

PLAQUE OF COMMENDATION

Cominco Pte Ltd

Nominated by the Union of Security Employees

The company pays its employees an annual wage supplement (AWS), which is not a common feature in the private security industry. On top of the AWS, the company pays a variable bonus subject to the company's performance and negotiations with the Union of Security Employees (USE).

In support of better work-life balance as per the Security Tripartite Cluster recommendations, at the recent collective agreement renewal negotiation, Cominco agreed to increase the annual leave provision for its employees. In consultation with USE, the company also decided to provide a yearly budget to engage any legal services. The services include legal advisory and legal representation if any of the company's staff are abused or harassed by members of the public.

Cominco has signed a Company Training Committee (CTC) agreement with USE. All officers who have completed any training courses approved by the CTC would earn a CTC allowance. Security officers can also look forward to receiving an additional incentive if they receive compliments from the service buyers.