation to recognise outstanding employees.