

# **ntuc**

## **MAY DAY**

# **AWARDS**

### **2 0 2 5**

## **MEDAL OF COMMENDATION**

### **Jeran Singh**

Director

Bulls-Eye Security Services Pte. Ltd

*Nominated by the Union of Security Employees*

In an industry marked by manpower challenges, Jeran Singh has demonstrated exceptional leadership by implementing sustainable wage increases that reflect economic realities and the needs of his workforce. His efforts ensure that workers are compensated fairly, with some officers receiving salaries above the Progressive Wage Model (PWM) baseline. New officers hired at the end of the year are paid according to the PWM wages for the following year.

Brother Jeran consistently prioritises workers' interests, advocating for equitable welfare benefits, enhanced terms of employment, and accessible support systems, as reflected in the Collective agreement. Noteworthy initiatives include performance incentives for officers, payment of union membership fees, and an increase in the maximum annual leave entitlement to 16 days.

Recognising the transformative power of meaningful employment, he initiated two Company Training Committee (CTC) Grant projects that enable officers to accomplish more through technological developments. These efforts enhance the value of tasks performed by ground officers, resulting in an additional wage increase of at least 7 per cent, on top of the baseline PWM wages.

He has also agreed to cover all related licensing fees issued by the authorities and its vendors, which are essential for officers to remain employable in the industry. This support is crucial for officers in securing long-term employment and advancing in their careers.

Brother Jeran's leadership and collaborative approach with the union exemplify a commitment to uplifting and improving the lives of security officers while driving the industry forward.