

## MEDAL OF COMMENDATION

### Marcus Chua

Managing Director  
Proteam Security Management Pte Ltd

*Nominated by the Union of Security Employees*

Despite the Security Industry Progressive Wage Model (PWM) stipulated minimum salaries for security officers, Marcus Chua pays a higher starting salary than the prescribed base wages across all ranks. This enables the officers to earn a higher gross salary. Brother Marcus cares for his employees and regularly contacts the officers on the ground to get their feedback.

The Security Tripartite Cluster (STC) encourages employers to implement alternate five- and six-day workweeks to provide better work-life balance. In the spirit of adopting the STC recommendations, Brother Marcus has boldly implemented a five-day workweek for his employees.

Working with the Union of Security Employees (USE), Brother Marcus formed a Company Training Committee (CTC). He sent workers to the Fundamentals of Building Services and Safety course.

He intends to build a pool of readily competent workers who can provide value-added services on top of their core security duties to the service buyers. When his service buyers require such services, he can react immediately, thus providing impeccable services to his clients. The workers who have successfully attended the course are paid an additional allowance on top of the higher-than-PWM minimum basic salary. Workers will also receive an incentive if they receive compliments from the service buyers for their work.