

MEDAL OF COMMENDATION

Eugene Lee Huei Yaw

General Manager
CBM Security Pte Ltd

Nominated by the Union of Security Employees.

CBM Security's wages are in line with the Progressive Wage Model (PWM). Eugene Lee Huei Yaw and his team offer a competitive package above the PWM – with higher salaries and shorter working hours.

In its effort to safeguard its workers and secure the agreed improved terms and conditions of employment, the company signed a collective agreement with the Union of Security Employees (USE) to include incentives and provide medical reimbursement.

Within the collective agreement, the company also awards long service, and it provides employees with annual leave beyond what is legislated in the Employment Act.

The move has led to an overall improvement in benefits for the employees. There is also an inclusion of an annual wage supplement clause (AWS) within the collective agreement, something which is not commonly seen in the security industry.

The company was also placed 30th in the Straits Times Best Employer 2023 study, exemplifying its stand as a progressive employer.

CBM Security was also the first few agencies to adopt the PWM salary structure before it was legislated. Both union and company have enjoyed strong labour-management relations through regular discussions and active sharing on the security industry.

Brother Eugene and his team ensure that officers' grievances are addressed speedily and fairly. Any grievances raised to the union are also handled with much cooperation with the union for the most desirable outcome for all parties.

He recognised the need to transform the business by incorporating technology into its security solutions. As such, the company collaborates with equipment providers to provide integrated security solutions for its clients.

The company has also upskilled the officers with complementary courses in addition to the mandatory PWM required modules. Through this, they are able to better serve their clients by achieving better outcomes and higher productivity at their sites.

CBM Security has also formed a Company Training Committee (CTC) with USE, applying for the CTC Grant for one commercial site. The CTC has also allowed 40 officers to leverage new solutions while benefitting from an increase in wages.