

# Soteria

Issue 1 • August 2021

Quarterly



# Editor's Note

More often than not, the work of security officers goes unnoticed or even under appreciated. They spend long periods of time on shifts, away from their families, so they can provide a decent life for them. They greet us with smiles as we come and go through entryways they guard. But above all else, they keep us safe. The inaugural launch of Security SG was specifically chosen to be in conjunction with Security Officer Day because we wanted to make this issue about the backbone of the industry, the officers.

Security SG aims to highlight the dynamism and vibrance of private security in Singapore, and what better way than to honour our everyday heroes. We hope that through the magazine, we can engage our readers with articles that will inform them of significant developments affecting the industry. The goal is to ultimately shape how our readers view private security and the men and women in it.

## The Editor

Lorraine Lim Tze Lin

# SAS

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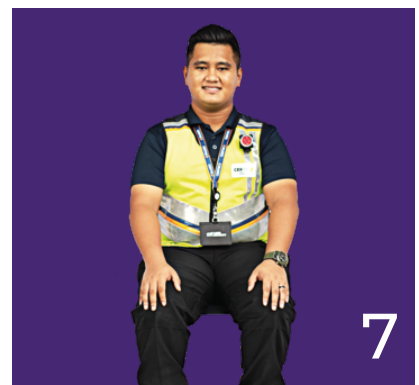
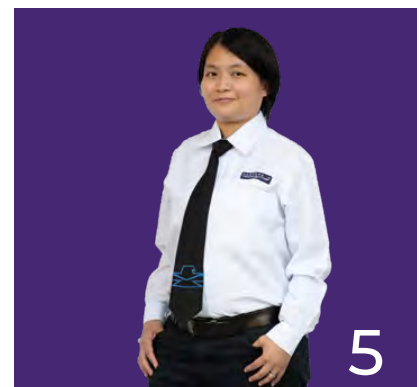
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## SECURITY OFFICER OF THE YEAR AWARD







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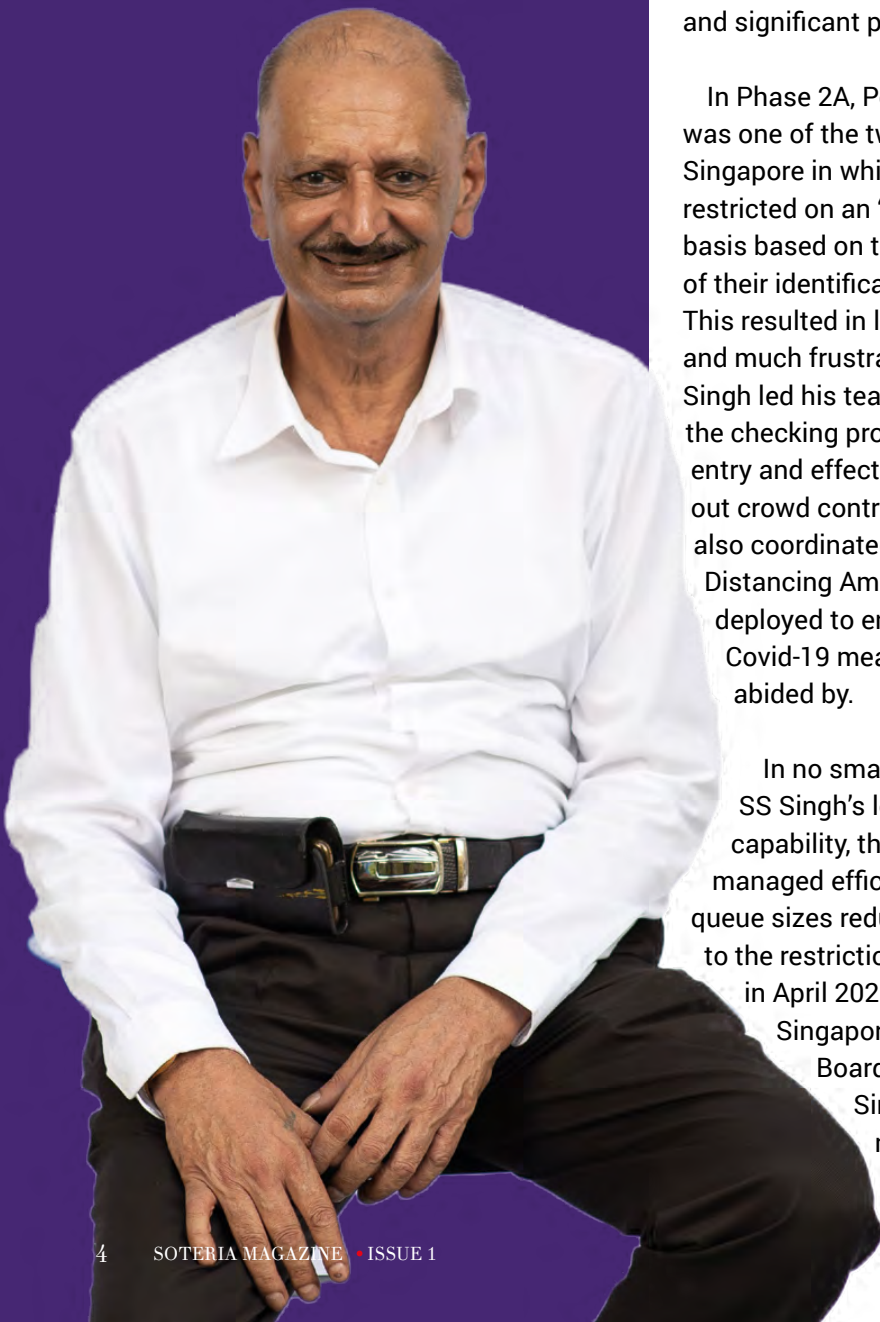


# SAS

## Security Officer of the Year 2021 AWARD RECIPIENTS

# Surjeet Singh

**TwinRock  
Pte Ltd**



Security Supervisor (SS) Surjeet Singh is the overall in-charge of security at Peninsula Plaza and has been for the past 3 years.

The crowds at Peninsula Plaza are notorious. The pandemic has rendered security operations there even more complex, which has garnered national attention and significant press coverage.

In Phase 2A, Peninsula Plaza was one of the two malls in Singapore in which entry was restricted on an “odd-even” basis based on the last digits of their identification number. This resulted in long queues and much frustration. SS Singh led his team to organise the checking process for entry and effectively carried out crowd control. SS Singh also coordinated with Safe Distancing Ambassadors deployed to ensure that Covid-19 measures were abided by.

In no small part due to SS Singh’s leadership and capability, the crowds were managed efficiently, and queue sizes reduced, leading to the restrictions being lifted in April 2021. The joint Singapore Tourism Board-Enterprise Singapore media release noted that significant

improvements had been observed at Peninsula Plaza, especially during peak hours, giving them the confidence to lift restrictions.

Due to the rise in Covid-19 cases, measures were reimposed from 1 May 2021. SS Singh once again rallied his team and quickly reacted to the announcement. TODAY reported on 2 May 2021 that security checks at Peninsula Plaza were “stringent”, testament to SS Singh’s leadership.

At 61 years of age, SS Singh shows no signs of slowing down. His team has grown from 12 officers prior to the pandemic, to 17 members including volunteers helping with crowd control.

With his outstanding leadership, professionalism and unwavering dedication, SS Singh expertly ran one of the most challenging security operations to date. His efforts have assured the patrons, tenants and owners of Peninsula Plaza that a steady hand is in charge of the pandemic measures at the mall.

# Hanisah Binte Hamid

## *Henderson Security Services Pte Ltd*

**Security Supervisor (SS) Hanisah Binte Hamid is in charge of operations at the Mapletree cluster.**

**G**iven her stellar track record at her previous assignment, SS Hanisah was given the opportunity to lead and manage security at the Mapletree cluster in 2020. Rising to the challenge, she quickly adapted to the new environment and vastly larger scale of operations. She went the extra mile to build trust with the clients, providing clear and concise reporting to the client's operations team on a daily basis.

In no small part due to her team's professionalism and impressive results, the client was eventually convinced to embrace security technology at their premises.

In recognition of her hard work and expertise in client management, she was promptly promoted from Site Executive in 2020 to Operations Executive in May 2021.

SS Hanisah was proactive in honing her technical skills, volunteering to undergo on-the-job training. As a result, she is adept and confident at responding to situations and commanding her officers on the ground, in the event of alarm activation or crisis.

Despite her relatively small stature and working in a male-dominated environment, SS Hanisah is undeterred and exceptional in her professionalism. She has demonstrated incredible management skills, understanding at a profound level what is required of her as a leader, expertly balancing security priorities and expectations from clients. With her outstanding interpersonal skills, it is no wonder she has won the admiration of her team and her clients.





# Thinagaran Krishnan

*Tiger Hong*  
*Security Services &  
Consultants Pte Ltd*



**Senior Security Officer (SSO)**  
Thinagaran Krishnan is a highly versatile officer with a can-do attitude. He currently supervises the night shift team at Burlington Square.

In one notable incident, SSO Thinagaran was instrumental in aiding the police. While on duty, he assisted in the swift identification and detainment of two individuals in a case of unauthorized possession and consumption of controlled drugs. He was able to do so seamlessly by making expert use of their integrated security system. With his quick thinking and technical skills, he smoothly informed the police, facilitated access to the premises and CCTV footage.

For the invaluable assistance rendered to the police in their investigations, SSO Thinagaran received formal commendation by Marina Bay Neighbourhood Police Centre Commanding Officer Superintendent BoeyPui Sun.

Impressively, SSO Thinagaran picked up his technical skills on the job through sheer hard work and perseverance, having no prior experience. He now effectively troubleshoots issues when they arise.

In his course of work, SSO Thinagaran has displayed exceptional professionalism. He has expertly handled situations ranging from uncooperative visitors, instances of theft and substance abuse, as well as cases of abuse against his team

SSO Thinagaran is exemplary both as a leader and a security officer. His adaptability, quick wit and unwavering dedication serve as an inspiration for all.

# Muhammad Raihan Bin Iswandi

## *Certis Cisco Protection Services Pte Ltd*

**Security Officer (SO) Muhammad Raihan Bin Iswandi is the team leader for the Tuas Checkpoint Forward Checkers Green Channel.**

In one note-worthy event in 2020, SO Raihan was in charge of screening a car that was entering the checkpoint. Meticulous and principled, SO Raihan successfully detected a car flare while checking the interior portion of the driver's seat. The driver then claimed that he did not know that the item was prohibited. SO Raihan promptly referred the incident to ICA for follow-up.

In performing his duties, SO Raihan is detail-oriented and professional. He has consistently delivered quality service and is extremely effective in detecting contraband and prohibited items. In recognition of his exceptional skills, he received the Operational Service Award.

An exemplary leader, he is well-respected by his team. Under his leadership, his team is widely recognized for their operations excellence at the checkpoint in managing the ever changing landscape in vehicular movement.





# CHILL OUT THIS SUMMER

WITH COOL SECURITY TECHNOLOGIES

# A TECHNOLOGY TRIUMVIRATE

*to help you chill  
this summer*

**T**hanks to Hikvision AcuSense and ColorVu technologies, small business and home owners can enjoy a relaxed summertime break with a powerful security solution looking after their premises and assets remotely

At this time of year, our thoughts turn to the heartwarming idea of a long summer break enjoying sun and sea. Though it is unlikely that we can go on a typical summer activity that we've loved, hopefully a nice relaxing break is still possible.

But no matter where and how we will relax this summer, before we start packing we also feel a little anxious. Not just because we wonder what we should pack, but also about things that are left behind! We want to make sure everything is safe and sound during our travels. For households and business owners, this can be about a secured backyard, locked doors and windows, closed water valves, safe gas and electricity, and many others.

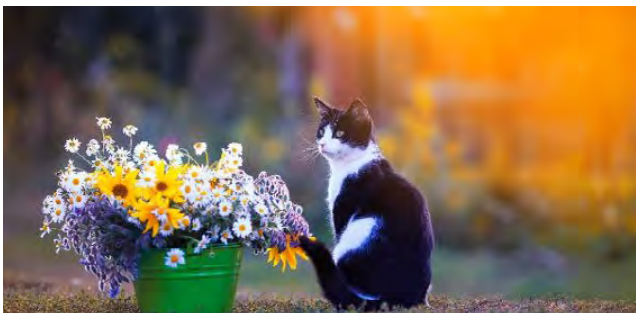
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Hikvision's latest Pro Series cameras can take over the security duties for you. Now Hikvision has embedded both its AcuSense AI technology and its low-light ColorVu technology. This combination creates a powerful hybrid, providing 4K ultra HD color for you to see a scene clearly, and the intelligence to be able to recognize a security breach. What's more, all these can be accessed and viewed remotely using Hik-Connect app on your smartphone or tablet.

With this triumvirate of combined technologies and abilities, you can enjoy a laid-back life.



## See it clearly...



We understand that you might be concerned about your pretty garden that you've been looking after with care, or your cat that is fed by a pet sitter during your leave. There is nothing better than a high quality, full-color real-time video which can reassure you. And that's what the Hikvision cameras with ColorVu can provide.

Hikvision ColorVu technology ensures the best possible vivid color to be reproduced in extremely dark scenarios, even on a moonless night. Cameras with ColorVu guarantee video with colorful details when they are needed.

## Access it easily...



Next, it's about how you see it. It is easy with the Hik-Connect app on your smartphone, which connects and communicates with all your security devices at your premises. With Hik-Connect, you have full access of real-time feeds, you can playback and receive event notifications remotely, even when you are lying on a beach. So you can easily look in on your pets or garden anytime.

## Understand it quickly...



A carefree summertime break also means you are not disturbed as much as possible. You may have experienced annoying frequent alerts from a traditional security system. And when you checked an event alert, you found nothing but a swaying tree in your front yard from the camera view. This type of 'no-threat' incident may happen from time to time, making people frustrated during a holiday.

Hikvision AcuSense AI technology can help you solve this conundrum. By using AI, it enables a security camera to only trigger an alarm when a human or a vehicle pops up in the camera view, for example if someone enters the restricted area in your warehouse, so you can focus on the real threats and act only when needed. At the end of the day, no one wants to be bothered in a relaxing environment. To take things one step further, some cameras with AcuSense AI can flash to deter the intruder away, or even allow you to give a warning through the built-in speaker. In this way, you don't really need to worry and waste time on your holiday.

## A powerful combination

With AcuSense and ColorVu, the latest Hikvision Pro series cameras are able to deliver much clearer, vivid color images helping you to see the scene clearly. It also means that you can understand much more readily what you are looking at, with automated alerts demonstrating real security breaches. And everything can be viewed right in the palm of your hand.

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# GET TO KNOW INDUSTRY LEADERS!

In this series, we sit down for a chat with industry leaders to find out more about them, uncovering their concerns and aspirations for the security industry. To wrap things up, we also posed them a fun question to find out more about them! Please feel free to write in to [nicholas@sas.org.sg](mailto:nicholas@sas.org.sg) if you have any suggestions on questions to ask those up next.

Here's introducing Mr Patmanaban Soman, Chief Operating Officer of Dagnet Smartech Security ("Dagnet") and one of the newest members of the SAS Executive Committee ("Exco").

Patma was elected to the Exco as a committee member on 23 February 2021. He is one of the two newest additions to the Exco.

Patma was formerly from the Singapore Police Force, serving for about 13 years. He started as a neighbourhood policing officer, before becoming a detective and later an investigator.

He joined the private security industry in 2013 because it was in line with the passion he had in safety and security, which was what he had been doing all his life. He takes pride in his work and his skills in investigation or covert operations.

**What made you choose to be a part of the SAS Exco? What do you hope to achieve?**

For one, Dagnet was one of the pioneers to try and kickstart the PWM, so since then I've always had the drive to try to engage other agencies and impart as much references as I can to help fellow agencies.



Centre: Mr Patmanaban Soman



The other reason is our President, Joshua. When he was elected, I saw the following year all the changes that have happened in SAS, so I felt there was a lot of young blood drive. That motivated me to try and support him. His aspiration to have a one-stop platform to assist all security agencies with SACE, initiatives like these really inspired me to be part of the committee and to try to assist him.

### **How has your experience been thus far?**

Wonderful. I've always been around SAS, from the first time I stepped into the industry to even when I was in Dragnet, because Mr. T Mogan was the President prior to Joshua. He's the Managing Director of Dragnet.

In my interactions with the Exco members, I find that there's strong shared drive and teamwork.

### **What aspirations do you have for SAS and the security industry of the future?**

One major area is to see how we can attract younger officers. We also need to mould this current generation to adapt to the current needs of the security industry.

There is a lot of quality difference when we hire younger officers. They have a certain wavelength and understanding towards the threats we face in Singapore, which are very relevant and real, such as in cyberterrorism. Not forgoing the older generation as they have contributed greatly. But we see where the world is going and we have to think more on the job.

SAS has a lot of initiatives in

line with that, and they are trying to cultivate and encourage PWM efforts by MOM. I agree with this mindset.

At the same time, we need to assist the agencies by making sure that the service buyers are paying more. With these efforts, we will be able to attract the younger generation of today.

Patma also shared that he wishes the public's understanding that security is a frontline support, on par with the emergency services. Respect and importance should be shown towards the security industry as the threats we face are very real. They should also be more willing to adopt more security technology.

As for his role in SAS, he said, "My role is to be ever ready to assist any member in terms of achieving the best security outcomes for them. For SAS especially.". He also looks forward to more meetings with the Exco in person.

### **What do you love about your job?**

I have always been passionate about safety, security, and investigation. My mind is always thinking about the collective safety of everyone. Overtime, we tend to forget the real threat there is here in Singapore. Just a few months ago, there was news that the Internal Security Department had gotten hold of the wife of a radicalised person. We also had a teenage boy who was planning an attack, searching for weapons online and how to kill as many people as possible.

Nobody looks at security as a starting point. Security can also

be a listening post for any kind of information.

I am eager and want to hear from my officers what they have experienced, what is happening in their course of work, the buildings that they are guarding, what they are seeing daily. Sometimes small, simple information can be relevant for the safety of our country. This keeps me going every day.

### **What is something that not many people know about you?**

I love animals and I am an adventure freak! I love snow peaked mountains and staying in the villages there. I love experiencing the simple hassle-free life which is very nourishing to the mind. The experience you get especially early in the morning when the sun rises, the golden shine on those snow peak mountains... that is really something special.

### **Fun question! If you were stranded on a deserted island and you could only have one item with you, what would it be? Do you think you would survive?**

I would like to have a satellite phone, which I can use to call for help and I think I would survive with that.

Thank you Patma for participating in this chat and allowing us in the security industry to learn more about you. We look forward to your contributions to the industry, and here's to making many more memorable experiences!

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# SAS - SBF FOUNDATION

# COMPASSION FUND



*SAS and the Singapore Business Federation Foundation established the SAS-SBF Foundation Compassion Fund to benefit our members' employees who have fallen on hard times due to the COVID-19 pandemic, with a once off support of \$300.*

*SAS set a target of \$50,000 but surpassed it, with \$73,200 raised as of 1 September 2020. With matching from both the SBF Foundation, and Enterprise SG, the fund raised a grand total of \$219,600!*

*The secretariat got in touch with the Chairman of the Compassion Fund Board, Ms Lee May Ling, and asked her to share some thoughts.*

## **1** *How did you come to be Chairman of the Compassion Fund Board?*

It all started with a simple text and a conversation. I've known Joshua (President, SAS) for many years now, and we regularly keep in touch. In one of our conversations, I learned about the Compassion Fund, and was asked if I would like to contribute. I was more than happy to agree, because I thought that the Fund was a great idea. We were in the midst (as we still are) of a pandemic that had significant impacts on the life of everyone in the country. Security

Officers work on the frontline and battle the daily risks of doing so for the greater good of Singapore and, to me, the Fund was an important gesture to provide some financial support available for those SOs who needed it. I was also very heartened to see the swift response by SAS members rallying to raise money for the Fund, with more than \$210K in all! What's left now is to channel this money to the SOs who need our help and support.

## **2** *We did some sleuthing online to learn more about your professional*



**background, and it's stellar! Having graduated with both an LLB and LLM from King's College London, you were called to the Singapore bar in 2012 and are now a Partner at Allen & Gledhill. Further to that, you were also in the inaugural batch of fellows in the Law Society's Criminal Legal Aid Scheme. Has your professional background played a part in how you look at the Compassion Fund?**

You guys are too kind! But to answer the question, in my years in practice I have been grateful to have had the opportunity to be involved in pro bono legal work. One of my takeaways from these experiences, has been how important it is for us as a community to lend a helping hand to those who need it. A helping hand can come in many forms – whether that be free legal representation, financial help or even guiding and directing people to other resources and help that is available for them. This has been very relevant to our work as the Board of the Compassion fund, and every member of the Board believes that when any applicant asks for help, all due consideration should be given to his/her request. Even the act of applying for support in and of itself can be a big obstacle for many people who need help, and the least we can do is hear them out in full. In this regard, the Compassion Fund Secretariat has done a really great job in helping the applicants by not just taking their applications and passing it on to the Board, but by first finding out more about their situations, and presenting applications to the Board with the full and relevant facts.

### **3 Do you have any meaningful stories to share about the support SOs have received from the Fund?**

To be honest, every application we receive and support is a meaningful story in itself. One SO has been working and living here, unable to see his family who are living in Johor Bahru and subject to the Malaysian government's Movement Control Order. Another SO saw a significant drop in her income because retail malls were scaling down deployments

during the Circuit Breaker period, and she was deployed less often. There are many stories that come to us, and we extend support as much as we reasonably can.

### **4 With the Fund now being administered for almost a full year, how have things progressed, and what are your hopes for the Fund as Chairman of the Board, moving forward?**

As with any new initiative, there were some teething issues at the start. But the Board and the Secretariat have resolved many of these issues, and the rate at which we can extend support to SOs has improved greatly. Given how hard the SAS members worked to raise funds, naturally, one of my hopes is that we will be able to use up the entire Fund in supporting officers, and that all officers who need help will come forward.

### **5 Any words of advice for Officers who are unsure about reaching out for support from the Fund?**

Reach out to us or your employers if you have any questions. The Security Agencies have rallied together to raise this money, and will surely assist you if they can. Your colleagues, your employers, and SAS do not want anyone to suffer in silence, especially when help is available, and I sincerely hope that you come forward to us.





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# WORKING HOURS IN THE SECURITY INDUSTRY



## A shift in shifts: why shorter working hours for security officers is the key to an attractive, sustainable and lucrative security industry

Private security officers work long hours in Singapore. 12-hour shifts are the norm. It is absolutely critical that this norm changes if the security industry is to make significant progress in transformation. Here are five reasons why:

First, long shifts are unattractive to locals. It is common knowledge by now that the industry is operating in a severe manpower shortage. 50% of security officers are above the age of 55, and this statistic will not improve if the status quo continues.

A 2018 MOM report found that non-PMET vacancies remained harder to fill than PMET openings primarily due to the “unattractive pay, physically strenuous job nature, work on weekends/ public holidays and shift work”. The PWM will raise the wages of security officers in the coming years, and the job, while physically challenging, has immense potential to be augmented by technology. What is left to tackle, and which is an important consideration especially among younger Singaporeans, is the working hours and shift structure of the job.

Second, and related to making the job more attractive, is to build a more recognized and respected profession. 12-hour shifts are onerous. The occupation suffers from a poor reputation, with common complaints that officers are often resting on the job. However, it is difficult to stay alert, responsive, and even customer-oriented while working on 12-hour shifts.

Reducing working hours would have a direct positive impact on quality of service. Indirectly, it impacts the quality of service expected of our officers. Lapses in attention on the job should not and would no longer be tolerated. In a country with a high respect for the rule of law and for our authorities who keep us safe in accordance with the law, there is no reason why our officers should not be treated with the same level of respect and dignity in protecting our private property.

Third, shifting the norm from 12-hour shifts to 8-10 hour shifts could offer security agencies greater flexibility in designing security solutions for clients, and in attracting and retaining competent security officers. This

could ultimately lead to higher margins and cost savings amidst PWM wage increases.

Fourth, and most importantly, this norm shift would at the very least interest service buyers in considering alternatives. With such a significant shift, buyers may be forced to consider if they really do need so much manpower, and if warm body presence is necessary at all times.

Opening up buyers to considering the possibilities is critical, where previously there was no room for negotiation. It would then be up to security agencies to convince them of the merits of adopting technology, where they are bound to succeed. Drones are soon slated to help with deliveries, replacing postmen. E-payments have become the preferred means of transaction rather than physical cash. If we trust technology with the handling and protection of our money, for many of us the result of years of hard work, why not trust technology with our security?

Finally, if we do not create a shift in norm, we will be stuck in a positive feedback loop. Security



is currently often considered a “grudge purchase”, an unwelcome cost on the bottom line and cost-saving takes precedence over quality of service. Companies are squeezed to provide manpower for cheap, the quality of officers sourced worsens given the already challenging manpower shortage, such that buyers are even less willing to pay more for their services. We already see this happening. The time to act is now, and we need a drastic change, and making 8-10 hour shifts the new normal would be the perfect starting point.

Rome was not built in a day and this change cannot happen overnight. 12-hour shifts are sticky for good reasons. Service buyers want 24/7 surveillance, preferring a physical presence. To meet this need, it is logistically simpler for agencies to arrange for 12-hour shift schedules.

Security officers are typically lower-skilled, lower-wage and older workers. To earn as much as they can, they actively seek to work longer hours. As long as officers do not exceed 72 hours of overtime worked in a week, they are not in breach of the Employment Act. With most, if not all stakeholders aligned on 12-hour shifts, it may be difficult to envision change.

One way to help institute this shift is to provide a new track of security “specialists” under the PWM. This track would cater to younger people and pay at a higher wage under the 8-10 hour shift schedule.

Another way is to raise the gross wages of officers to a point that security officers no longer feel compelled to work long hours to earn a decent salary. This would give them

more bargaining power and choose to work with agencies with attractive shifts and pay packages.

The government can also take the lead and offer contracts preferentially to first movers; agencies leading the charge in deploying officers according to 8-10 hour shift structures.

Under a new norm of 8-10 hour shifts, the new security industry in Singapore is bound to be more attractive to younger, more adaptable and highly-skilled individuals. This would make the industry more sustainable and better navigate a national manpower crunch. Flexibility in contracting would reduce price-driven competition, encourage the adoption of technology and build an industry more lucrative and capable of tapping into both local and overseas markets.



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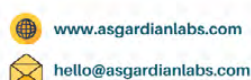
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# SECURITY OFFICER'S DAY 2021

The Security Officers' Day Awards 2021 recognise outstanding officers who have performed exemplarily in their duties.

## Security Officer of the Year Award

The Security Officer of the Year Award recognises officers who have performed exemplarily on the job, compiled with the Security Officer's Code of Conduct, fostered admiration amongst colleagues, displayed leadership qualities and exhibited a consistently high level of performance.

RANK AND NAME	COMPANY
SO Muhammad Raihan Bin Iswandi	Certis CISCO Protection Services Pte Ltd
SS Hanisah Binte Hamid	Henderson Security Services Pte Ltd
SSO Thinakaran Krishnan	Tiger Hong Security Services & Consultants Pte Ltd
SS Surjeeth Singh	Twinrock Pte Ltd

## Outstanding Officer Award

The Outstanding Officer Award recognises officers who have demonstrated excellence on the job.

AERO ASIA SECURITY & SYSTEMS PTE LTD	
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SSO M.Seva A/L Muniandi	SO Maniam S/O Ramayah Charles
SSO Muniyasvaran A/L Arunasalam	SO Prayimah Devi A/P Vellapandy
SSO Sivaneisen S/O Munusamy	SO Syed Abdul Malik Bin Syed Ali

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SS Au Choon Siah	SS Solomon Mogan Chandra Dass
SS Choo Ai Hoon	SS Thiagarajan Karuppasamy
SS Ghanageswaran C Kuppusamy	SS Thiban Thiagarajah
SS Hiswaran Manimaran	SS Tinakaren A/L Durai
SS Karthek A/L Velusamy	SS Vegenisvaran A/L Sundar
SS Lee Kwong Thoe	SSO Gobinath Balasubramaniam
SS Muhammad Firdaus Bin Jasmin	SSO Kogeelahvani Manimaran
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SO Ganesh S/O Yanajekaran	SO Vickneswaran Sokalingam Nadarajah
SO Mohamed Riduwan Bin Hussain	SO Yong Kok Choi
SO Sayuti Bin Omar	SO Zainal Abidin Bin Othman
SO Subramaniam S/O Raju	

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SS Rahmat Bin Ahmad	SO Uma Rama Komder
SSO Muhammad Fadly Bin Abdul Rahman	SO Wong Liang Kai
SSO Tay Bee Keng	SO Zainudin Bin Osman
SSO V S Ramesh A/L Selvaraj	

BULLS-EYE SECURITY SERVICES PTE LTD	
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SS Abd Rahim Bin Ahmad	SSO Yip See Yong

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SS Kumar Subramaniam	SO K Rajaeasvery
SS Thirunavukgarasu A/L Selvarasu	SO Luvenaswarran Devar Sivaraja
SSO Ahmad Bin Abdul Wahid	SO Mohamed Noor Ilham Bin Khairuman
SSO Low Kok Yong (Simon)	SO Mustafa Bin Ismail
SSO Mohammad Faisal Bin Abdul Rahman	SO Nurhatika Bte Mohamed Ali
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SUP Moganadass A/L Subramaniam	SSO Lim Lye Seng
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WSSO Kleemoli A/P Loganatham	WSO Naidu Malliga
WSSO Narmatha D/O Thamburajulunaidu	

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SSO Najubudeen S/O Raju Mohamed	

**SECURITE ASSOCIATES PTE LTD**

SO Malek Faisal Bin Mohammed Hassan	
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**SOVERUS PTE LTD**

SSS Kanna	SSS Simon Tang Yi Peng
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**SPINNETASIA PTE LTD**

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SSO Lim Meng Teng (Eric)	SO Jayabalan Pillai A/L Marimuthu
SSO Ramesh A/L Ramachandra	SO Mariyappan A/L Arumugam
SSO Roslan Bin Daud	SO Nathaniel Raj Chella
SSO V Rajandhran	SO Veeraiyan Panneer Selvam

**STRIVE SECURITY PTE LTD**

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SSO Vishal Dhillon S/O Khadia Singh	

**TIGER HONG SECURITY SERVICES & CONSULTANTS PTE LTD**

SS Ananthan Parameswaran	SO Bosco Dorairaj
SSO Chan Yee Mai	SO Neo Ann Seng
SSO Valarmathi Thanahinathan	

**TITANIUM SAFETY & SECURITY PTE LTD**

SS Sakaria Bin Ali	SO Hari Ahilan
SS Sheikh Nazeer Ahmad Bin Haji Sheikh	SO Saravanan A/L Subbarmaniam
SS Vignesvaran Krisnasamy	SO Yuvaraj A/L Bangaraiah
SO Hamraj Kunaseelan	

**TRI-GLOBAL SECURITY PTE LTD**

SO Chandra Segaran A/L R Muniandy	SO Makaringam S/O Sinnasamy Akamboran
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**TRIPLE S PROTECTION PTE LTD**

SSS Tan Lee Seng	SS Tan Kok Wee
SS Abdul Rahman Bin Mohd Yusoff	SSO C Magesvari A/P Chinnasamy
SS Avinkumar S/O Devadas	SSO Dineshkumar A/L Radhakrishnan
SS Mahdevan Moddian	

**TWINROCK PTE LTD**

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SS Lange Micheal Paul	SO Adenan Bin Jasman
SS Manimaran Ramiah	SO Gavin Mark Santa Maria
SS Muhammad Radhi Bin Razali	SO Jasvendar Singh S/O Mindal Singh
SS Raja Mugan	SO Mohamad Reduan Bin Mohamad
SS Ranjith Singh S/O Bhan Singh	SO Muhammad Syafiq Bin Selamat
SS Zainal Bin Mohammed	SO Mustafa Bin Ahmad
SS Zulkifli Ayob Bharoocha	SO Rajan Muniandy
SSO Arjan Singh S/O Najar Singh	SO Ridzwan Bin Rahman
SSO Balachandran A/L Arumugam	SO Sures Perumal
SSO Muhammad Azrin Bin Mohd Asmawi	SO Wilson Masih
SSO Muhammad Danial Bin Rahadi	SO Yeo Kai Eng
SSO Saravanan Subramaniam	WSO Margaret Peter
SSO Sueb Bin Samadi	WSO Puvitra Ramoo
SSO Yusri Bin Taib	

**UNIQUE SECURITY SERVICES PTE LTD**

SSO Chan Yang Feng	SSO Chia Hui Boon
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## Job Redesign Award

The Job Redesign Award recognises officers who have demonstrated strong capability in using technology on the job.

COMPANY	RANK AND NAME
Alwatch Security Management Pte Ltd	SSO Zulkifli bin Ami
Alwatch Security Management Pte Ltd	SSO Tang Wai Weng
Armour Security & Investigations Pte Ltd	SO Yusnita Binte Hussain
Aspectus Consultancy Pte Ltd	SSO Nades A Tamilarasan
Bulls-Eye Security Services Pte Ltd	SSO Kesavan Naidu G Udayasurian
Bulls-Eye Security Services Pte Ltd	SSO Ravintharan Supramani
Danmax Security Management Pte Ltd	SSO Steven Lee Fook Seng
Danmax Security Management Pte Ltd	SSO Tan Kian Meng Andy
Dragnet Smartech Security Pte Ltd	SSO Sarrmilah Pandian
Eagle i Security Services Pte Ltd	SS Subramaniam A/L Monien
GoMobile Security Solutions Pte Ltd	SSS Mugilan Murugeson
Henderson Security Services Pte Ltd	SS Lim Kim Chwee
Impact Security Services Pte Ltd	SO Roslan Bin Abdullah
Jacin Security Services Pte Ltd	SSO Ahmat Bin Gatikon
Jacin Security Services Pte Ltd	SSO Mohamad Irwan Bin Mohamad Ali
Metropolis Security Systems Pte Ltd	SO Koh Keng Wei
Metropolis Security Systems Pte Ltd	SO Phang Ah Ong
Oneberry Technologies Pte Ltd	SSO Puvin Kumar Vijakumar
Pedro Investigations & Security Services Pte Ltd	SS Joshua Charles A/L Kolandasamy
River Fort Pte Ltd	SSO Tan Hock Chuan
River Fort Pte Ltd	SSO Wan Zulfi Bin Jamil
Soverus Pte Ltd	SS Chan Weng Fook Allan
Soverus Pte Ltd	SSO Ruby Hwang Bee Lin
Tiger Hong Security Services & Consultants Pte Ltd	SS Longeswaran Jeyagobi
Tiger Hong Security Services & Consultants Pte Ltd	SSO Damsir Bin Ibrahim
Titanium Safety & Security Pte Ltd	SSO Mohd Ezran Bin Othman
Titanium Safety & Security Pte Ltd	WSSO Puspha Valli Muniandy
Triple S Protection Pte Ltd	SS Mubaraqali Abdul Mohammed
Twinrock Pte Ltd	SO Irwin Shah
Twinrock Pte Ltd	WSO Lange Bernadette Constance





# THE WORKPLACE SAFETY & HEALTH GUIDELINES FOR THE PRIVATE SECURITY INDUSTRY: *by the Industry, for the Industry.*

An officer crosses the road from outside his deployment site in heavy rain, and is run over by a bus leaving that same site. Another officer, trying to keep members of the public out of a restricted area, falls into a 4 m deep pit. In both cases, the officers succumbed to their injuries before the arrival of emergency services, and were pronounced dead at the scene.

The above two tragic incidents underscore the importance of Workplace Safety & Health (“WSH”) considerations in security. While we are blessed in an industry that has injury and fatality rates lower than other high-risk sectors such as construction and manufacturing, every WSH incident is one too many for us to weather.

The SAS Exco thus set out in late 2018 to establish a working group to eventually publish an industry-led collection of background information, case

studies, and industry best practices dealing with WSH matters, all in one comprehensive document. The working group would comprise representatives of Security Agencies, Service Buyers, the Government and WSH Regulators, as well as Employees. Tapping on the varied expertise of the working group members, it was hoped that the final document would be invaluable to the industry once published.

Fast-forward to 21 Jul 2021, and the efforts of the working group finally came to fruition with the launch of the WSH Guidelines for the Private Security Industry (the “Guidelines”). The Guidelines are the first of its kind that specifically tackles WSH matters relevant to the security industry.

The Guidelines firstly lay out the foundational information required to understand and apply WSH considerations. The first sections contain an explanation of relevant

legislation and the surrounding environment of regulations for WSH, and thereafter lay out the key concepts of Risk Management. These are then contextualised in case studies which illustrate their importance.

The Guidelines then lay out some of the common risks associated with typical security functions, and industry practices that could be adopted to deal with them. Significantly, the Guidelines even include sections dealing with Mental Wellness, and measures to ensure that officers’ mental health is safeguarded.

In all, the Guidelines should prove to be incredibly useful for anyone looking into WSH concerns at security deployments. SAS thanks the members of the working group for their invaluable insight and input, and look forward to reviewing and updating the Guidelines as needed to suit future contexts.

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