



**ASSOCIATION OF CERTIFIED SECURITY AGENCIES,
SINGAPORE**

**REPORT ON
SHARING SESSION
WITH MEMBERS
on 30th November 2016
at the Auditorium,
Tessensohn Clubhouse
Civil Service Club**

Prepared by : **John Vijayan Vasavan, PBS,PB,PBM
Management Committee Member, ACSA
and Member,ACSA Social Committee**

Approved by : **ACSA Social Committee**

Endorsed by : **ACSA Management Committee**

**REPORT ON
SHARING SESSION
WITH MEMBERS
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MESSAGE FROM CHAIRMAN. ACSA SOCIAL COMMITTEE FOR 2016-2018

I am glad to report that the ACSA Social Committee for 2016-2018 has lined up a series of activities to cater to our members. These will include Sharing Sessions With Members – where feedback will be sought from members of the challenges faced by the industry; fun-filled events where members will interact in a social setting.

We will continue to organise Corporate Social Responsible (CSR) programme where members will be invited to join the less fortunate in the society and bring joy to them.

A new initiative by the Social Committee will be a Family Day. The Family Day aims to bring together members, their staff and their familieymembers together. Through this Family Day we hope to gel our members, their employees and families to pave the way and create a platform for better interaction and bonding among them. Our firm belief is that a **“Happy Family will create conducive Work Environment.”**At this Family Day, we are also desirous of recognising our members’ employees for their contributions to the respective agencies and the industry at large.

We seek your indulgence and urge you for continued support for ACSA.

Dr V W Nathan
CHAIRMAN,
ACSA SOCIAL COMMITTEE FOR 2016-2018

ACSA MANAGMENT COMMITTEE FOR 2016-2018

Mr Wiener Robert Lorenz Prosegur Singapore Pte Ltd	President
Mr Weers Terry Nicholas P & P Security Services Pte Ltd	Vice President
Mr William Seak Premier Security Co-Operation Ltd	Hon. Secretary
Ms Henson Morrine Madeline Alwatch Security Management Pte Ltd	Hon. Treasurer
Mr Gary Haris K H Security Agency Pte Ltd	Hon. Asst. Secretary
Mr A R Ismail Stallion Security Investigation & Consultancy Services Pte Ltd	Asst. Hon. 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
Ms Santhi Kothandapani (Secretariat) Premier Security Co-operative Ltd	Secretariat

ACSA SOCIAL COMMITTEE 2016-2018

Dr V W Nathan	Chairman
Mr Appukuttan S Nair	Committee Member
Mr Gary Haris	Committee Member
Mr John Vijayan Vasavan, PBS,PB,PBM	Committee Member
Mr Khairul Annuar	Committee Member
Ms Santhi Kothandapani	Secretariat

ROLE AND RESPONSIBILITIES OF VOLUNTEERS

Role	Name of Member
Overall-in-Charge	Dr V W Nathan
Co-ordinator Banner, Caterer and Vendors	Ms K Shanti
Co-ordinating of Guest Speakers & Photographer	Mr Gary Haris
Moderator	Mr John Vijayan Vasavan
Rapporters	Mr William Seak Mr Khairul Anuar
Registration	Ms Morrine Henson Mr Gary Haris Ms Peggy Tay Ms K Shanti
Rapportuers	Mr Khairul Anuar Mr Fadyl Mohd Amin
Ushers	Mr Ismail Mr Gary Mr Nair
Welcome Guests	Mr. Robert Weiner Mr. Terry Weers Dr V W Nathan

PROGRAMME
ACSA SHARING SESSION WITH MEMBER
ON WEDNESDAY, 30 NOVEMBER 2016, 1.00 TO 5.00 PM

- 1.00 pm Arrival of Members
Registration
- 1.15 pm Viewing of Vendors Stalls
Presentation and Screening of Vendors Corporate Videos
- 2.00 pm Welcome and Introduction by Moderator
John Vijayan Vasavan PBS,PB,PBM
Management Committee Member
ACSA, Singapore
- Welcome Address by
Dr V W Nathan
Chairman ACSA Social Committee and
Management Committee Member
ACSA, Singapore
- Opening Remarks by
Robert Wiener
President
ACSA Singapore
- 2.15 pm Presentation on
Adapt & Grow Initiatives
By Mr Noel Tay
Senior Manager, Healthcare, Social and Business Services
Workforce Singapore
- 2.45 pm Presentation on
New Security Skills Framework
By Graham Ng
Senior Specialist, Skills Development Division
SkillsFuture Singapore
- 3.30 pm Sharing on Issues faced by the Security Agencies
Moderated by
John Vijayan Vasavan PBS,PB,PBM
Management Committee Member
ACSA, Singapore
- 4.15 pm Tea Break
Refreshments
Viewing of Vendors' stalls
- 5.00 pm See you in Jan 2017

LIST OF PARTICIPANTS

S/NO	Company Name	Name	Designation
1	Alwatch Security Management Pte Ltd	Mohd Sharkan	OE
		Morrine	Director
		Linda Ngoo	Admin Executive
2	Aardvark Security Services Pte Ltd	KahirulAnnuar	Director
		Fadyl Amin	Manager
3	Amber Regency Bizlink Pte Ltd	Dominic Chang	Director
4	Acepro Security Consultancy Pte Ltd	Neo Teck Guan	Ops Mgr
5	A Tact Security Services & Management Pte Ltd	Kyle Jasper	Manager
6	Akaal Security Pte Ltd	Farizul	Managing Director
		Danny	Manager
7	ASEC Security Events Command Pte Ltd	Petrarch Teo	Director
8	Aero Asia Security Systems Pte Ltd	Selvakumar P	General Manager
		Sivasakthy S	Senior HR Executive
9	Astrol Security Engrg Pte Ltd	Jasmine Ng	Division Manager
		Aaron Goh	Operations Manager
		Johnny Lee	Director
10	Apex Security & Investigation Pte Ltd	G Nagarajan	Manager
11	Academy of Security Study Pte Ltd	Dennis Krishnan	Director
		Sampath	Director
12	Assured Protection & Consultancy Pte Ltd	Dr Nathan	
		Jaya	
13	Bulls-Eye Security Services Pte Ltd	Jeran Singh	Operations Director
		Javin Singh	Operations Manager
14	Centurion Security Management Services	Ranjeet Kaur	Director
15	Certis Cisco Protection Services Pte Ltd	Justin Chan	AVP, Head Operations
		Joseph Goh	Senior Manager , Head Quality Management & Training
16	Dynamic Trilogy Security Pte Ltd	Surinder Singh	Director
17	EJ Security Pte Ltd	Neo Son Chai	Director
		Michael Lim	Biz Development

			Compliance
18	Eagle I Security Services Pte Ltd	Maziah Mohd Darus	Licensee
		Richard H K Teng	Managing Director
		Anwar Ismail	Chief Operating Officer
19	Elid Technology International Pte Ltd	Iris Chan	Operations Director (Security Service Division)
		Sam Weng	Senior Operations Manager
20	Excellent Security & Safety Pte Ltd	Bernard Tan	Director
21	Focal Investigation & Security Agency Pte Ltd	Eddie Tan	Admin & HR Mgr
		Eric Goh	Operations Manager
23	Global 21 Security Services	Steven Chia	Director
24	Gates PCM Integrated Services Pte Ltd	Mary Gestoso	Hr & Admin Manager
25	GCM Safety & Security Pte Ltd	Nair	Managing Director
26	Highland Security Services	Gurunathan Kumar	General Manager
27	Hallmark Security Management Pte Ltd	Tamilsilvon	Director
		Syed Dean	Manager
28	Hoe-Tan Co (Pte) Ltd	Mary Moe Ai Sien	Director
		Puspa	Finance / HR Manager
30	Impact Security Services	A Rahman	Ops Manager
31	Jasa Investigation & Security Svcs Pte Ltd	Ranjit Singh	CEO
32	JC Security Services	Johnny Chan	Sole Properitor
		MagendranMarimuthu	OPS Manager
33	K H Security Agency Pte Ltd	Michael Gibson Thian	Director
		Gary Harris	Senior Business Development Mgr
		Gimber Lam	Operations Executive
34	King's Security & Safety Management Pte Ltd	Retnam Ramesh	Managing Director
35	Leacov Singapore Pte Ltd	Simon	General Manager
		Zulfadli	
36	Laurus Security Pte Ltd	Mike Rajan	Biz Development Mgr
37	MK Security & Investigations Services	Suppiah Balarkishnan	Sole Properitor
38	Maxis Protection Mgt Services Pte Ltd	Naushad Ali	Shareholder

39	Metropolis Security System Pte Ltd	Soh Chee Chuan James	Director
		Lai Meow Shin Johnny	Accounts Director
		Teo Kim Seng George	Operations Manager
40	Omega Consulting & Mgmt Services	Johan Miswari	Director Ops
		Clement Chan	Director HR/ Admin
41	Pavo Security Agency Pte Ltd	Poon Wun Wah	Security Manager
		Gabriel Chu	Operation Executive
42	Pico Guards Pte Ltd	Pierce Ang	Deputy Managing Director
43	P & P Security Services Ltd	Gwendolyn Susan Loo	Director
		Khin Mu MuThien	Accounts Director
44	Prosecur Singapore Pte Ltd	Shahrudin	Operation Manager
		Robert Wiener	Director
		Richard Ho	Head BD
		Venie	PA
		Vincent	Hr Manager
45	Premier Security Co-operative Ltd	William	Managing Director
		K Santhi	Secretariat
46	Prospect Protection Pte Ltd	Menraj Singh Randawa	Compliance Executive
		Christopher Shawn	Strategy & Planning Manager
47	Prosec Services Pte Ltd	Mohamed Sadiq	Head Operations
		Tho Choo Nee	PA
48	Primo Guards Pte Ltd	Andrew Chng	Business Manager
49	Royal Security Mgmt Svcs Pte Ltd	Vijayah Sigamani	Director
50	Resilient Secure Consultancy Pte Ltd	Neo Yeo Choon	Director
51	Reliance Security Services Pte Ltd	Susan Win	Admin Executive
52	Securite Associates Pte Ltd	June Leo	Director CS
53	Soverus Pte Ltd	Kelvin Goh	General Manager
54	Securimax	Suresh	
		Anthony Xavier	
55	SAM Security Service Pte Ltd	Sam De Silva	Director
		Pathmanathan S/O Katalingam	General Manager
		Murugaiyan S/O Palancy	Operation Manager
56	Spinnetasia Pte Ltd	K V Kumana	CEO
		Rohini V	HR
57	Security Masters Pte Ltd	Claire Tho, MS	General Manager
		N Nadaraja	Manager Operations
		Yeo Ai Hwa	Personnel / Payroll Executive

58	Securus Pte Ltd	Max Lim	
		Sigrid Sewa	Adminstration Clerk
		Singara P	Manager
59	SMA Security Service Pte Ltd	Omar Alsagoff	Managing Director
		Syed Mohdar Alsagoff	Director
60	Stallion Security Inv& Consultancy Services P L	Ismail A R	MD
61	Sanctuary Guards	Mdm Sarala	Managing Director
		Ashwini	Admin Executive
		Sara	Admin Executive
62	Stamford Security Management Pte Ltd	Kannan Ve. J	Director
63	STS Security Services Pte Ltd	Anthony Goh	Managing Director
		Christopher	D General Manager
64	Scorpius Security & Investigation Services Pte Ltd	S Rethinamalah	HR/ Accounts
		Mohamed Masuhood S/O L P	Operation Executive
65	Storm Protection Pte Ltd	Tiernana G Fernando	Managing Director
		Dalvinder Singh	Director Operations
		Vandand Kumar	General Manager
66	Triple's Protection Pte Ltd	Abdul Rashid	Ops Manager
		RodriquezBallegaEdeliza	Hr Manager
67	William Security Services (William Secure Solutions)	Lim Dick Way	
		Simon Yeo	Operations Director
68	Vigilantech Security Management Pte Ltd	Peggy Tay	
69	Weavepact Security Services Pte Ltd	John Vijayan Vasavan, PBS,PBM	Director\
70	Westminster Investigation & Security Mgt Pte Ltd	Charles Lim	Manager
71	Unique Security Services Pte Ltd	Ng Khan Min Jeffrey	Director
		Andy Tan	Manager
72	YS Security Services Pte Ltd	Savithri Raman	
		Mohd Yasin	Director

EXECUTIVE SUMMARY

ACSA Management Committee Members had its retreat in Phuket, Thailand from 4-6 November 2016. At the retreat, ACSA's Work Plan for 2016-2018 was crafted based on the needs of her members. One of the first activity that was planned was a Sharing Session with members to elicit feedback from the members on the challenges that has or will impact the security industry. This was also the first activity organised by ACSA. The Social Committee headed by Dr VM Nathan undertook the organisation of this activity.

Without any delay, the Social Committee met and decided to hold the event on Wednesday, 30th November 2016 from 1.00 pm to 5.00 pm at the Tessensohn Clubhouse, Civil Service Club. Officers from Workforce Singapore (WSG) and SkillsFuture Singapore (SSG) (previously known as the Workforce Development Authority (WDA) were invited to share on WSG's initiatives and scheme and SSG on the new Security Framework (SF).

With the logistical support and programme sorted out, e-invites were sent out to all members, inviting them to send three staff to attend this session. A total of 130 persons representing 73 members of ACSA. 60% of our members was an overwhelming response for a single event in recent times.

The day's programme was value-added when three vendors related to the security industry accepted our invitation to showcase their products. This was indeed a twist to similar events held previously.

Proceedings for the day commenced with an introductory remarks by the moderator of the day, John Vijayan Vasavan, following by Dr VM Nathan who outlined the plan of action to be organised by the Social Committee, which included sharing sessions, fun-filled gatherings, Corporate Social Responsibility activities and a Family Day. The Family Day event is a new initiative by the Social Committee.

President Robert Weiner thanked all for showing up albeit the short notice and their busy schedule. He shared that the Management Committee has tailored a Work Plan to cater to meet the expectations of our members. More activities have been lined up and aims to be more consultative in nature, an attempt to proactively engage our member. This will pave the way to elicit views from our members so that we are in a good stead to consolidate all feedback and make collective representation to the various government departments and agencies. This will provide ACSA a platform to be the voice of the industry.

Representatives from the WorkForce Singapore –WSG and SkillsFuture Singapore (SSG) took the stage next and enlighten members on various initiatives and schemes as well as the draft Security Skills Framework (SF). SSG is meeting its

stakeholders to seek their views, inputs and comments to be as relevant as possible to the industry.

Following their presentations, the moderator facilitated the Q & A session and also obtain feedback on the various issues faced by the industry. The transcript of the moderated session is appended in this report.

A Feedback Form was emailed to all the member companies who attended the event. Most were impressive and happy that such a session was organised. It provided them with an opportunity to interact with other members and ACSA's Management Committee. Views and exchanges that transpired were both informative and educational. It gave them an understanding of the woes faced by some members with agencies like the PLRD and MOM. There was a call for ACSA to take up the issues that were floated during the session to the respective governmental departments and agencies. This will enhance the quality of SAs. Members also suggested that more such sessions should be held to be continuously engaged members and ACSA's Management Committee. Most opined that the venue was an ideal one, however some lamented that food catered could be improved both in quantity and quality.

In conclusion, this event was a resounding success and more such events should be organised in future.

ACSA Social Committee

Summaries of the talks

Mr Noel Tay, Senior Manager, Healthcare, Social and Business Services, Workforce Singapore (WSG) presented on Adapt & Grow Initiatives, which included the following:

- a. Professional Conversion Programme (PCP)
- b. P-Max
- c. Lean Enterprise Development Scheme (LEDS)
- d. Career Support Programme (CSP)
- e. WorkPro
- f. JobsBank
- g. Reskilling for Jobs Programme
- h. Enterprise Training Support Scheme

Mr. Graham Ng, Senior Specialist, Skills Development Division, SkillsFuture Singapore (SSG) shared on the new Security Skills Framework and sought members feedback on the proposed Framework for the Security Industry.

Materials related to the above-captioned will given to all members. Soft copies were emailed to all present on 2nd December 2016.

For more details: <http://www.skillsfuture.sg/>

Transcript of the feedback Session

Transcript of Question & Answer Session

Date : Wednesday, 30th December 2016
Time : 1400hrs
Venue : Level 3, Auditorium
Tessensohn Clubhouse, Civil Service Club
60 Tessensohn Rd, Singapore 217664

The participants of the feedback session were ACSA Members representing various Security Agencies in Singapore. Moderator for the feedback session is Mr. John Vijayan Vasavan together with representatives Mr. Noel Tay from Workforce Singapore - WSG and Mr. Graham Ng from SkillsfutureSG - SSG. Responded to the questions raised by the participants.

S/n	Question From	Addressed To	Questions & Answers / Feedback
1.	Mr. Robert Wiener - Prosegur	Mr. Graham Ng (SSG)	<p>Qns: Requested Mr. Graham to confirm that before the end of next year (2017) if the new skills set from SSG would replace the PWM</p> <p>Ans: The skill set from SSG is not meant to replace the current PWM model. SSG does not have jurisdiction over MHA and PLRD. However MHA and PLRD are close partners of SSG and recognize the strength and worth of SSG Skill framework. Thus could not confirm if MHA and PLRD would utilize SSG skills set for the licensing framework.</p>
2.	Mr. Dennis Krishnan	Mr. Graham Ng (SSG)	<p>Qns: Just to confirm that the WSQ system will still stay and the skill framework from SSG would complement and set the foundation for future WSQ programs.</p> <p>Ans (Dennis): Selected PWM courses would not be replaced unless and until PLRD replaces them.</p> <p>Ans (Graham): WDA which is SSG and WSQ would honor existing WSQ Courses.</p>

			<p>Once the SSG framework is launched, there would be a transition period from WSQ to the SSG skill framework. The transition period falls into Phase 2 of implementation of SSG Skills framework. Currently as implementation is still in Phase 1. The policy of the transition period in Phase 2 is not confirmed yet. Thus can't disclose as to what the transition would be like. However current WSQ Courses and certification is recognized and would be honored.</p>
3.	<p>Mr. John Vijayan Vasavan Weavepact Security Services Pte Ltd (Moderator)</p>	<p>Mr. Graham Ng (SSG)</p>	<p>Qns: Currently there is a competency standard in the WSQ Framework and request Mr. Graham to explain the new standard in further detail and what it would be known in the new framework.</p> <p>Ans: Currently WSQ competency standards dictates what kind of training needed. (E.g.: What of device or security equipment would SO need to be competent in.) Under the new framework Competency standards are call the Technical Skills & Competency (TSC). It is more in depth as it includes 6 levels of proficiency for various categories needed for the Security Officer to attain to be qualified as competent for their job scope.</p>
4.	<p>Ms. Henson Morrine Magdeline Alwatch Security Management Pte Ltd</p>	<p>Mr. Noel Tay (WSG)</p>	<p>Qns: Under the PCP in the previous years the PCP only lasted for 6 months. Currently the new PCP would be for a year before there is any payout in trenches.</p> <p>Ans: Current PCP for professional executives (for administrative functions) or operational manager is for a period of 3 to 6 months. Moving forward we are developing PCP for security supervisors and for operations executives. The conceptual of the new PCP would not more than 6 months. The PCP would concentrate less on academic qualifications and would be in line with the skill needs learning with more on the job training. The PCP participants would only attend training and courses to fulfil what</p>

			<p>is needed for their licensing requirements; however it won't be a full certification.</p> <p>Qns: Based on the previous PCP. After 3 months, the PCP participant has to go for assessments after which they were granted licenses. However the payment came in 3 trenches.</p> <p>In some of the new PCP the payout would be made after 1 year. Even with a contract. What would happen if the participant resigns before the 1 year period ends? Would the company still receive the payout and would it be prorated accordingly to period participated?</p> <p>Ans:The PCP programmed that is referred to is most probably the CSP(Career Support Program). In which the participants has to sign a 1 year contract and earn a minimum of \$4,000. If the participant resigns or withdraw half way in the specific period. Noel would check up and verify if there is a prorated reimbursement basis.</p>
5.	Mr. John Vijayan Vasavan Weavepact Security Services Pte Ltd (Moderator)	Mr. Noel Tay (WSG)	<p>Qns: Requested Noel to elaborate on new scheme RJT work trial.</p> <p>Ans: Mr. Noel introduced the new scheme of RJT work trial for unlicensed and new personnel to try out the jobs in the security industry without attending prior training for licensing by job shadowing. Mr. Noel has clarified with PLRD that job shadowing is allowed and there is no violation. Thus providing a better recruitment experience and process for the agencies and Job seeker. Allowing agencies to try out the individual job seeker for the job before investing in the individual for courses and vice versa for the individual job seeker. The shadowing period is limited for a period of 80hrs or 8hrs for 10days.</p>
6.	Mr. Jaya Assured Protection & Consultancy	Feedback	<p>Feedback:In the Grading Exercise of 2016. Under the criteria for the use of technology. The results were that there could be better improvements or use of technology when</p>

	Pte Ltd		there is already a substantial investment already done by the agencies for their sites. PLRD is not very clear on what is the assessment criteria for the technology implemented on site. What is need to be improved and how much is needed to improve? As a result some of the agencies are marked down due to that.
7.	Mr. Marshal Woo Scorpius Security & Investigation Services Pte Ltd	Feedback	Feedback: There is still a lot of resistance from the current clients and services buyers for the increment of costs due to the implementation of the PWM. Even leading to cancellation of contracts and loss of clients. As in why is there a need to implement the different job grades for deployed staff and the increment in contract price. Request PLRD and Government Bodies to raise further and more awareness and educate clients that PWM is compulsory by the government and not initiated by the agencies.
8.	Mr. Sam De Silva Sam Security Service Pte Ltd	Feedback	Feedback: Are Malaysians workers covered by PWM? PWM essentially cover only PR's and Singaporeans only. PLRD informed some companies that they were not paying their Malaysians are not paid their Basic salary according to the Industrial norm. What is the industrial norm and why are Malaysians required to attend courses and become skill workers and yet their levy is not reduced. Unofficial Malaysian basic salary is \$800 to \$850.
9.	Mr. Pierce PICO Guard Pte Ltd	Mr. Graham Ng (SSG)	Qns: How does SSG Validating the skills framework. How do you do it, with whom and in what way? Ans: SSG has gone through their own validation process, only then had approached MHA and PLRD to validate the skills framework and documents. As Security is a regulated industry prior approval is required before approaching and introducing the skills framework. Currently SSG is going

			<p>through industry validation. Whereby SSG go through in minute details with the industry players, consolidate all the feedback and rationalize across the full center.</p> <p>Qns: How about the service buyers, customers, clients and MOM were they approached for Validation?</p> <p>Ans:MOM is involved in the validation of the skills framework however the input data is collated through MHA. Under skills framework the task falls on 4 different parties SSG, WSG, MHA and SPF represented by PLRD. SSG engages customers, service buyers and also engage USE and unions.</p>
10.	Mr. Anthony SPS Security LTD	Feedback	<p>Feedback:Two years ago for an incident the company was blacklisted by MOM. Application for OT Exemption is immediately rejected. Recently was recommended to approach USE however was informed that OT exemption was still to take at least 3 months.</p> <p>How long is the banned period, why was the company kept in the dark for the length of the banned period? Is the company violating any regulations in providing service without a valid OT exemption even when they are still banned from applying for OT exemption?</p> <p>Another case was for a minor amount for non-payment for a disgruntled employee. Why was the company not consulted prior to summons to a court hearing at MOM. Why did MOM did not conduct an investigation from the view of the company and had a one sided stance with the employee.</p>

11.	Mr. Annuar Eagle I Security Services Pte Ltd	Feedback	<p>Feedback:Outstanding issue with client micromanaging the deployed security officers on site. Council members' micromanage the security officers deployed. Enter guard house to take photos of officers for complaints and such.</p> <p>Is the clients allowed to enter a restricted areas like security guardhouse or posts.</p>
12.	Mr. Clement Omega Consulting and Management Services Pte Ltd	Feedback	<p>Feedback:PWM was implemented with the intention of increasing the security workforce.</p> <ul style="list-style-type: none"> - Is there a concrete evidence of an actual significant increase of manpower/workforce after PWM implementation? - If there is then how many more people are issued with the security license? - How many qualified manpower with licenses are actually working in the industry? <p>Was there sufficient notification or engagement to the clients and public, done to raise awareness of the PWM by the Government bodies? E.g. : MOM & CPF</p> <p>An incident occurred to the company highlighting the high cost of non-compliance. Senior Employment Inspector inspected work site and did not give any feedback to the company.</p> <p>Only to receive a fine and an investigation conducted by MOM a few weeks later without any information for the causes or reason of violation of regulations.</p> <p>Does a PLRD enforcement officer or accessors have sufficient experience to conduct the checks? What guide or standards do they adhere to when conducting checks? Is the guidelines uniform though out the enforcement and checks</p>

Announcements

Three e-mail blasts were sent out to all members, inviting them to attend the Sharing session. The text of the email is appended below. In addition, Secretariat staff K Santhi made personal calls to members encouraging them to attend the event.

11 Nov 2016

Dear members

Greetings from all of at ACSA.

Following the recent ExCo's retreat, we decided to continue with the members gatherings but with a twist. We will have both a sharing type of sessions and fun-filled gatherings, which will be our platform to communicate and interact with our members proactively.

The 1st of the series of the sharing session 3 will be held on Wednesday, 30th November 2016 from 2.00 pm to 5.00 pm at the Auditorium, Level 3, The Civil Service Club, Tessonsohn Road, Singapore. Registration Club will begin from 1.00 pm onwards.

During the sharing session, we will have a Senior Specialist from the Skills Future Singapore (formerly WDA) to share on the new Security Skills Framework, which will be launched in September 2017. At the same platform, we would like to hear from you on the challenges that you are faced with in running your SA. From the feedback that our members share during the session, we will consolidate them and address the respective government departments and agencies as your voice.

At this session, we have invited a few vendors who have been our service providers to many in the security industry. We are now evaluating their suitability of the companies to be featured at this sharing session. The purpose of inviting these vendors is to avail to our members an opportunity to acquire services that will assist individual members like you, to be better poised to render your services and enhance the productivity of our officers.

We would like to invite you and two other senior management staff from your agency to attend this session. Please complete the attached reply slip and revert to us by 25 Nov 2016.

Together we can make a difference in ACSA, the lead security organisation in Singapore.

Yours respectfully

ACSA Social Committee

28 November 2016

Dear ACSA Members,

ACSA Feedback Session on 30 Nov 2016

This is a gentle reminder.

Good news! So far we have 67 companies have registered for the ACSA Feedback Session on the 30th Nov 2016.

For those who have not registered please do by today (28th November 2016) before 6pm.

We have attached herewith the reminder letter, reply slip & the programme for your kind attention.

Those who have registered please be prompt.

This event will never be a success without your presence.

Thanking everyone in advance.

Please take note the registration starts at 1pm.

We appreciate your kind co-operation in this matter.

Regards

K Santhi
Secretariat
ACSA

29 November 2016

Dear ACSA Members,

ACSA Feedback Session on 30 Nov 2016 (Wednesday)

Good news! so far we have 74 companies have registered for the ACSA Feedback Session on the 30th Nov 2016.

We have attached herewith the reminder letter, reply slip & the programme for your kind attention.

Those who have registered please be prompt.

This event will never be a success without your presence.

Thanking everyone in advance.

Please take note the registration starts at 1pm.

We also attached herewith the program list for your kind attention.

We appreciate your kind co-operation in this matter.

PLEASE TAKE NOTE THE REGISTRATION IS CLOSED.

Regards

K Santhi
Secretariat
ACSA

Draft Text for banner

 The logo of the Association of Certified Security Agencies (ACSA) Singapore. It is a circular emblem with a blue outer ring containing the text "Association of Certified Security Agencies" at the top and "SINGAPORE" at the bottom. Inside the ring are several red stars. The center of the logo features a shield with the acronym "ACSA" in red.	<p>ASSOCIATION OF CERTIFIED SECURITY AGENCIES, SINGAPORE (ACSA)</p> <p>SHARING SESSION WITH MEMBERS</p> <p>30 Nov 2016</p>
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Artwork for the banner



Contractor : B for Banners

Vendors

The under-mentioned vendors were invited to take up a booth space during the sharing session

Gabkotech Innovation Pte Ltd

Gabkotech Innovations Pte Ltd was founded in the year 2012. We are a mobile application development company which we brand ourselves as the Mobility Evangelist. We specialize in PDAs, iPhone, iPad, Andriod Phones, QT Nokia Phones. Our methodology is walking the process of Design, Consultancy, Project Management, Training, Qualification and Business Continuity with our client to reach their goals and objectives.

Being a customer-oriented organisation, we are driven to provide the best quality service to meet their expectations and to see them achieve their business objectives.

Leacov Singapore Pte Ltd

Established in 2011, Leacov has grown to over 60 experienced associate trainers and staff to guide our trainees in every step of their learning journey. From registration, training, assessments and the claiming of funds, we are here to facilitate the whole administrative process so you can fully focus on your training. Along with our WDA approved training classrooms and equipment, we are also proud to be one of the ATOs with the highest passing rate in the industry!

Leacov provides frequent on-site training for our clients as we understand that sending security professionals to classroom training can be difficult due to operation constraints. Our on-site training will not only provide flexible training schedules to our clients, the security officers will have a better understanding of what is being taught as we customised training to suit the various work sites' requirements too. Just look at our testimonials from our satisfied clients.

Onestop Security Platform Pte. Ltd.

Licensed by Ministry of Manpower (MOM), OSP "Security Manpower Solution Portal" is a unique On-line Operating Portal with focus on the security industry to bridge the gap of good Security Officers with good Security Agencies.

With state-of-the-art technology and sophisticated data management, we are able to address the security manpower crunch and add value to the operational efficiency of security firms - all targeted at raising the professional standards of the billion-dollar security industry in Singapore.

Passion in providing the right officers to sites. Professional in Command and control over situations.

The caterer for the event was Casserole

Menu E – 5 + 1 Tea Reception (\$5 ++ per head)

- Assortment of NonyaKuehKueh
- Mini Pizza topped with Sausages and Pineapples
- Fresly Baked Chicken Rendand Puff
- Yam Kaya Cake Slices
- Steamed Yam Cakes topped with Chicken and Mushroom
- Coffee / Tea (Sugar and Cream served separately)



ASSOCIATION OF CERTIFIED SECURITY AGENCIES, SINGAPORE

Feedback Form

Dear members

Thank you for taking your time off your busy schedule to attend the ACSA's Sharing Session for members on 30th November 2016. Your presence has encouraged us to organise more such events in the future.

In our efforts to improve our future events and tailor the events to meet your needs, we humbly seek your inputs so that we can craft the future activities to cater to meet to your expectations.

We will be delighted to hear from you so that we can serve you better. Please complete this feedback form and hand over to the reception counter. The details shared in this feedback will be used for planning and organising future events.

Best Regards

ACSA Social Committee

Please tick (√) appropriately.

1. Was the talk by Mr Noel Tay of Workforce Singapore informative and useful?

- a. Fully Agree ()
- b. Agree ()
- c. Neither Agree nor Disagree ()
- d. Disagree ()
- e. Fully Disagree ()

2. Was the talk by Mr Graham Ngof Skills Future Singapore on the proposed Security Skills Framework informative and useful?

- a. Fully Agree ()
- b. Agree ()
- c. Neither Agree nor Disagree ()

- d. Disagree ()
- e. Fully Disagree ()

3. Was the sharing session by our Moderator John Vijayan Vasavan facilitated, to meet your expectations?

- a. Yes ()
- b. No ()

4. Were there any issues that you were unable to raise during the session? If yes proceed to questions No. 5

- a. Yes ()
- b. No ()

5. Please state the issues below :
Please specify

6. Was the venue easily accessible?

- a. Yes ()
- b. No ()

7. Was the venue adequately set up?

- a. Yes ()
- b. No ()

8. Was the duration sufficient? If no proceed to Question no. 9

- a. Yes ()
- b. No ()

9. Please state the desired duration/s

10. Was the commercial vendors' presence informative and useful? If yes proceed to question no. 11

- a. Yes ()
- b. No ()

11. Please state the types or name of vendors we should consider for future events :

12. Was the tea reception sufficient? If no, please proceed to question no. 13

- a. Yes ()
- b. No ()

13. Please specify :

14. Any other comments/recommendations for us to improve or to include?

Please email us the duly completed form to us **not later than 6th December 2016**.

Thank you for taking your time to complete this feedback. We appreciate your feedback

APPENDIX 7

STATEMENT OF ACCOUNTS

Income	
Rental of Three Exhibition Space@\$500 each	\$1500.00
Total	\$1500.00

Expenses	
Rental of CSC Auditorium	\$995.00
Banner	\$56.00
Printing of Feedback Forms	\$45.00
Catering of Tea Reception @\$5 per for 110 paxs	\$631.30
Photograher	\$270.00
Mineral Water	\$ 10.00
Name Tags Stickers	\$ 6.00
Total	\$ 2013.30

Deficit	\$513.30
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Photo Gallery

Acknowledgements

ACSA's Social Committee would like to place on record our heartfelt appreciation to the following for the relentless support towards the ACSA's Sharing Session with Members on 30th November 2016 :

1. Mr Noel Tay, Senior Manager, WorkForce Singapore (WSG) for sharing a paper on Adapt and Grow – initiatives by WorkForce Singapore (WSG) and SkillsFuture Singapore (SSG) ;
2. Mr Graham Ng, Senior Specialists, Skills Future Singapore (SSG) for sharing on the draft Security Skills Framework;
3. President and Members of ACSA Management Committee for their unwavering support and assistance during the sharing session;
4. The vendors Gabkotech Innovations Pte Ltd, Leacov and One Stop Security Platform Pte Ltd for taking up the exhibition space;
5. Ms K. Santhi for being the pillar of support in managing and the running of this event without a glitch ;
6. Mr Fadyl Mohd Amin of Aarkwark Security Services Pte Ltd for recording the proceedings of the sharing session;
7. Ms Jacqueline Tang, Senior Executive of the Tessensohn Clubhouse, Civil Service Club, Singapore for lending all the support and assistance in the use of the Club's Auditorium;
8. ACSA members for your attendance and active participation at the session; andll
9. All those who have in one way or another helped in making this event a success.

