

REVIEW ARTICLE

A Comparative Analysis of Auxiliary Enforcement Bodies for Security, Safety and Health Officer Roles in Malaysia – A Narrative Review

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ABSTRACT

Overlapping of job function between safety and health officers, auxiliary enforcement bodies (AEB), and private security guards emphasise a need to identify possible merging of roles in a new integrated job model to manage security, safety, and health more efficiently. The purpose of paper is to compare four main enforcement agencies in Malaysia namely the Auxiliary Police, Malaysian Volunteer Corps Department, private Security Guards and Safety and Health Officers. Employing the narrative review technique, information was collected from official reports, legal documents and publications to find commonalities. Five main themes generated from the analysis are: roles, legislation, history, manpower and lastly remuneration and training. Practical implications of an integrated role in cross-national contexts were discussed. Legal implications need to be explored on existing responsibilities and the additional proposed roles for when their functions are integrated and the impact on supervision needs and budget allocation. Social implications are important to consolidate job models to reduce occupational accidents.

Keywords: Legislation; Integrated Authority; Training; Auxiliary Enforcement Bodies

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INTRODUCTION

Research has shown the importance of ensuring all interested parties at the workplace including contractors and vendors, support Occupational Safety and Health (OSH) management by complying with legislation and other requirements (1). Occupational safety programs based on policies that focus on employee protection incorporating the aspect of safety and security are crucial (2). According to Heng (2006) (3), Malaysia has a robust security policy legislation in the workplace but lacks enforcement.

The impact of non-compliance to legal requirements at the workplace is significant because it will threaten workers' life, safety, health and welfare. In Malaysia, when prosecution cases reported by the authority are analysed, it showed that the single

most cited non-compliance to legal requirements were the failure to abide by section 15(1), of the Occupational Safety and Health Act (OSHA) 1994 which states the need to ensure, so far as is practicable, the safety, health and welfare of employees at work (4). In terms of accidents, national occupational injuries for 2021 was 21,534 with a rate of 1.43 per 1,000 workers with most injuries categorised within the fractures (n=3,991) and sprain (n=1,708) categories while the sector most affected was the manufacturing sector (5). In addition, noise-related hearing loss was the most reported occupational disease (n=3,648) in Malaysia in 2021. The expenses of care and compensation by the Social Security Organisation (SOSCO) also increased by 50% from 2014 from MYR 2.4 billion to MYR 3.7 billion in 2018 (6).

There are report that small- and medium-sized enterprises (SMEs) in Malaysia hide workplace mishaps and near-miss cases (7). Other previous studies have shown that smaller scale enterprises have higher injuries and accidents when compared to larger corporations (8) thus, the implementation

of OSH management clearly differs depending on factors such as sector, company size and employment size. On the other hand, large industries benefit from the employment of Safety and Health Officers (SHOs) which are intended to support employers in the management of OSH matters to ensure a safe and healthy workplace without risks to health. SHO is a person who is recognised as competent under the Ministry of Human Resources who focuses on occupational safety and health roles at the workplace gazetted under the law (4). There may be limitations in the implementation of good OSH management at the workplace when considering the causes of accidents such as lack of administrative aspects which is often provided by SHOs (9).

In the local context of workplace and public safety enforcement, three main auxiliary agencies exist: Auxiliary Police (AP) officers, security guards and Malaysian Volunteer Corps, or more commonly known by its Malay acronym RELA, operating under the Ministry of Home Affairs. AP officers are limited to designated areas and are compensated with fixed monthly incomes by their employing organisations. Their responsibilities encompass a diverse range of tasks, including working with young individuals, crime prevention, enhancing police-community relations, ensuring homeland security, conducting patrols, responding to emergencies, and identifying speeding motorists (10). On the other hand, RELA was established to safeguard security, peace, well-being, harmony, unity and solidarity among the populace (11), with its officers receiving an hourly stipend. The third group consists of security guards, employed either by private security agencies or directly by organizations on a contractual or permanent basis. These three auxiliary groups share similar job scopes, primarily focused on implementing security measures to safeguard individuals from crime, vandalism, theft, and violence in both workplace and public settings.

The Ministry of Human Resources and Ministry of Home Affairs differ in their roles within the setting of ensuring safety, security and health. Observing the granularity of functions provided by these Auxiliary Enforcement Bodies (AEBs) such as AP, RELA and security guards, is it clear that there is an overlap in job functions when it is localised within work environment. Recognising each agency's auxiliary context presents a distinct possibility of opportunity for integration. With the lack of competent persons at the workplace to help prevent accidents (9, 12), this emphasises the greater need to identify possible merging of roles in a new integrated job model to enhance the responsibility of these roles to contribute to the managing of safety, health and security at

the workplace seamlessly.

The objective of this paper is to conduct a comparative analysis of the roles and duties assigned to officers from three primary auxiliary enforcement bodies (AEBs) in Malaysia, namely AP, RELA, and private security guards, alongside the Safety and Health Officer (SHO) in addition to elucidate other pertinent information with regards to the background of the AEBs. We will examine how these responsibilities align with the management of workplace safety, security, accidents and violence. The outcomes of this study will generate a comparative framework, highlighting both similarities and distinctions, to enhance our understanding of integrated safety, security, and health management in the workplace.

MATERIALS AND METHODS

This is a narrative review that gathered information through literature review and looking through significant document that are representative to roles and duties assigned to officers from three AEBs and SHOs in Malaysia. From the documentations obtained, we accumulated and synthesized the literature to compare and contrast security, OSH roles and responsibilities across the four main agencies. The analysis involves reviewing legal provision, roles and training together with opportunities and challenges related to auxiliary enforcement work. The methodologies of "data-driven" and "research question-driven" have been integrated within this study (13).

The literature searches were conducted through Google Scholar and Internet searches. Furthermore, information from literature reviews, publications and government reports were used to supplement the information to better represent the four agencies in Malaysia since research which specifically focus on these agencies are not common (14). In addition to internet searches, authors acquired some information such as training lists which are not publicly available from formal requests to agencies such as the Royal Malaysian Police. The results are explained according to the type of auxiliary body or position. This is because when developing cross-national generalizations, recognizing each agency and its distinctiveness is critical (15).

RESULTS

Themes

The review of available information about auxiliary enforcement organizations in the four agencies revealed five major themes – legislation, history, manpower, roles, and remuneration and training.

Table I : Comparison of legislation objectives related to Auxiliary Enforcement Bodies and Safety and Health Officer

Position	Auxiliary Officer			Safety And Health Officer (SHO)
Parent Agency	Ministry of Home Affairs (MOHA)			Ministry of Human Resource (MOHR)
Agency	Royal Malaysian Police (RMP)	MOHA/Royal Malaysian Police RMP (RMP)	MOHA	DOSH
AEB/Post	Auxiliary Police	Security Guard	RELA	SHO
Act	Act 344 Police ACT 1967 Part IX Auxiliary Police Section 47 -50	Act 27 Private Agencies Act 1971 Section 1 -20	Act 752 Malaysia Volunteers Corps Act 2012	OSHA 1994 Part VII – Safety and Health Organization Section 29 Safety and Health Officer 1-5
Objects of act	1. to supply effective service to the area not effectively covered by regular police. 2. Enable to employ security personnel by government departments, statutory bodies, and private sector to execute police powers and carry arms during perform their duties in the prescribes area.	1. supplying guards and protection for the personal safety and security of another person or for the safety and security of the property or business of such other person; or 2. Obtaining and offering information as to the conduct, activities, or affairs of another person;	1. To protect and maintain security, peace, well-being, harmony, unity, and solidarity of the people”	1. Specific industries gazetted: SHO Order 2. Duties of occupier to employed SHO 3. Specific responsibilities to ensure compliance to the Act and promotion of safe work. 4. Qualification and training requirements 5. An occupier who violates the provisions of this section is guilty of an offence and, if found guilty, is subject to a fine of up to MYR 5,000, a term of imprisonment of up to six months, or both.

(1) Legislation

Table I presents the comparison of the objects for each legislation and the respective government bodies or agencies administering and enforcing the legislation to provide a framework for understanding the scope of their work.

There are separate legal provisions covering the different scope of the four agencies. AP was set up under the Malaysia Police Act 1976 (Act 344) and Police regulation 1970 (16). RELA was set up through Act 752 2012 (2014) while security guards are governed by Private Agencies Act 1971 (Act 27). SHO is a key position that has been gazetted under the Act 514 is the Safety and Health Officer role under section 29 (3) of Act 514 and Safety and Health Officer Regulations 1997 which came into force on August 22, 1997 (4).

The AEB are further differentiated by agencies that administer and enforce these legislations. The Ministry

of Home Affairs (MOHA) is the umbrella body responsible for issues related to home affairs that covers law enforcement, public security, public order and many others. The RMP is placed under the MOHA as the parent agency. The RMP oversees the AP, which means that AP reports to RMP, while security guards are managed under both the MOHA and RMP. RELA is administered by MOHA while the Department of Occupational Safety and Health (DOSH), which reports to the Ministry of Human Resources, controls SHO. These government bodies or agencies provide provision of roles and training requirements which affects the engagement, integration, deployment and supporting measures (10). However, it is obvious that the functions of these AEBs and SHO are managed in a vertical organisational structure to deliver their task.

The government bodies or agencies administer and enforce these different legislations that have a broadly similar aim namely to protect and promote

safety and security in the community. However, it fulfils different interests. This contributes to lack of integrated supervision, legal integrated order enforcement, no job description integration, and no source of power for enforcement (17). Lack of compliance on legislation become central issue on safety and security, lack of intelligence on safety and security, lack of communication between key enforcement bodies, lack of personnel and lack of real-time data and analytic capabilities, lack of foreign security personnel who can converse in local languages, lack of redeployment of resources, a lack of clear leadership, substantial confusion, and overlapping activities (18). The ambitions for innovative legislation interact with challenges in developing suitable, effective legislation in the contexts of integration and support for auxiliary. This is important to know when examining the job descriptions of auxiliary enforcement entities, as well as their capabilities and contributions, which will be addressed hereafter.

(2) History

AP had been set up in 1948 when the country had faced an emergency. In 1956, AP had dissolved after the end of the emergency and re-established under the Police Act 1967 (19). The AP is governed by the Police Act 1967 (section 47 until 50), Standing order of the Inspector General of Police A 501 (PTKPN A 501), Standing order of the Inspector General of Police H 602 (PTKPN H602) Auxiliary Police Rules 1967 and Auxiliary Police Rules 1970 (20).

The security guard is also known as “jaga” or “opas” in Malaysia and the job functions are controlling, monitoring, guarding, escorting and safeguarding the security of individuals, assets, property, dwellings, buildings, offices, cargo and others (20). The establishment of security guards is governed by Private Agencies Act 27 (1971) under Section 2a and 2b (21). The security guard in Malaysia consists of eight hundred licensed companies and employs 164,949 (Malaysian 136,628 and 28,321 Nepalese) security personnel that include foreign guards in Malaysia (22).

In Malaysia, RELA has been known as a major auxiliary organisation. Historically, RELA was linked to Home Guards that was founded to defend local security during the Emergency Declaration in 1948 and was disbanded on July 31st, 1960, when the Emergency ended. In 1972, the government set up the People’s Volunteer Corps as it was known then to focus on security issues as a local action group. RELA was set up under the Emergency (Essential Powers) Act 1964 to help the country in times of crisis and security. RELA groups have been given authority under the Fourth Malaysia Plan to help authorities regulate undesirable

individuals that were jeopardizing the security and stability of residential areas. RELA groups often enlisted to help cities regulate crime and watch immigration activities. RELA was renamed the Malaysian Volunteer Corps on June 22, 2012, following the abolition of the People’s Volunteer Alliance and next renaming following the Malaysian Volunteer Corps Act 2012 [Act 752], RELA was promoted to a federal department called the Malaysian Volunteer Corps Department on August 28, 2013 (11).

In Malaysia, Factory and Machinery 1967 regulations have become a foundation for improving workplace safety and health. The demand to address a larger employee base, greater hazards and risk introduced in the workplace led to the creation of a comprehensive OSHA in 1994. Section 29 of the OSHA of 1994 requires employers to select a competent person to function as a safety and health officer to promote a safe and healthy working environment. OSHA (Safety and Health Officer) Order 1997. The Safety and Health Officer Regulations mandate the appointment of a Safety and Health Officer (SHO) in certain businesses. A SHO is a person who has completed training at the National Institute of Occupational Safety and Health (NIOSH) or another recognized training organization, passed the NIOSH examination, and registered with DOSH (4).

(3) Manpower

The existing statistics on the four enforcement agencies in Malaysia is as presented in Table II. The current workforce strength is dominated by RELA with up to 3.1 million manpower, secondly by security guards with about 200,000 manpower, thirdly by AP with a total of about 9,514 manpower and lastly by SHO with about 5346 enforcers (25). The manpower can be optimized to provide great impact on enforcement compliance by combining the roles and supported by advance technologies.

(4) Roles

The similarity of roles between AP, security guard and RELA is patrol, surveillance, crowd control, protecting property and escorting employers. The work carried out by the agencies will be paid by hiring employers. As far as SHO is concerned, they are more focused on managing OSH aspects and serve as a safety consultant to management. There are similarities in terms of roles where current roles of security guard, AP and RELA to a certain extent are overlapping with each other. Their primary roles are to protect human and nation as well as assets. The current set up of these organizations focus on company assets, properties, accidents, diverting traffic, inspection, investigation and emergencies (10). The forces also required various formal training

Table II : Existing workforce of Auxiliary Enforcement Personnel in Malaysia

Type	Existing Enforcement Officer	Total Number of Enforcer	Year	Source
A	Auxiliary Police	28,978	2022	Reference: JPJ/KPN 10/8
U				Date: 16 August 2022
X	Security Guard	164,949	2016	SAC AZHAN BIN ABDUL HALIM Ibrahim, A. (2016).
I	Eight hundred companies	Malaysian		https://www.moha.gov.my/images/maklumat_bahagian/ipsom/jurnal/volume5/3_v5.pdf
L		136,628		
I		Nepalese		
A		28,321		
R	RELA	3.1 million	2019	Annual Report RELA 2019
Y				https://www.rela.gov.my/?page_id=11259&lang=en
OSHA Enforcement	Safety Health Officer	5,346	2020	DOSH Annual Report
				https://www.dosh.gov.my/index.php/download/laporan-1/laporan-tahunan

for enforcement; most of the training content was similar for these three major auxiliary groups. The volunteer training is required continuously, acquisition of uniforms, equipment and tools, initial background checks and screenings of applicants. The legal rights, privileges, and powers of AP, Security Guards and RELA have similarity where they have to follow the employer’s designated working boundary. Their authority is restricted to a specific area of private property. They need to be familiar with company policy, standard operating procedure, work procedure and comprehend any written rules in a mall, shopping centre or other private organization may have regarding the designated hours and specific location. Their job is more towards protecting rather than law enforcement officers. These AP, Security Guards and RELA officers’ roles is to respond to minor offenses, they serve as a second set of eyes and ears for the police and are dispersed across the country to reduce violence and crime by collaborating with each other. Table III: presents the job description according to legislation requirements for the AEB and SHO in Malaysia.

Another difference was in terms of uniform where APs wear uniforms like ordinary police officers and this gives an upper hand of a better image than security guards. The AP rank as a junior AP officer with honorary rank of sub-inspector, sergeant major, sergeant or corporal or as an AP constable in the prescribe in which they should serve (Act 344 Police Act 1967). Security rank is not clearly stated in any

regulation and Act but in practice the security guard and security officer rank sub-inspector, sergeant major, sergeant or corporal or as an ordinary security guard. Figure 1 present the three auxiliary enforcement agencies rank in Malaysia.

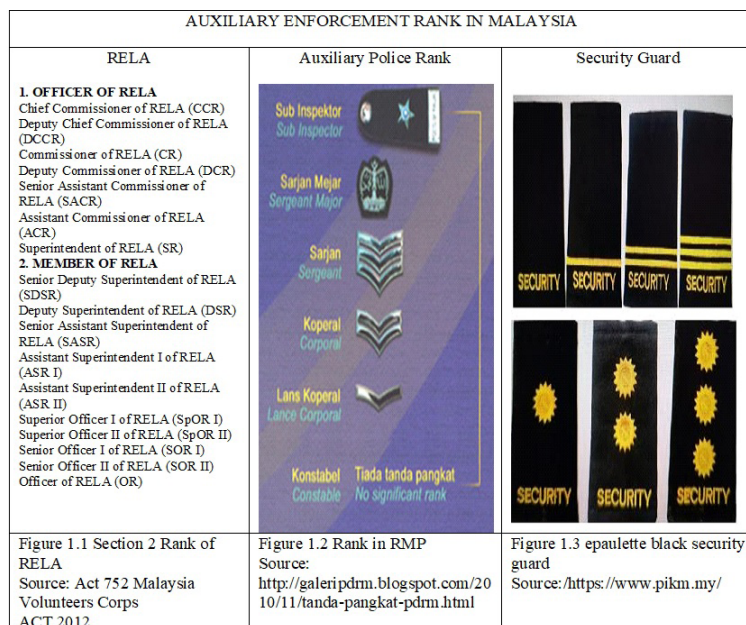


Figure 1 : Three Auxiliary Enforcement Agencies Rank in Malaysia.

(5) Remuneration and Training
 Recruitment and training requirements for auxiliary law enforcement officers have different standards

Table III : presents the job description according to legislation requirements for the AEB and SHO in Malaysia

AUXILIARY ENFORCEMENT AGENCIES		SAFETY OFFICER	
Auxiliary Police Act 344 (47-50)	Security Officer/Security Guard Act 27 (1-20)	Act 752 Malaysian Volunteers Corps	Safety and Health Officer
Part IX, Police Act, No. 41/67 and Police (Auxiliary Police) Regulations 1970 (P.U (A) 461 dated 21 December 1970)	Section (2a) (2b) (9) (6)	ACT 2012	Regulations 1997 (P.U.(A)315)
		As at 1 February 2014	Regulation, Part V
1. protect the property of their employer and prevent criminal activity	1. Patrolling, inspections, guarding, guest/visitors handling,	1. assist any security force or authority established under written law upon request of the force or authority;	1. to advise the employer
2. 5Ds, Deter, Detect, Deny, Delay and Defend. Observe and Report	2. Emergency responses	2. give assistance to the relevant authority in controlling and diverting motor vehicle;	2.to inspect the place of work
3. conducting any task given inclusive of investigation	3. Take care of properties and asset of company	3. take part in community service;	3. to investigate any accident, near-miss accident, dangerous occurrence
4. Maintain close liaison and rapport	4. Ensure all the workers follow company rules and regulations	4. assist in protecting building, installation or other property belonging to the Federal or State Government or any other statutory body or such private property upon request of the owner of the building, installation or property; and	4. to assist the employer or the safety and health committee
5. Conduct	5. Check vehicles and any equipment	5. to carry out any orders and directions issued by the Director General not inconsistent with the provisions of this Act.	5. to become secretary to the safety and health committee
6. patrol / surveillance on every location Report any incident over lost and found	6. Record attendance- log book		6. to assist the safety and health committee in any inspection
7. liaise with other Government Enforcement Agencies	7. Records all the visitors, contractors and vehicle		7. to collect, analyse and maintain statistics on any accident
8. body checking on suspect	8. Assist to received telephone calls		8. to assist any officer in carrying out his duty under the Act
9. relationship among other Auxiliary Police and other Security Personnel	9. Detect and prevent any signs of intrusion		9. to carry out any other instruction made by the employer or any other person in charge and also required to submit a monthly report to his employer before the tenth of a preceding month.
10. Maintain and sign all security patrolling	10. Observe the unusual activities and investigate		
11. to assist the relevant authority in motor vehicle control and diversion;	11. Perform CPR and first aid		
	12. Escort visitors, vendors, contractors, employees		
	13. Inspect security system, machinery and equipment		
	14. to help the appropriate authority in the control and diversion of motor vehicles;		

between the three agencies in Malaysia. The differences in training and development has been shown to contribute as a valued component which significantly affects performance. (23).

For security guards, the minimum entry qualification is Level Three assessment Lower Secondary Assessment (which is now defunct) or a qualification recognized as equivalent while minimum salary grade is USD272.66–USD665.01 (or MYR1205.00- 2939.00) with annual increment of USD18.10 (or MYR 80) (SPA, 2022). For AP, the minimum qualification for entry is the Malaysia Certificate of Education or qualification recognized as equivalent. The minimum salary grade is USD307.73 – USD916.85 (or MYR1360.00 – 4052.00) and annual increment amounts to USD22.63 (or MYR100.00) (MBPJ,2022). The minimum entry qualification for RELA is Malaysian Certificate of Education or qualification recognized and RELA officers are paid an allowance between USD1.82 to 2.23 (or MYR 8.00 to 9.80) per hour for their duties (11).

The current training for AP is conducted at RMP Training Centre and the training syllabus was developed by the training branch at the RMP Headquarters. Training is conducted for nine weeks. The selected participant must attend this course and successfully complete basic training before being appointed as an AP (16).

The RELA training in Malaysia is conducted according to Act 752 under section 10. Every member of RELA must go through training in their own training centre. It is crucial for those who have accepted the offer to become RELA to be fit for performing duties which are assigned and bound to be performed. Under section 11(2), the training cannot exceed ten days. The training for RELA is similar to safety guard training but differs in terms of module and trainer where it has included RELA, Malaysian Office of Chief Government Security Officer, Department of Prime Minister (CGSO) and Malaysia Civil Defence Department (APM) (11).

While Security Guard training must be executed according to Certified Security Guards (CSG) training, it is conducted jointly by Malaysia Security Industry Association (MSIA), RMP, Fire and Rescue Department of Malaysia (FRDM). The basic course duration is 6 days for all new security guards who must attend this basic training (24). The training is implemented at Police Training Centre Malaysia similar to AP (16). Table IV presents the basic training provisions for AEB and SHO according to legislation requirements.

AP who have been legally appointed, are able to carry and use firearms, handcuffs and batons

licensed in the name of his employer in the performance of official duties directed by his employer within the designated area (16). The AP duties in the terminals for transportation such as airport screeners look after passengers, cargo, luggage and equipment to protect them from any incidents. They might check passengers for explosives and weapons, make sure nothing is lost while it is loaded or unloaded and keep an eye out for fires and criminal activities (23).

Security guards are the first contact point for customers or communities to deal with any particular organization such as government offices, hospitals, hotels, banks, schools, colleges, apartments, gated houses and any other institutions. Security guards' primary duty is to protect property and people from crime and accidents. They always do the inspection, track and monitor during patrolling in one location or multiple areas to conduct security checks to protect property against vandalism, fire, theft and any illegal activities in the designated location by employers. Normally, security guards utilise radios and telephones to contact police, fire, or other emergency services when required. They may have weapons to deliver the job when the particular duty assignment have to do so and they must comply with state and federal regulations governing private firearms. Despite the fact that security guards generally have a lot of similar jobs, some organisations may assign them particular tasks and responsibilities. Security guards in banks need to protect clients, cash, safe deposit boxes and documents. They might collaborate with bank detectives to detect theft to detain the suspects before the arrival of police.

RELA give assistance to the relevant authority in controlling and diverting motor vehicles, to take part in community service and assist in protecting buildings, installations or other properties belonging to the federal or state government or any other statutory body or such private property upon request of the owners of the buildings, installations or properties (11). They focus on community service and any other directive from time to time from the federal government. Table V presents the comparison on training content for the three auxiliary agencies in Malaysia.

DISCUSSION

Summary

Recognizing each agency's auxiliary context presents a distinct possibility of opportunity for integration. The following are three discoveries that have been derived from the clear commonality of the themes explained in this study. These outcomes, which can

Table IV: Basic training provisions for AEB and SHO according to legislation requirements

AUXILIARY OFFICER			SAFETY AND HEALTH OFFICER (SHO)
Ministry of Home Affairs (MOHA)			Ministry of Human Resource (MOHR)
MOHA	MOHA/RMP	RMP	DOSH
RELA	Security Guard	Auxiliary Police	SHO
ACT 752 Malaysia	Act 27 Private Agencies Act 1971	Act 344	OSHA 1994
Volunteers Corps Act 2012	Section 2 (a) and Section 2(b)	Police ACT 1967	Part IV, Part VII and Part XIV
Part IV		Part IX	
Section 10-11		Auxiliary Police	
		Section 47 (1) and 47 (2)	

TRAINING REQUIREMENT BY LEGISLATION

1. Under Section 10, As the Director, every member of RELA must go through training. General may prescribe have fitted for the duties that he may have assigned and bound to perform	1. Section 2(a) supplying personal guard and protection for the safety of somebody else or safety of property or other people’s business 2 Section 2(b) Gathering and giving information about behaviour, activities, or other people’s business	PTKPN H602 1. section 3.21 Training has been conducted by RMP training centre the cost will be borne by employers. 2. Section 3.22 Training Module have developed by RMP learning centre Bukit Aman	1. Under Section 29 (4) SHO must have the qualifications or training that the Minister may prescribe from time to time by notification in the Gazette. 2. Part IV section 15 (c) the supply of such information, instruction training, and supervision needed necessary as far as is practical, his workers’ safety and health at work 2. Part XIV Regulations 66 (f) specify the requirements for employees’ instruction, training, and supervision at work 66 (t) specify the requirements for hiring a safety and health officer, the training that a safety and health officer must undergo, and the registration procedures.
2. Under section 11(2) the training cannot exceed ten days	3. Training 6 days Certified Security Guard (CSG)	3. Training has conducted for 9 weeks at Police training centre	

also be interpreted as policy suggestions for enforcement officials, concern the following: the establishment of auxiliary law enforcement forces reflect the populations in which they serve.

The discovery has been specified below.

i. The systematic assessment of existing usual challenges, particularly the positioning of auxiliary enforcement in Malaysian society, as well as strategies for overcoming them and maximizing available resources, will help auxiliary agencies in moving forward in the desired direction with their local communities to achieve better security and safe living.

ii. There are unclear prerequisites for joining the ranks which have both short-term and long-term significance for the individuals within the AEBs. Notably, the movement of upgrading the ranks of

regulars are not clearly mentioned especially for Security Guards in the Act 27 Private Agencies Act 1971. This will influence how individuals perform in auxiliary roles and more broadly, whether auxiliary law enforcement officer services survive or deteriorate.

iii. The training on OSH became a crucial part deserving of a more thorough consideration especially the association between training and the outcome in executing and conducting the auxiliary enforcement tasks to reduce any unwanted situation in the society related to violence, reducing accident rate and encouraging compliance to legal requirements on OSH among the community in Malaysia.

Study limitations and strength

This study has several limitations. This document review was incredibly challenging because there

Table V : Comparison on training content for the three AEBs in Malaysia

AUXILIARY POLICE	SECURITY GUARDS	RELA
Legislation Module	1. March and static (RMP/PDRM)	1. Physical and Mental
1. Police Act 1967 (Act 344)	2. Introduction to the security industry (CSG)/employee rights and responsibilities to employers. (MSIA)	2. March and static foot
2. Penal Code (Act 574)	3. Instructions of duty and code of ethics by security guard. (MSIA)	3. Basic Shooting (RELA)
3. Criminal Procedure (Act 593)	4. Rights of private defence, body, and property. (RMP)	4. Marching (RELA)
4. General Law Malaysia	5. Basic T Baton (RMP)	5. Integrity (RELA)
4.1 Federal Constitution of Malaysia	6. Identification/role of armed personnel and CIT (MSIA)	6. Basic firearms (RELA)
4.2 Minor Offences Act 1955 (Act 336)	7. Prevention/ Fire Fighting (FRDM)	7. Basic Law RELA/ uniform wearing procedure. (RELA)
4.3 Protected Areas and Protected Places 1959 (Act 298)	8. First aid (FRDM)	8. Ordinary people power/ Basic T- Batton (RMP)
4.4 Corrosive and Explosive Substances and Offensive Weapons Act 1958 (Act 357)	9. Motivation and employee loyalty to the employer (MSIA)	9. Parade training (RELA)
4.5 Malaysian Anti-Corruption Commission Act 2009 (Act 694)	10. Introduction to Drug and drug abuse. (RMP)	10. Effective Communication (RELA)
4.6 Official Secrets Act 1972 (Act 88)	11. Make a police report FIR/Practice/ Evidence in court. (RMP)	11. Premise control (CGSO)
4.7. Firearms Act 1960 (Act 206)	12. Arrest and confiscation (RMP)	12. Firearms musketeer (RELA)
External Activities Module	13. Practice arrest and confiscation. (RMP)	13. Shooting briefing (RELA)
1. Marching	14. Stress management and sexual harassment. (RMP)	14. Basic First Aid (APM)
2. Training art of self-defence	15. First officer at the scene. (RMP)	15. Basic Firefighting (APM)
3. Training firearms	16. Patrol, control of restricted areas and traffic. (RMP)	16. Introduction Traffic Law (RMP)
4. Physical training	17. Effective Communication (RMP)	17. Traffic control techniques and methods (RMP)
Liberal lectures	18. Parade training (RMP)	18. Crowd control from the point of view of traffic control (RMP)
1. Introduction of the Organization Royal Malaysia Police (RMP)	19. Introduction of firearms and licensing conditions. (RMP)	
2. Police Culture (The formation and change of public attitudes toward the Police officers RMP)	20. Introduction of communication tools & practice. (RMP)	
3. First aid and practice of Cardiopulmonary resuscitation (CPR)		
4. Effective communications and Police relations with the public		
5. Ethics and integrity management		
6. Crime prevention		
7. Dangerous drugs Act and present-day threats		
8. First officer at the scene		
9. Working procedure module		
10. Crisis management		
11. Leadership module		

were many different reports covering many parameters of these populations but not in a form of academic writing. As such, the themes and issues that were discovered may or may not be conclusive or generalisable. The findings also revealed that the lack of information being published may be suggestive to be a concern to national security, as such information is not made public. Due to these constraints, the themes found and developed from the available information is limited in scope. Notwithstanding these limitations, the strength of this paper is that it is among the first comparative document analysis of auxiliary agencies in Malaysia as there are no published research paper which has provided a comparative document analysis of auxiliary enforcement related to security and occupational safety in Malaysia.

CONCLUSION

This small-scale, exploratory assessment, we believe, will help to facilitate understanding on AP, RELA, security guards and SHOs future opportunities for further enhancement of safety and security enforcement service providers in Malaysia. This paper has shown that the AEBs have different governing structures which trickle to other differences while having overlapping similarities that could help support the OSH discipline. The various entrance requirements and training reveals that evaluating best practice in the three auxiliary agencies can guide towards the development of better structured training modules and training equivalency. The legal involvement regarding the duties of these bodies to carry out their current activities with additional proposed roles that arise when their functions are combined. This will impact on supervisory responsibilities and budget allocation will need to be considered. The social implications with an integrated component will assist to minimize workplace injuries, disability, and vehicle accidents. The comparative document analysis reflects opportunities of integration which can be of use to the policymakers and agency leaders, both within and outside of these settings, to guide and plan future design and development of programs for delivering and growing an auxiliary enforcement force. In the future, a comparative approach could look to encompass broader dimensions of public safety and security auxiliary models engaging with school children, young people in broader ways.

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