



M Sanji Education Awards 2018



**UNION OF  
SECURITY  
EMPLOYEES  
NEWSLETTER**

# 10 proud years of M Sanji Education Awards!

It was our 10<sup>th</sup> year holding the M Sanji Education Awards. On 21 November 2018. USE gave out 382 education awards, amounting to \$108,200 which was an increase of 10% compared to 2017, to the children of USE members.

Jointly funded by the NTUC-U Care Fund, the event which stretched over two sessions was graced by the Assistant Secretary Generals of the National Trades Union Congress, Brother Desmond Choo and Brother Patrick Tay.



Brother Desmond Choo and Brother Patrick Tay with 13th Executive Council



Health Promotion Board roadshow booth to promote the National Steps Challenge and distributed a free steps tracker watch to the participants to encourage healthy lifestyle of our security officers and their family

For 2018, the 13th USE Executive Council and 4 unionised companies listed below sponsored bookprizes for the benefit of our members.

Bookprize Category	Sponsors
Gold	Securite Associates Pte Ltd
Silver	USE 13 <sup>th</sup> Executive Council
	First Security & Private Investigation(s) Pte Ltd
	G4S Secure Solutions (Singapore) Pte. Ltd
	Prosecur Singapore Pte Ltd

This was also our second year recognising supportive management partners. We thank them for their support towards our members and hope that the good labour-management relationship between USE and the management partners continues to benefit our members and security officers.

**List of Management Partners recognized at the event**

<ul style="list-style-type: none"> <li>AETOS Guard Services Pte Ltd</li> <li>A Tact Security Services &amp; Management Pte Ltd</li> <li>Aero Asia Security Systems Pte Ltd</li> <li>APRO Asian Protection Pte Ltd</li> <li>Aptitude Management Consulting Pte Ltd</li> <li>Armour Security &amp; Investigations Pte Ltd</li> <li>Dragnet Smartech Security Pte Ltd</li> <li>First Security &amp; Pte Investigation (S) Pte Ltd</li> <li>FormTeam Consultancy Pte Ltd</li> <li>G4S Secure Solutions (Singapore) Pte. Ltd.</li> <li>Hawkeye Security Solutions Pte Ltd</li> <li>Impact Security Services</li> <li>KH Security Agency Pte Ltd</li> <li>Metropolis Security Systems Pte Ltd</li> </ul>	<ul style="list-style-type: none"> <li>PEDRO Investigations &amp; Security Services Pte Ltd</li> <li>Premier Security Co-operative Ltd</li> <li>Prosec Services Pte Ltd</li> <li>Securitas Guarding Services (Singapore) Pte Ltd</li> <li>Soverus Consultancy &amp; Services Pte Ltd</li> <li>Soverus Pte Ltd</li> <li>Spinnetasia Pte Ltd</li> <li>Standard Security &amp; Investigation Services Pte Ltd</li> <li>Tiger Hong Security Services &amp; Consultants Pte Ltd</li> <li>Westminster Investigation and Security Management Pte Ltd</li> </ul>
--	--

## Our Branch Officials visit the USE Customer Service Centre (CSC) to get a better understanding of workers beyond their branch!



Brother Sim Hock An (third from left) has more than 30 years of membership experience with NTUC!

Branch Officials Brother Roger Tay, Brother Daniel Chan, Brother Deepak Mandraj (from Left to Right) exchanging their thoughts and recruitment info with our USE Membership Recruiter Brother Sim Hock An at USE CSC!



Our Branch Officials shadowing our USE Customer Service Officers to understand day-to-day enquiries by workers in the security industry  
(From Left) Sister Hafsa Binte Mohamed Mohidin Habibullah, Sister Sahlinah Beevi D/O Ahmad Shah, Sister Sivasakthy and Brother Edmund Loo

Branch Officials experiencing first hand on the different queries pertaining to Security Licence ID card production and how to address them!

### Collection details

Location: USE Customer Service Centre  
200 Jalan Sultan, Textile Centre,  
#03-24 Singapore 199018

Operating Hours:  
Mon - Fri: 9am - 5pm  
Last Tues of the month: 9am - 1pm  
Closed on Public Holidays, Saturdays and Sundays

## Introducing our new Executive Council members for Term 2016 - 2020!

Name	Position
Ardi Bin Amir	President
Jason Chua	Vice-President
Raymond Chin Ming Jie	General Secretary
Steve Tan Peng Hoe	Executive Secretary
Mohamad Randy	Assistant Executive Secretary
Haji Mohd Khalip Bin Awang	General Treasurer
Ricky Wong	Executive Council Member
David Soh	Executive Council Member
Vishnu @ Saif Rayyan	Executive Council Member
Ng Tiong Hian	Executive Council Member
Timber Lam	Executive Council Member
Chua Li Jun	Executive Council Member



## USE 40<sup>th</sup> Anniversary Gift



Have you collected your 400-ml special edition USE Thermos Flask? Collect it before 30 June 2019!

### \*Eligibility Criteria

Must be a USE member with at least 6 months' paid-up membership with no arrears.



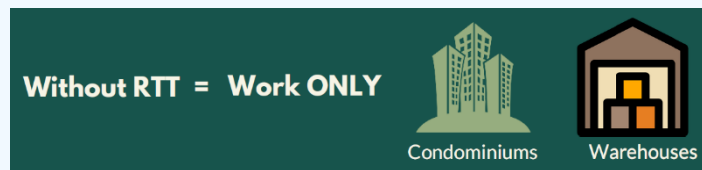
# Updates on the Security Industry

So many changes to the industry! Check out the summary below on the things to look out for this year!

## New Mandatory WSQ Recognise Terrorist Threats for Security Officers by 1 January 2020

### MUST I TAKE RTT?

Those who do not complete RTT training by **1 Jan 2020** will still be able to retain their licences, but can only be deployed at warehouses and condominiums.



### I AM "HANDLE COUNTER TERRORISM ACTIVITIES (HCTA)" - TRAINED, DO I NEED TO TAKE RTT?

Security Officers who have completed HCTA are deemed to have met the new RTT licensing requirement. However, HCTA-trained Security Officers are strongly encouraged to view the SGSecure videos on Cardiopulmonary Resuscitation, Automated External Defibrillators and Improvised First Aid Skills.

## New PWM Recommended Wages

It's the beginning of 2019! PWM recommended wages as of Jan 2019 is as follows:

PWM Rank	Recommended* Monthly Basic Wages
Security Officer	\$1175
Senior Security Officer	\$1360
Security Supervisor	\$1560
Senior Security Supervisor	\$1760

\*recommended wages are mandatory for Singaporeans and PRs

Remember to check with your employer on your basic wages!

## Faster Rank Promotion

Security Tripartite Cluster recommended reducing the year-in-grade requirements for progression towards Senior Security Officers (SSO), Security Supervisors (SS), and Senior Security Supervisors (SSS). This shall be with effect from 1 January 2019. If you have attained the mandatory training modules and clocked sufficient years in service, your emplacement rank shall be updated automatically in the PLRD system.

PWM Rank	Current Criterion	Revised Criterion
Senior Security Officer (SSO)	<b>1 year</b> as SO	<b>6 months</b> as SO
Security Supervisor (SS)	<b>2 years</b> as SSO	<b>1 year</b> as SSO
Senior Security Supervisor (SSS)	<b>2 years</b> as SS	<b>1 year 6 months</b> as SS
Chief Security Officer (CSO)	<b>2 years</b> as SSS	<b>2 years</b> as SSS

Your emplacement rank just got promoted? Come to USE Customer Service Centre to print\* a new ID Card!

\*Charges apply

# Mediation Service @ USE

What are some of the cases that we have helped our members with on their employment issues?

### Non-payment of salaries:

1. An officer claimed that he was not paid salaries for the past 3 months since he started working with the company.
2. Officer also claimed that he was not given his employment contract or payslips from the company.
3. The company shared that the officer was admitted to the hospital for extended period and since he was on probation, he was not entitled for paid hospitalization leave.
4. A mediation service was conducted by our mediator and the correct salary computation was derived and paid to the officer.

### Things to note:

- Employers must issue Employment Contract stating key employment terms and pay-slips.
- Pay-slips must be made available. Electronic pay-slips are acceptable.
- Statutory benefits entitlement do not require an employee to be a confirmed staff; if the worker has worked for at least 3 months with the employer, statutory benefits are applicable.

***In the event of an employment dispute, approach USE without delay!***

### **USE NEWSLETTER QUIZ**

Stand a chance to win \$20 NTUC Fairprice voucher by answering these questions below:

~

1) How much was disbursed for M Sanji Education Awards 2018 to the 382 award recipients on 21 Nov 2018?

Answer: \_\_\_\_\_

2) When is the D-day for all security officers to attain mandatory WSQ Recognise Terrorists Threat module?

Answer: \_\_\_\_\_

~

First 50 members\* who submitted their responses and answered both questions correctly shall stand a chance to win \$20 NTUC Fairprice vouchers!

Cut along the dotted line and mail this cut-out box with your answers and contact details by **15 April 2019** to 261 Waterloo Street, #03-30, Singapore 180261

Your Name: \_\_\_\_\_

Your NRIC: \_\_\_\_\_

Your Contact Number: \_\_\_\_\_

Your E-mail Address: \_\_\_\_\_

\*Members must be at least 6 months paid up USE Ordinary Branch (OB) members with no arrears at point of participation in the quiz and voucher collection.

Winners shall be contacted by 31 May 2019.

USE reserves the right, at any time in its sole and absolute discretion, to substitute, withdraw, add to or alter the quiz awards and selection of winners.



### ***Facing employment issues?***

Email or contact us through our website to make an appointment to see our Mediator at the USE Customer Service Centre.

Our mediators will be able to advise you on your employment issue and the next best steps on handling them!



[www.facebook.com/joinUSE](http://www.facebook.com/joinUSE)

Have you seen this on our Facebook? Like us at our page to follow these updates!

