

The Dilemma and Solution of China's Auxiliary Police Construction——Inspiration from Singapore's commercial security institution system

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Abstract: The commercial security agency in Singapore is an auxiliary police agency in Singapore. After more than 40 years of development, reform and improvement, its legal protection is complete, its establishment procedures are strict, and its supervision and daily supervision and auxiliary police responsibilities are clear. At present, the legal construction of the auxiliary police is still faced with the absence of laws and regulations, the single supply subject, the imperfect recruitment and training, and the lack of professional regulatory agencies and regulatory agencies. In view of some problems in the current auxiliary police management system, it is suggested to refer to the current administrative management system of Singapore, from the five aspects of legal norms, establishment of full-time managers, improvement of market competition mechanism, establishment of market access mechanism, standardization of auxiliary police recruitment, training and supervision.

Key words: Singapore; Industrial and commercial security agencies; Auxiliary police force; Auxiliary police management system

Singapore's commercial security system was founded in 1972, and is a police system with Singapore characteristics. Although the Singapore Commercial Security Bureau is not the only auxiliary police unit in Singapore after the restructuring in 2005, the existing auxiliary police system in Singapore is derived from the reform of the industrial and commercial security system, and its reform and improvement have important reference for the management system of the auxiliary police in the new era. However, at present, domestic discussions on Singapore's commercial security organization system are mostly introduction, lacking in-depth analysis and comparison with China's relevant auxiliary police system.

1. Singapore's commercial bodyguard system and changes

The Singapore Commercial Security Bureau was established in 1972 in accordance with the directive of the National Assembly of Singapore and the Industrial and Commercial Security Agency Act, belonging to the Ministry of the Interior. It was the only official organ in Singapore at that time, capable of equipping security personnel with weapons and the largest security agency, and regulated its work of assisting the police in accordance with the Industrial and Commercial Security Agency Act. As early as 2005, the Singapore Industrial and Commercial Security Company implemented enterprise restructuring in accordance with the Industrial and Commercial Security Institutions (Dissolution) Act, transferring all its property and operations to Ceon Security Group, which is controlled by Temasek Holdings. Therefore, around 2005, Singapore's commercial security organizations and systems have undergone great changes. We will discuss them separately and analyze the causes of their development.

(1) Singapore Business Security System (2005)

The original intention of the establishment of the commercial security department in Singapore is to separate the guards and

guards of the Singapore police department and make it a legal organ in Singapore. By authorizing them to be equipped with full-time armed forces, the number of police officers can be reduced. Since it is subordinate to the Ministry of Internal Affairs, its senior executives are appointed by the Ministry of Internal Affairs, and its board members, officials and employees are all public officials. The industrial and commercial security organs are composed of auxiliary police, among which the auxiliary police is the auxiliary police. The auxiliary police, like the police officers, are entitled, dressed and armed. The only difference is that the auxiliary police have no ability to investigate and solve cases. In terms of economy, industrial and commercial security companies operate as enterprises to obtain income, and tax them according to the laws of the government. Their after-tax income is used for the development and development of the company. 3

(2) Singapore Commercial Security Department and Auxiliary Police System (2005)

The industrial and commercial security companies in Singapore implemented the corporate transformation of the Industrial and Commercial Security Institutions (Dissolution) Act in 2005, and followed the same regulations as other security companies, which severely restricted the powers of the police. After the reorganization of the Company, the Singapore Board of Directors is the highest decision-making organ of its administrative department. (3) The regulations followed by the auxiliary police units affiliated to the Industrial and Commercial Security Bureau have been changed into Article 9 of the Singapore Police Act and the Auxiliary Police Ordinance issued by the Singapore Police Department, which was approved in 2004.

(3) Reasons for the evolution of Singapore's enterprise security management system

Since its establishment, the Business Security Organization has made great efforts to stabilize Singapore, but some of its own

problems cannot be ignored. First of all, although the commercial security department operates enterprise-level business, it is in an absolute monopoly on the daily supply of weapons and does not participate in any market competition, which has a great impact on the development of the company and the improvement of the quality of business. Secondly, the industrial and commercial security organ is the legal organ of the government organ, while the senior manager is appointed by the government organ. Although it has a commercial nature and aims at profit in its organization, because of its administrative nature, it is inevitable that it will have a negative effect due to the administrative nature of the organ, thus reducing the operating efficiency. To this end, in 2005, in order to promote the development of the security industry and encourage mutual competition in the security industry, Singapore implemented a self-reliant system by focusing on industrial and commercial security companies for the three security companies, making the three security companies a separate company. The reform effect is also very obvious, and the quality of the auxiliary police is gradually improved, Assist the police to enter more key group control activities with regular police personnel, such as major events attended by national leaders in major events.

2.Characteristics of Singapore's enterprise safety management system

(1) Complete legal guarantee

Since its founding, Singapore's commercial security system has been regulated and protected by complete laws and regulations. The Singapore Commercial Security Agency was established in 1972. According to the Industrial and Commercial Security Agency Act, it has regulated the nature, functions and powers of the commercial and industrial security agencies in detail. The Industrial and Commercial Security Agency Act defines the industrial and commercial security organization as an enterprise with legal personality, while NGOs are non-governmental organizations that assist the Singapore police in maintaining security and order. In addition, the command, rank, assignment, mobilization conditions, responsibilities and discipline in the mobilization process of the auxiliary police are also described in detail. In 2005, on the basis of the Industrial and Commercial Security Institutions (Dissolution) Act, the subordinate police department of the Industrial and Commercial Security Department was a regulation of the Singapore Police Department in accordance with Article 9 of the Singapore Police Act and the Supplementary Police Ordinance issued in 2004. Article 9 of the Singapore Police Law clearly stipulates the establishment and management of police personnel to assist police; Assist in the appointment, service conditions, discipline and organization of police officers; Assist the police in personnel allocation and compensation. The Auxiliary Police Ordinance further perfects Article 9 of the Singapore Police Law, and specifies the rank level, training plan, promotion, daily management, discipline and punishment and compensation committee of assistant police officers.

(2) Establish strict assistance police force

In Singapore, the industrial and commercial security department was established in 1972 and became the only supporting police unit at that time. In order to establish this unit, the Industrial and Commercial Security Agency Law was enacted, and special

regulations were formulated to manage its establishment and operation, which shows its severity.

After the reorganization in 2005, according to Article 9 of the Singapore Police Act, three security departments have been established to assist the police. This article defines the main body, conditions and process of the establishment of the auxiliary police force in Singapore, and ensures the management of the auxiliary police force.

Strict regulations on the qualifications for the establishment of public security organs

According to Article 9 of the Police Regulations, the employment agencies assisting police personnel shall be government departments, other statutory bodies, companies and other commercial organizations, approved by the Ministry of Internal Affairs and authorized by the Commissioner of Police. Singapore has implemented strict control over the main body of the establishment, including the main body qualification of the employing unit, the work regulations of senior managers and workers, in order to ensure that the Ministry of the Interior of Singapore and the Singapore Police can effectively supervise the establishment of an organization composed of armed forces composed of auxiliary police.

Establish strict regulations to assist the police

The Singapore Police Act, with the consent of the Ministry of the Interior, authorizes the employment of a unit to set up an auxiliary police agency to ensure the safety of the person and property of Singaporeans and to help the police maintain or enforce public order. After being approved to set up an auxiliary police organ, the troops employed by the state must pay the annual tax to the Commissioner of Police every year. However, the employment unit that establishes the auxiliary police organ without the approval of the police is one kind Crime.

Strict procedures for assisting in the formation of police

When establishing an auxiliary police force, the employed unit should first make a request to the police director, and after the approval of the Minister of Internal Affairs, the police director can appoint the employing department to establish an auxiliary police force. As for the specific members of the auxiliary police force, they are recommended to serve as deputy police chief by the employed organization, and can only serve as deputy police chief after being authorized by the police chief, and each deputy police chief must swear to a senior police chief when appointed. country

(3) Regulations and daily management

Before 2005, Singapore's commercial security authority was a statutory authority under the Ministry of the Interior. Its supervision was carried out by the Ministry of the Interior. All chief executives were appointed by the Ministry of the Interior. The members of the board of directors, officials and employees of these departments were civil servants controlled by the government and supervised by the Singapore government. In addition, the Law on Industrial and Commercial Security Institutions also clarifies the daily operation of the industrial and commercial security organs. Its business scope covers the members of the board of directors, the general manager and staff, and the business scope covers the company's meetings, functions and powers, mobilization, company property and pension, and provides a complete set of regulations for the daily operation of

the organs.

After the reform, the work of the industrial and commercial security department is in the charge of the Security Industry Supervision Authority, and its daily work is also carried out in accordance with the relevant provisions of Article 9 of the Singapore Police Act and the Singapore Auxiliary Police Ordinance, which is more detailed than before.

Career management

The Singapore Security Authority was established in January 2004, under the jurisdiction of the Singapore Police. It is the administrative body of the security industry in Singapore. Its responsibility also lies in the support of the police work in Singapore by weapons, and the formulation of guidelines to promote competition and ensure its compliance with various norms. As for assisting the police in implementing action orders, firearms and ammunition management, training, promotion, demotion, discipline and punishment, the Singapore Security Supervision Office will also manage them, and the Ministry of Internal Affairs will appoint a director to each organ to be responsible for major matters of the company, with a senior police officer as the commander. Xiong's

Management criteria for performing duties

In order to ensure the smooth progress of the auxiliary police work, the Singapore Police Law, the Auxiliary Police Ordinance and other relevant laws and regulations regulate the training, assessment, salary, welfare and promotion of the auxiliary police.

With regard to training and testing, the Auxiliary Police Regulation requires that each auxiliary police officer assisting the police department shall undergo a test and training program developed by the director of the police department and the employees assisting the police department in consultation to ensure that they can perform the required obligations. Since 2005, Singapore has stipulated that all auxiliary police officers must receive six weeks of security and safety training and be certified before they can enter their posts. IT5

With regard to wages and benefits, the Singapore Police Law has the national jurisdiction over the salary, pension, welfare and service status of each auxiliary police officer as well as their working status. In addition, during the transfer process, the salary of auxiliary police officers will be determined on a case-by-case basis. These regulations provide legal salaries and allowances for the assistant police officers in Singapore.

As for promotion, the Singapore Auxiliary Police Ordinance requires the boss of the auxiliary police unit to set up a promotion council to evaluate whether each employed auxiliary police is suitable for promotion, and after the promotion committee's opinion on the auxiliary police, it can only serve as the boss of the auxiliary police unit. The members of the Promotion Council are appointed by the Deputy Commander of Police, the Director of Police Service, the head of the police force, the employees and the employers. Fourth, deputy police officers must undergo necessary tests and meet other guidelines determined by the director to assist the work of the police team.

Strict discipline

Singapore has strict control over the auxiliary police. The Auxiliary Police Ordinance regulates the illegal acts and handling methods of the auxiliary police in detail, and formulates relevant

handling measures to ensure the strict discipline of the auxiliary police, while also guaranteeing the legal rights of the auxiliary police.

In terms of violation of laws and regulations and disposal, the Auxiliary Police Regulation clearly stipulates 15 types of violations of laws and regulations. If the assisting police have violations of laws and regulations, the unit employed can even dismiss them according to more than eight listed punishment measures.

With regard to crimes and how to deal with them, the Singapore Police Act will assist police officers in failing to complete their work or disclosing personal data and secrets without reasonable reasons, which will be regarded as a crime, and the penalties include fines, imprisonment, and punishment under the Singapore Auxiliary Police Ordinance.

As far as the investigation process is concerned, the Auxiliary Police Regulation requires that the investigation of the accused auxiliary police be carried out only after receiving the written complaint signed by the complainant. This study adopts a "two-track system": the employment agency can assign a police officer to assist in the investigation, and the police commissioner can also assign a full-time police officer to conduct the investigation. If the investigated object is suspected of violating the law after investigation, it will be prosecuted; If it is only a violation, a new discipline inspector will carry out further inspection, propose punishment measures and punish the employer. If the victim is not satisfied with the result of the fight, he can file a lawsuit according to the relevant rules to safeguard the legal rights of the auxiliary police.

(4) Clear responsibilities of auxiliary police

The assisting police department in Singapore is only responsible for serving as a formal police officer when transferring, and only responsible for providing security when not transferring, so their responsibilities can be divided into dispatching and non-dispatching. The Singapore Police Law states that after the transfer of the police chief, the auxiliary police and the regular police have the same rights, perform the same duties, and have the same rights of protection and exemption, while their actions are the responsibility of the state. In the period of non-adjustment, deputy police officers cannot enjoy the power and responsibility of regular police officers.

From the above characteristics, we can see that Singapore's commercial security agencies have the security characteristics of "quasi-police". That is to say, unlike other types of security companies, the business mode of commercial security companies is enterprise operation, while the business security companies are designated by the government, usually by government officials, equipped with police equipment, and are assigned by the police to carry out police tasks, belonging to quasi-police. Singapore's commercial security system is also consistent with the concept of "third party police". In addition, Singapore's police assistance system after the reform in 2005 is not a "overturned" industrial and commercial security system. Although the industrial and commercial security department has completed the transformation of enterprise, Temasek Group, as a state-owned enterprise in Singapore, is still under the control of the Singapore authorities, rather than real autonomy. Whether before or after the reform, Singapore's security system has the characteristics of complete laws, strict establishment, strict supervision, standardized management,

and strong security. Their relationship with the Singapore police is also relatively independent and highly integrated, providing good support for the police to maintain social order.

3. Construction of Singapore enterprise bodyguard management system

Reference to the management system of China's public security organs

(1) Improve relevant laws and regulations

In China, the national-level regulations on auxiliary police are only the Opinions on Regulating the Management of Police Auxiliary Personnel of Public Security Organs, while the Opinions are only a normative document, without clear operating procedures, and can not effectively deal with the legal system deficiencies in the auxiliary police system. With the advancement of the national comprehensive rule of law process, the legal and regular work of the public security department has become more prominent, and the simple Opinions is far from enough to regulate it, but its promulgation has also laid a good foundation for the legalization and institutionalization of the auxiliary police. According to the guiding ideology in the Opinions, we can start from the People's Police Law by referring to the practice of Singapore to regulate the basic issues such as the legal status, responsibility limits, responsibility boundaries and legal acts of the auxiliary police. Secondly, a set of Regulations on Auxiliary Police Personnel can be formulated to clarify the work, especially the relevant management system, which can be promulgated by the Ministry of Public Security, or the corresponding rules and regulations can be formulated according to the relevant provisions of the Opinions and the local actual situation.

(2) Establish a special auxiliary police management organization

At present, China's auxiliary police management system has the problem of "who uses, who manages, and who is responsible". However, within the public security organs, there are no special management personnel. All localities develop their own supervision measures, simply appoint the leaders or supervision departments of the user units, and lack specific responsibility distribution and authority provisions.

Referring to the system of Singapore's Public Security Supervision Bureau to supervise the auxiliary police force, special auxiliary police supervision departments can be set up throughout the country. The auxiliary police supervision department will supervise the security service companies that set up the auxiliary police force, and formulate detailed standards and procedures for the access of the security service companies, the recruitment and training of the auxiliary police force, and disciplinary rewards and punishment. To guide and supervise the local public security supervision department to effectively supervise the security service company and the auxiliary police team.

(3) Improve the system of government procurement supporting police work with the market as the main body

At present, the management mode of auxiliary police personnel in China includes: auxiliary police hired with self-owned funds, auxiliary police purchased with service system, and auxiliary police made by government employees. Fundamentally speaking, government agencies employ auxiliary police as a way of

thinking of "supporting people and handling affairs", and there are many defects in actual operation. First, the recruitment standards of various units are different, and the quality of some employees is poor. Second, after signing a contract with individuals, government agencies are often unwilling to fire the auxiliary police who have been hired to prevent the conflict between labor and capital, and there is no effective exit system that can play a restrictive role, resulting in their low work efficiency. Third, in terms of administrative expenses, the government departments will directly include the auxiliary police into the civil service, which will inevitably lead to a large scale of personnel, and the administrative expenses will also rise sharply, which is consistent with the current national requirements for reducing the size and administrative costs of the administrative departments.

With regard to the "service-oriented" service-type auxiliary police, the Third Plenary Session of the 18th CPC Central Committee proposed to vigorously promote the "public" services, and all "business-type" services should introduce a competitive mechanism and purchase from the society through contracts, commissions and other means. Therefore, the purchase of auxiliary police services through the mode of government procurement services meets the requirements of national policies. On this basis, Christopher Hood founded the "new public management" in 1991, and established a pragmatic country, that is, the power of "public goods" is delegated to the private sector, so as to reduce administrative costs and improve the quality of public services. The public service of government procurement is one of the main contents of government procurement. Through bidding, entrustment, bidding and other methods, the social public service is entrusted to qualified social organizations, enterprises and institutions or market organizations to complete, and the corresponding service fees are paid. Therefore, government agencies purchase auxiliary personnel from security companies as "public products" to provide security for them, which is also in line with the basic needs of modern public administration theory. From the perspective of the development of the current public security pattern, the fifth police revolution has begun to take shape. Its development direction is to promote the development of social security with the power of the market and the community, and the industrial and commercial security system in Singapore will also undergo a change in 2004. In addition, the work of supporting police for the security company can establish a natural link between the security company and the public security department, so as to achieve close cooperation with the police and effectively improve the company's image. From four aspects, the future reform of the auxiliary police system should be the mode of purchasing auxiliary police from security companies.

In some places, as in Singapore before, the biggest problem of purchasing auxiliary police uniforms from security companies is the single supply subject and the lack of market competition, which makes the work quality of auxiliary police low. To this end, we must improve the procurement and procurement of auxiliary police from the system, introduce qualified auxiliary police, and select high-quality auxiliary police through competitive bidding.

(4) Establish market access system for security companies and train full-time auxiliary police

On the premise of improving the government procurement of auxiliary police services and market competition, we should ensure the main body of the service supply of auxiliary police, that is, the

quality of the security company. In Singapore, the establishment of the statutory security department requires the approval of the police director, and the laws and regulations on the establishment of the auxiliary police unit are also strictly restricted. Referring to the relevant laws and regulations of Singapore, China should formulate a market access system for security companies, which includes the qualifications of security companies themselves and the rules and regulations of companies that have established auxiliary police. To this end, relevant laws and regulations can be formulated or amended in the Regulations on the Administration of Security Services.

With reference to the auxiliary police system of the Singapore Commercial Security Bureau, as long as the conditions are met and the approval of the police is obtained, an auxiliary police can be set up in the company, including the auxiliary police and the reserve police. The members of the auxiliary police must work in the police system and obtain the corresponding permission. The members of the reserve auxiliary police team are recruited by the security company, but have not yet been assigned to the police station to work as auxiliary police. Among them, there are auxiliary police training, and there are police stations that have worked for them, but they cannot be considered as deputy police because they have not been approved by the public security department. This hierarchical administrative system can not only meet the continuous needs of the police, but also guarantee the rights and status of the police and the financial benefits of the company.

(5) Strengthen the management and training of auxiliary police.

At present, the number of auxiliary police is large, but the number does not guarantee the efficiency of work. According to the view of "no increase in improvement", the current development of auxiliary police should not be limited to simply increasing the number of auxiliary police, but should be based on the current number and standardize the recruitment, training and daily supervision of auxiliary police to ensure that the auxiliary police can really play the best role.

Strengthen the management of auxiliary police

In view of the problems existing in the current work of auxiliary police, we should standardize it from three aspects, namely, standardizing the recruitment standard, the recruitment subject and the recruitment process. In terms of recruitment criteria, the recruitment criteria shall be determined by referring to the Opinions and the recruitment criteria of public security organs, and the recruitment objects shall be determined from the aspects of physical quality, education level, examination results, political review, etc. In terms of recruitment targets, based on the procurement of auxiliary personnel from the Security Bureau, the agencies that carry out recruitment work should be mainly security companies rather than private institutions. In the recruitment process, the recruitment of auxiliary police must follow the principles of openness, fairness and justice, and strictly follow the recruitment process of civil servants, including registration, preliminary examination, written examination, interview, physical examination, political review and other links. After selection and

joining the security company, after completing the training of the assistant police, a test is required, and the qualified can join the reserve team.

Establish a long-term and scientific training system

In view of the problems existing in the training of auxiliary police in China's public security organs at present, a long-term training system including pre-job training, post rotation training and promotion training should be built to improve its specialization. Pre-job training is the training that the auxiliary police receive after being hired by the company. The main contents are queue training, discipline training, law and regulation learning and basic police technical training, so as to improve the comprehensive quality and comprehensive quality of students. "Post rotation" refers to the regular rotation of the police according to the actual situation of their own work, so that they can meet the work requirements at any time. Promotion training refers to the training necessary to ensure that they are qualified for higher positions or ranks when they are promoted. The training content and standard shall be determined by the provincial public security department with reference to the training content and standard. The training content in the training content shall be borne by the local police training center, and the training content shall be borne by the local police station. Other training institutions may employ full-time teachers, and the training funds shall be provided by the police station.

Establish a scientific monitoring system

To build a sound supervision system and a diversified auxiliary police supervision organization, the main body of supervision of the auxiliary police should be the supervision department of the public security organ, the leaders of the user unit, the responsible police, the auxiliary police supervision department of the security service company and the public. Develop a fair and transparent monitoring process, which includes the active participation of various competent agencies and managers, complaints from the public and the media, and with reference to Singapore's "two-track system" process, cooperate with the security supervision agency and the Security Bureau to assist in completing the relevant work, so as to determine the responsibilities and follow-up disposal of the auxiliary police.

In the current comprehensive reform of the social security system, the establishment of a professional and professional auxiliary police team is the key to "open up resources and reduce expenditure" and promote the rational allocation of police resources, and is also the basis of "trinity", "trinity" and "trinity". The purpose of this paper is to explore the system of Singapore's commercial security law, in order to provide reference for the reform of the auxiliary police system, and to provide corresponding countermeasures for this problem. However, due to the lack of opportunities for field investigation, there are still many defects. At present, the management and system of the auxiliary police need to be further improved, but I believe that with the high attention of the government and the efforts and efforts of all sectors of society, the construction of our auxiliary police system will continue to move towards modernization, legalization and standardization.