

## MEDAL OF COMMENDATION

### **Thirukumaran Tangavelu**

Managing Director  
Cominco Private Limited

*Nominated by the Union of Security Employees.*

Thirukumaran Tangavelu firmly believes in investing in his staff. He regularly coaches and motivates his team members to improve their skills and knowledge. Under his leadership, the company recognises the importance of skills training, and gives employees an additional monthly allowance for performing extra facility management-related duties.

Cominco is also fully committed to the Progressive Wage Model's (PWM) wage structure and ensures that its officers are paid competitively. To date, 53 officers have benefited from the additional wage adjustment of 5 per cent on top of the PWM wage increase, as well as redesigned job roles incorporating technology which have in turn, given officers higher job satisfaction.

The company also provides union membership subsidy for their employees as part of their staff benefits. In its collective agreement with the Union of Security Employees (USE), the company agreed to include performance incentives and annual wage supplement. Union members will also be eligible for an appreciation bonus once they complete five years of service.

Brother Thirukumaran emphasises on the importance of looking after the morale of staff by having a hands-on approach towards staff engagement and welfare. He regularly conducts site visits to check in on his staff, and to accord recognition for their contributions.

In an event of public abuse, he insists that the company provides legal support for its employees. The company, together with USE, takes a decisive stand on such incidents and provides full support to its officers.

Under his leadership, Cominco had embarked on transformation projects by offering technology integrated solution with the support of the NTUC Company Training Committee (CTC) grant. The company can offer comprehensive security solutions to their clients to achieve quality win-win outcomes for the company and its clients.