



**ASSOCIATION OF CERTIFIED SECURITY AGENCIES**

**ANNUAL REPORT**

**1<sup>ST</sup> APRIL 2017 TO 31<sup>ST</sup> MARCH 2018**

for the

**19<sup>th</sup> ANNUAL GENERAL MEETING**

**ON THURSDAY, 7 JUNE 2018,**

**AT**

**SEACARE BUILDING, 52 CHIN SWEE ROAD,**

**SINGAPORE 169875.**

## 1. INTRODUCTION

- a. It was a busy yet an exciting year for the elected Executive Committee. We made several in routes and have better ties with the respective government agencies, the union and – SAS.
- b. We have been invited to meet the respective government agencies to provide feedback and share our thoughts with the hope of improving the security landscape.
- c. The year's work is summarised and appended below.

## 2. ANNUAL GENERAL MEETING (AGM)

- a. At the Annual General Meeting (AGM) held on 30 June 2016, the following were elected to the Executive Committee for the period 2016-2018:

Mr Wiener Robert Lorenz Prosegur Singapore Pte Ltd	President
Mr Weers Terry Nicholas P & P Security Services Pte Ltd	Vice-President till 24 Nov 2017
Mr William Seak Premier Security Co-Operation Ltd	Honorary Secretary
Ms Henson Morrine Madeline Alwatch Security Management Pte Ltd	Honorary Treasurer
Mr Gary Haris K H Security Agency Pte Ltd	Asst. Honorary Secretary
Mr A R Ismail Stallion Security Investigation & Consultancy Services Pte Ltd	Asst. Honorary Treasurer
Mr Appukuttan S Nair GCM Safety & Security Pte Ltd	Committee Member
Mr John Vijayan Vasavan, PBS,PB, PBM Weavepact Security Services Pte Ltd	Committee Member

Mr Khairul Annuar Aardvark Security Services Pte Ltd	Committee Member
Mr Shepherdson Rene Jr Gerard, PBM, Prosec Services Pte Ltd	Committee Member
Ms Tay Peck Ngam, Peggy Vigilantech Security Management Pte Ltd	Committee Member
Dr V W Nathan Assured Protection & Consultancy Pte Ltd	Committee Member

### 3. STANDING COMMITTEES

#### a. Communiqué Standing Committee

ACSA's Communiqué Standing Committee comprises of the following members:

Editor	:	Mr Robert Wiener
Member	:	Mr John Vijayan Vasavan
Member	:	Ms K. Santhi

#### b. Membership Standing Committee

The Membership Standing Committee of ACSA comprises of the following:

Chairman	Mr A S Nair
Member	Mr A R Ismail
Member	K Santhi

#### c. Social Standing Committee

ACSA's Social Committee are as follows:

Chairman	Dr. Vicky Nathan
Members	Mr. A S Nair
	Mr. AR Ismail
	Mr. Gary Harris
	Mr. John Vijayan Vasavan
	Mr. Khairul Anuar
	Ms. K. Santhi

#### d. Web Master

Mr John Vijayan Vasavan

#### **4. EXECUTIVE COMMITTEE MEETINGS**

- a. A total of 9 Executive Committee meetings were held during the period under review.
- b. On an average 85% of the Executive Committee Members were present during the monthly Executive Committee meetings.

#### **5. COMMUNIQUE**

- a. During the period under review, four editions of the communiqués were prepared and circulated. It was circulated to all members via email. Copies of the communiqués can be found in our website.

#### **6. DEMISE OF MEMBERS**

- a. The following members passed on during the period under review :
  - i. Terry Weers – P&P Security Services  
Vice-President of ACSA on 24 November 2017
  - ii. Ronnie KC Wee –KC Security Services  
Former ExCo Member of ACSA on 27 November 2017 and
  - iii. M Manyvannan – Artic V Security Services (previous known as Lai Security) on 4 December 2017.
- b. Wreaths were sent to the families of three demised members.

#### **7. DIALOGUE SESSION**

- a. 100 representatives from member Security Agencies attended the dialogue session held on 15 November 2017 at Hall 1, Devan Nair Institute for Employment & Employability (e2i), 80 Jurong East Street 21, Singapore.
- b. Appended below were the topics that were shared and discussed during the sharing.

The Future of the Security Industry in Singapore
Report from the Security Industry Transformation Map Committee ( SITC)

Revision of Salary and Removal of OTE
<u>Update from SIC</u> a. What is SIC b. Advertorial in ST to engage buyers c. SAs and Buyers MasterClass d. Buyers' Engagement Workshops e. Buyers Procurement Toolkit
Presentation by Vendors  Gabkotech Innovations Pte Ltd Manulife Financial Advisers P/ L Onestop Security Platform
Presentation by e2i
The need for PDPA in the Security Industry
Sharing on SAGE 2018

## 8. EXTRAORDINARY GENERAL MEETING (EOGM)

- a. An Extraordinary General Meeting (EOGM) was convened on 16 Jan 2018 to adopt some amendments to ACSA's constitution. The proposed amendments are appended at Annexe A.
- b. All proposed amendment were duly approved at the EOGM. The amendments were duly endorsed by the Registrar of Societies on 5 March 2018.
- c. The amended Constitution was circulated to all members via email and uploaded on ACSA's website.

## 9. GREETINGS CARDS

- a. Pursuant to the resolution passed at the Phuket Retreat 2016, festive greetings cards for Hari Raya Puasa, Deepavali, Christmas and New Year 2018 and Lunar New Year 2018 were sent to all member agencies and associates.

## **9. MEETING WITH MRS JOSEPHINE TEO, 2<sup>ND</sup> MINISTER. MINISTRY OF HOME AFFAIRS AND MINISTRY OF MANPOWER**

- a. President, Mr. Robert Weiner, Assistant Honorary Secretary Mr Gary Haris and Executive Committee Members Mr AS Nair, Dr Nathan, Mr John Vijayan Vasavan, Mr. Renee Shepherdson and Mr Khairul Annuar attended the above-captioned at the MOM HQ on 22 January 2018
- b. The discussion was focussed on the various challenges faces by the security industry.
- c. Minister Teo announced that the Industry Transformation Map (ITM) and Skills Framework will be launched on 13 Feb 2018.

## **10. MEETING WITH MOM**

- a. Acsa Exco Team attended 2 meetings with the MOM Senior Officials on 21 November 2017 and 30 January 2018 at Mom Hq office and Prosecur's office.
- b. Various issues like hiring foreigners from non-traditional sources, OT exemption investigation process were discussed. A MOM was appointed to serve as a contact person for both ACSA and SAS.

## **11. MEMBERSHIP**

- a. At the end of the period under review, there were 116 ordinary members and three Associate Members.

## **12. MEMBERS NIGHT**

- a. The 1st Members Night for 2018 was held at the Royal Palm Ballroom @ Clarke Quay on Tuesday, 16 January 2018.
- b. It attracted 80 members, where we ushered the New Year 2018.

## **13. REVAMPED ACSA WEBSITE**

- a. At the ACSA Exco Retreat in Phuket in November 2016, it was resolved that the ACSA website must be revamped to make it current. The Web Master John Vijayan Vasavan with the assistance of the appointed vendor Web Profits revamped the website.

The revamped website was re-launched on 9<sup>th</sup> March 2018. Members were informed of the revamped website via email.

## **14. STANDARD OPERATING PROCEDURES**

- a. The Executive Committee promulgated two Standard Operating Procedures (SOP). They are on :
  - a. Financial Procedures
  - b. Representatives to External Meetings
- b. The SOPs can be found at our website. ([www.acsa.sg](http://www.acsa.sg))

## **MAJOR COMMITTEES WITHIN THE PRIVATE SECURITY INDUSTRIES**

### **15. SECURITY TRIPARTITE COUNCIL - STC**

- a. In early 2013, the government formed the STC to deal with all private security industry matters at the national level.

The council was chaired by:-

Chairman	Mr. Zainal Sapari, Assistant Secretary General NTUC
Co-chair	Mr. John Ng, Vice President Singapore National Employers Federation (SNEF)

Representatives from ACSA, SAS, APRO, AETOS, CERTIS E2i, USE

Service buyers represented Capital Land, Frasers, Comfort Delgo

Government represented by MOM, MHA, SPF (PLRD), WDA

ACSA is represented by her President Mr. Robert Wiener, who serves as a council member of the STC. He is supporting in attendance by Mr. William Seak Hon. Secretary.

### **16. SECURITY INDUSTRY TRANSFORMATION MAP (ITM) TRIPARTITE COMMITTEE (SITC)**

- a. The newly formed SITC, comprised of the following

Chairman	Mr. Puah Kok Keong, Deputy Secretary (Policy) MHA
Co-chair	Mr. Zainal Sapari, Assistant Secretary General NTUC
Co-chair	Mr. John Ng, Vice President Singapore National Employers Federation

and members representing SSAS, AETOS, APRO, Capital Land and JTC as well as Government agencies represented by CPSS, IMDA, MOM, PLRD and WDA

- b. The SITC hosted the Launch of the Security Industry Transformation Map and Skills Framework for Security on 13 Feb 2018 at the Lecture Theatre, Level 2 Lifelong Learning Institute, Paya Lebar Campus,

## **17. SECURITY INDUSTRY FORUM - SIF**

- a. SIF is chaired by Director PLRD, Lu Yeow Lim with the purpose of establishing frequent dialogues with stakeholders from the private security industry. Mr. Robert Wiener and Mr. Terry Weers, President and Vice President respectively, represent ACSA at the SIF meetings held quarterly. In attendance for ACSA are also Mr. William Seak and Ms. Morraine Henson, Honorary Secretary and Honorary Treasurer respectively.
- b. Among the topics discussed at the last few meetings were as follows:
  - i. SO ID card changes to new security officer's ID
  - ii. Public Screening Modules – this screening would allow anyone to check on PWM grade of any security officer
  - iii. Updates on Annual Security Grading Exercise
  - iv. Feedback on Power Assessors
  - v. Curtailing daily rated wage practice

## **18. SECURITY INDUSTRY COUNCIL (SIC)**

- a. At the invitation of the Union of Security Employees (USE), Executive Committees of ACSA and SAS attended a meeting at the USE Hq
- b. USE Executive Secretary suggested that this grouping be called Security Industries Council (SIC). The intent of the SIC is work towards convincing the buyers to better understand the purpose of the PWM, constraint of getting quality security manpower and the move to using technology to support the shortage of manpower.
- c. All present agreed to the formation of the SIC and crafting of the MOU.

## **19. SIC ACTIVITIES**

- a. The 1<sup>st</sup> Buyers Seminar was held on 1<sup>st</sup> March 2018 at the NTUC Centre. About 40 buyers were present.
- b. Two more Buyers Seminar is scheduled on 26 April 2018 and 25 Jun 2018.



- c. An advertorial will be placed in the Straits Times aiming at the Buyers.
- d. A Buyers Guide will be released soon.

## **20. TOWN HALL MEETING**

- a. The first ACSA-SAS Town Hall Meeting was held on 14 Feb 2018 at the ACS Auditorium, Barker Road. At this meeting the following matters were shared with members of both the Association :
  - i. ITM
  - ii. Revised PWM
  - iii. Lapses in Security Contracts
  - iv. Standard Clauses in Security Contracts

## **21. MEETING WITH DIRECTOR PLRD**

- a. A briefing on the proposed changes to the criteria in the SAGE 2018, was held on Friday, 21 April 2018 at the LO Room, Police Cantonment Complex. ExCo members of ACSA and SAS were present.
- b. Briefly, PLRD will be looking into three areas :
  - i. Process
  - ii. People
  - iii. Systems
- c. The new criteria can be found on the PLRD and ACSA websites.

## **22. EXCELLENT SERVICE AWARDS FOR SECURITY OFFICERS (EXSA)**

- a. EXSA is managed by six industry lead bodies, the Association of Singapore Attractions, the Land Transport Authority, the Restaurants Association of Singapore, the Singapore Hotel Association, the Singapore Retailers Association, and the Association of Banks in Singapore and supported by SPRING Singapore.
- b. EXSA is a national award that recognises individuals who have delivered quality service. It seeks to develop service models for staff to emulate and to create service champions. EXSA was launched in 1994
- c. After 4 years of futile attempts to include the EXSA for the Security Professionals in Private Security Industry, our Assistant Hon. Secretary Mr. Gary Harris was able to negotiate with the Secretariat of EXSA to include members of ACSA.

### **23. MATCHING MAKING SESSION WITH SSAS**

- a. With the authorities encouraging the security industry to embrace technology as an enabler to provide security services, ACSA and SAS got together and decided to serve as a matchmaker between members of ACSA and SAS with members of SSAS.
- b. The inaugural match making session was held on 20 March 2018 at the NTUC Centre. About 80 members from ACSA and SAS responded to the session. The technology vendors were busy sharing with the visitors on the array of technological equipment that were available in the market. Many of the SAs were pleased with ACSA and SAS for mootng the matchmaking session. The session opened the horizons of the SAs who were not very familiar with the gadgets available in the marketplace.

### **24. SIGNING OF MOU WITH SAS**

- a. We are in the final stages of formalising the details of an MOU to be signed by ACSA and SAS. The MOU will formally bind the two associations and strengthen our effort to be a single voice for the security industry in Singapore.

### **25. SIGNING OF MOU WITH ACSA MEMBERS**

- a. Following the joint Townhall Meeting by ACSA – SAS held on 14 February 2018, arrangements are underway to sign an MOU with all members of ACSA and SAS to secure their pledge in our drive to address the security services buyers of the challenges and omp[ending changes in the security industry.
- b. The signing ceremony is scheduled in the 3<sup>rd</sup> quarter of 2018 and to be effective in January 2019.

Prepared by : Mr. John Vijayan Vasavan  
Executive Committee Member

Vetted by : William Seak  
Honorary Secretary

Approved by : Robert Wiener  
President

