



Formation of the Security Industry Council



UNION OF SECURITY EMPLOYEES

NEWSLETTER

PROFESSIONALISM - INTEGRITY - CARE FOR OFFICERS

NEW Customer Service Centre



Address: 200 Jalan Sultan, Textile Centre, #03-24, Singapore 199018

The USE Customer Service Centre has been relocated to the Textile Centre. Officers and union members will be able to make PLRD Security License Identify Card and enquire on membership queries at the new centre.

Operating Hours

0900 hrs to 1700 hrs (Mon to Fri)
0900 hrs to 1200hrs (Eve of Public Holidays);
Closed on Saturdays, Sundays and Public Holidays

Customer Service Centre Hotline: 62915145

Nearest MRT station

- Lavender (EW11) - Take Bus 107 From ICA Building, alight 2 stops at Sultan Plaza
- Nicoll Highway (CC5) - 10 mins walk

Catching up with our USE Trustee

USE Executive Council had a fruitful session with USE Trustee, Mdm Halimah Yacob, when she visited the union on 28 June 2017.

Mdm Halimah Yacob has been a USE Trustee since 2008. She has given valuable advice and supported the union in pushing for the well-being of security officers.



New Security Industry Council formed to develop industry standards and raise industry's competency in addressing issues

On 13 July 2017, The Association of Certified Security Agencies (ACSA), Security Association (Singapore) (SAS) and Union of Security Employees (USE) have formed a new Council to represent stakeholders of the private security industry. The Security Industry Council (SIC) will collaborate, coordinate and advance the industry's leadership in addressing issues in the security sector and develop standards for the betterment of the entire industry.

A memorandum of understanding (MOU) was signed between the three parties and the signing ceremony was witnessed by National Trades Union Congress (NTUC) Secretary-General Chan Chun Sing.

The formation of the Council is a significant move for the industry as the three organisations progress towards a more collaborative approach, with the common aim of transforming the industry.



... we can today stand together with one voice, pushing ahead to raise standards in our industry, with the aim ultimately to have better jobs, better pay for our security officers, and a safe Singapore for all Singaporeans.



Steve Tan, USE Executive Secretary

Our numbers are growing! More agencies on board!

We did it again! Team USE successfully signed **17 Collective Agreements (CAs)** and **4 Memoranda of Understanding (MOUs)** since December 2016. As at 30 June 2017, we now have a total of 114 CAs and MOUs.

Some of the CA signings in the last 6 months:



KH Security Agency - 22 May 2017

Key benefits include reimbursement for medical treatment, long service awards, annual wage supplement



What is a Collective Agreement?

Collective agreements are legal-binding documents made between employers and unions for better employment terms for the employees.

Metropolis Security Systems Pte Ltd - 24 May 2017

Key benefits include the recognition of private MCs, reimbursement for medical treatment, long service awards, birthday incentives, and education bursaries;



List of Agencies with Valid CAs (as of July 2017)

- | | | | |
|--|--|---|--|
| AcePro Security Consultancy P/L | Dragnet Smartech P/L | Kyowa Security Guard and General Services P/L | Securus P/L |
| Actus Guards P/L | Dynamic Trilogy Security P/L | Marina Centre Holdings P/L | Shine Security Agency and Investigation P/L |
| Aero Asia Security Systems P/L | Excellent Security & Safety P/L | Metropolis Security Systems P/L | Soverus Consultancy & Services P/L |
| Apex Security & Investigation P/L | First Security & Pte Investigation (S) P/L | One Security P/L | Soverus P/L |
| April Security and Investigation P/L | Furama City Centre | P & P Security Services P/L | Spears Security Force P/L |
| Aptitude Management Consulting | Gates PCM Integrated Services P/L | PEDRO Investigations & Security Services P/L | Spinnetasia P/L |
| Armour Security & Investigations P/L | GCM Safety & Security P/L | P-Force Security Management Services P/L | Standard Security & Investigation Services P/L |
| ASPECT Security Management P/L | Globalmax Security & Consultants | Plaza ParkRoyal Hotel | StandTall Security Management P/L |
| CBM Security P/L | Highland Security Services | Premier Security Co-operative Ltd | Storm Protection P/L |
| Centurion Security Management Services | Hillcrest Security & Management Services P/L | RAS Security P/L | Straits Security & Integrated Services P/L |
| Cominco P/L | Impact Security Services | RC Hotels (Pte) Ltd | STS Security Services P/L |
| Crete Security Services P/L | JASA Investigation & Security Services P/L | Safeguard Systems & Services P/L | Taurean Protective Services |
| Danmax Security Management P/L | KH Security Agency P/L | Securitas Guarding Services (Singapore) P/L | Tiger Hong Investigation & Security P/L |
| Deep Security Services P/L | Kingston Property Maintenance Services P/L | Security Masters P/L | Triple 'S' Protection P/L |

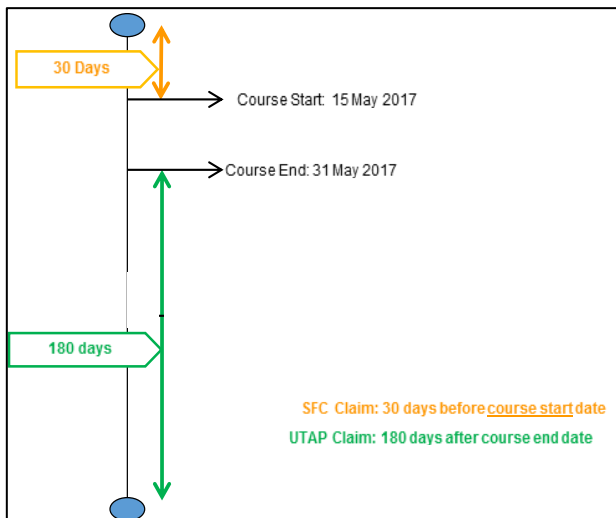
Up to \$250 Union Training Assistance Programme (UTAP) funding for eligible Union Member

Who Is Eligible

All NTUC members can apply for UTAP. However, the following criteria must be met to be eligible for UTAP:



1. Paid-up union membership before course commenced, throughout whole course duration and at the point of claim
2. Course by training provider must be supported under UTAP, and training must commence within the supported period
3. Course must not be fully funded through company sponsorship or other types of funding
4. Unfunded course fee must be S\$20 and above
5. You must achieve a minimum of 75% attendance for each application and sat for all prescribed examination(s), if any
6. UTAP application must be submitted within 6 months after course completion



For more information on UTAP:

NTUC Members' Hub

NTUC Centre 1 Marina Boulevard
Level 9, Room 902
Singapore 018989

Hotline: 6213 8008

Email: UTAP@e2i.com.sg

Website: <http://skillsupgrade.ntuc.org.sg>

How do you use claim both SFC and UTAP credits?

From 19 May 2017, SkillsFuture Credit (SFC) payments will be disbursed directly to training providers only. Training providers that offer SkillsFuture Credit-eligible courses will collect net fees from individuals, after offsetting the SFC that will be used.

1st Scenario: Course fees are higher than the participant's SFC balance. The example as below:

Mr A would like to take a Safety course that will cost him \$1000. However, he has only \$400 worth of SFC left in his account. Mr A will then utilise \$400 of SFC and pay the \$600 balance with cash before the course start. Subsequently, he can claim 50% of the \$600 that he paid in cash with his UTAP account (max \$250 or UTAP balance whichever is lower).

2nd Scenario: Participant choose not to offset the whole course fee with SFC and decide to use SFC partially. The example as below:

Ms B would like to take a Service Excellence course that will cost her \$500. Although she has \$500 worth of SFC left in her account, she decided to use only \$300 of her SFC for the course and paid \$200 with cash before the course start. After Ms B finished her course, she will claim 50% of the \$200 that she paid in cash with her UTAP account.

USE Celebrates National Day 2017

USE Executive Council and Branch Officials joined NTUC at the National Day Observance Ceremony 2017 which was held at Our Tampines Hub on 8 August 2017.



Tripartite Alliance for Dispute Management (TADM)



What is TADM?

Set up on 1 April 2017, the Tripartite Alliance for Dispute Management (TADM) is established by the Ministry of Manpower (MOM), National Trades Union Congress (NTUC), and Singapore National Employers Federation (SNEF) to help employees and employers manage their employment disputes.

How can employees seek help from TADM?

- 1 Request mediation online (www.tadm.sg) OR Make an appointment on site with a TADM officer
- 2 Attend Mediation
- 3 Reach a Settlement

How different is it from then and now?

TADM mediate salary-related claims where there is a breach of contractual agreement or employment laws.

You no longer go to MOM to file your dispute with your employer. Employees' workplace issues are lodged at TADM instead.

If I have a workplace issue, where can I seek help?

You can approach the union to make an appointment to speak to an Industrial Relations Officer or TADM for assistance.



TADM at Devan Nair Institute for Employment and Employability

Address:
80 Jurong East Street 21, #03-03,
Singapore 609607

Operating Hours:
8.30am – 5.30pm (Monday – Friday)
Closed: Saturdays, Sundays and public holidays



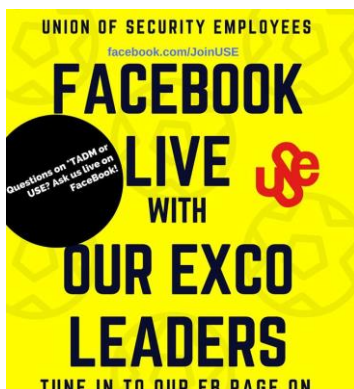
TADM at MOM Services Centre

Address:
1500 Bendemeer Road,
Hall A Level 3,
Singapore 339946

Operating Hours:
8.30am – 5.30pm (Monday – Friday)
Closed: Saturdays, Sundays and public holidays



Upcoming Activity...



Did you join us at our last USE Facebook Live with our Exco Leaders on 26 July 2017?

The next session is in September 2017!

Check out our Facebook page and stay tuned to our announcement for the next activities we have!



www.facebook.com/joinUSE

Learn about USE's latest updates on our Facebook today!

PDPA - Update your Particulars

Have you recently changed a new agency or your mobile number / email address?

Update your particulars with us by dropping us an email with information or return the completed form to USE through mail or email at use@ntuc.org.sg!

Download the Conversion Form from USE website (<http://bit.ly/2wLGOeO>)