

PARTNER OF LABOUR MOVEMENT

Harris Chai

Director

Security Policy Directorate, Joint Ops Group
Ministry of Home Affairs

Nominated by the Union of Security Employees.

As Director of the Security Policy Directorate of the Ministry of Home Affairs, Harris Chai has shown strong commitment and heart in safeguarding the welfare of security officers. Through his membership in the Security Tripartite Cluster (STC), he advocated for several enhancements to the Progressive Wage Model (PWM) for security officers. Most recently, he worked with the Union and industry to develop a refreshed wage schedule, for full-time security officers to receive a minimum basic wage of \$2,650 per month by 2024, and up to \$3,530 by 2028. Concerted efforts are ongoing to ensure smooth implementation.

In the backdrop of industry transformation, Brother Harris' emphasis on the importance of aligning wages with skills and productivity has been critical. He championed a structured, multi-level PWM career progression model which incorporated training requirements based on the Singapore Workforce Skills Qualifications for Security (Security WSQ), and sought out new training areas to better equip security officers for an increasingly integrated and technologically-advanced sector.

He also played a key role within the STC to ensure security officers get sufficient rest and are not subjected to excessive hours, such as setting a maximum cap on the number of extra working hours per month. He was also instrumental in the amendments to the Private Security Industry Act, operationalised since 2022, to safeguard security officers' welfare by introducing new offences and enhanced penalties against harassment and abuse.

Beyond the STC and PWM, Brother Harris continues to lead and drive the refreshed Security Industry Transformation Map 2025, to prepare the industry and security officers to adopt more digital solutions, embrace upskilling and move towards integrated services.