ASSOCIATION OF CERTIFIED SECURITY AGENCIES, SINGAPORE

REORT ON RETREAT 2016
4-6 November 2016
Phuket, Thailand

Prepared by : **John Vijayan Vasavan, PBS,PB,PBM**
Management Committee Member, ACSA
& Co-ordinator, Retreat 2016

REORT ON
ASSOCIATION OF CERTIFIED SECURITY AGENCIES, SINGAPORE
RETREAT 2016
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MESSAGE FROM THE PRESIDENT

I am delighted to say a few words in this report.

During my tenure as the President of ACSA, we have organised a few retreats. This year's retreat was held from 4- 6 November 2016 in Phuket, Thailand. 83% of the Management Committee Members attended the retreat. All ten of of us bore the full cost of the air fare and accommodation in Phuket, Thailand – a true reflection of our Management Committee Members commitment, dedication and passion to serve the members of ACSA.

This year's retreat brought together the team that was elected in June 2016. A pro-active team comprising a cross section of our members, well poised to represent the interests of our members. The aims of this year's retreat were to build a platform to forge better ties amongst the Management Committee Members, identify and discuss the challenges faced by the security industry and craft the work plan for the term 2016/2018.

I am pleased to announce that the findings of retreat were encouraging and it will certainly steer our course to have more interactive follow-up meetings with the various government departments and agencies to enhance the quality of our members. We have also planned for more sharing sessions with our members to elicit feedback from you.

The Work Plan that was crafted during the retreat is a "live" document, which is hoped to ensure ACSA continues as the leading security association in Singapore. The roaring success of this retreat must be attributed to the Retreat Organising Committee comprising of Management Committee Members Ms Peggy Tay and Mr John Vijayan Vasavan, who were ably supported by Assistant Honorary Secretary Mr Gary Haris and Secretariat Staff Ms K Shanti and of course the relentless contributions by all present at the retreat.

Our next step is to put the Work Plan into action.

Mr Wiener Robert Lorenz
President
Association of Certified Security Agencies,Singapore

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

PARTICIPANTS AT ACSA RETREAT FROM 4-6 NOVEMBER 2016

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 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
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

EXECUTIVE SUMMARY

The Association of the Certified Security Agencies, Singapore (ACSA) held its Retreat 2016 from 4-6 November 2016 in The Bliss, Patong South, Phuket, Thailand. It was attended by 10 of 12 Management Committee Members and the Secretariat Staff of ACSA.

The aims of this year's retreat were to build a platform to forge better ties amongst the Management Committee Members, identify and discuss the challenges faced by the security industry and craft the work plan for the term 2016/2018.

All present were well poised to represent the security industry in Singapore, hailing from the different member companies of ACSA. The Management Committee Members have amassed a reservoir of experience in the industry.

The topics that were conferred were issues that have affected and posed challenges to the security industry. Broadly, the discussions were focused on the following:

- Progressive Wage Model (PWM);
- Regular Meetings with Ministry of Manpower (MoM) and the Police Licensing; & Regulatory Department (PLRD), Singapore Police Force;
- Partnership with SGSecure Movement, Work Force Singapore, Skills Future Singapore, Spring Singapore, Singapore Civil Defence Force, Security Tripartite Cluster and Union of Security Employees;
- Feedback / Sharing session with members;
- Fun-filled party with members;
- Corporate Social Responsibility (CSR);
- Family Day Event;
- Printing of Name Cards for Management Committee members;
- Greetings cards to be sent to all members;
- Appointing of Management Committee Member as Liaison Officers to engage members;
- Provision of an interactive portal within ACSA to elicit feedback and comments from members;
- Orientation for new members;
- Improving of our communications with members; and
- Appointment of a Panel of Doctors.

The above-captioned topics were floated by the Management Committee members prior to the retreat. Reference materials were sought from the various government departments and agencies to guide the facilitation of the discussion during the retreat. These reference documents were extremely useful in charting the discussion and in steering the crafting of the Work Plan 2016/2018. The Work Plan is a “live” document and will continuously be updated so that it is relevant and current.

This retreat had realised what it had set out to achieve, viz better interaction amongst the Management Committee Members as well as its Secretariat Staff; looking at the issues that will impact the future of the industry and formulating a pro-active Work Plan tailored to cater to the needs of our members. A Corporate Social Responsible event will also be conducted to acknowledge the presence of the less fortunate and needy in the community. It is a holistic Work Plan.

The Management Committee on board will now sail toward its next destination of implementing the various activities that have been carefully crafted to meet our members requirements and interests.Throough these activities, the Management Committee’s fervent hope is to resuscitate our members who have passive or simply kept aware from our activities. We have also revived the Liaison Officers for our members. Each Management Committee Member will be assigned to be the Liaison Officers for between 10-15 Members. The Liaison Officers will be members’ immediate link with ACSA.

ASSOCUATION OF CERTOFIED SECURITY AGENCIES, SINGAPORE
RETREAT 2016
4-6 November 2016
Phuket, Thailand

Programme

Date	**Time**	**Activity**	**Person –n-Charge**
Day 1 4 Nov 16 (Fri)	6.30 am SG Time	Assemble at Changi International Airport. Group Check-in	Peggy/John Travel Agent Rep
	8.30 am	Flight departs to Phuket, Thailand Light snacks served on Board	
	9.30 am TG Time	Flight arrives at Phuket, Thailand CIQ Clearnce	Peggy/John
	10.30 am	Depart to Hotel (TBA)	Peggy/John Local Transporter
	11.30 am	Arrive at Hotel Welcome Drink by the Hotel Leave luggage with concierge	Peggy/John Hotel Staff
	12.00 nn	Lunch at a nearby eatery (own expense)	Peggy/Morine
	2.00 pm	Check-in to rooms Freshen up	
	3.00 pm	Retreat 1 At the Board room or function room	John

	6.00 pm	End of Retreat 1	
	6.30 pm	Leave for Dinner (Own expense) All to attend	Peggy/Morine
	9.00 pm	Return to Hotel Free n Easy	
Day 2 5 Nov 16 (Sat)	8.00 am	Rise n Shine Breakfast at the Hotel	
	9.00 am	Retreat 2 At the Board room or function room	John
	12.00 nn	End of Retreat II	
		Free n Easy Lunch Massage Shopping Cabaret Show	
Day 3 6 Nov 16 (Sunday)	6.00 am-10.00 am	Breakfast in the hotel	
	7.00 am	Island Tour (Optional) City Tour Shopping Massage Lunch	
	12.00 nn	Check out of Hotel (will negotiate with the hotel for a late check out)	Peggy/John

	2.00 pm	Deapart from the hotel for Phuket International Airport Group Check In CIQ Procedures	
	2.30 pm	Arrive at Phuket International Airport Group Check In CIQ Procedures	
	5.30 pm	Flight leaves for Changi International,Singapore Light dinner will be served on board	
		Arrive in Changi International Airport, Singapore	
		Home Sweet Home	

ASSOCIATION OF ECRTIFIED SECURITY AGENCIES, SINGAPORE
PROGRAMME FOR RETREAT 2016.

Session 1,
Friday, 4 Nov 2016
3.00 pm – 6.00 pm
@ Meeting Room 1
Level
Grand Mercure Hotel
Phuket, Thailand

Sr No	Activity	Person in Charge
1	Opening Remarks by President, ACSA	John VV Robert
2	Check in	John VV
3	Break out Groups	
4	Tea Break	Peggy
5	Presentation by Break Out Groups	Break out Groups
6	Summary for Session 1	John VV
7	Check Out	John VV

Session 2,
Saturday, 5 Nov 2016
9.00 am –a 12.00 nn
@ Meeting Room 1
Level
Grand Mercure Hotel
Phuket, Thailand

Sr No	Activity	Person in Charge
1	Check in	John VV
2	Break out Groups	
3	Tea Break	Peggy
4	Presentation by Break Out Groups	Break out Groups
5	Summary for Session 2	John VV
6	Check Out	John VV

GROUP

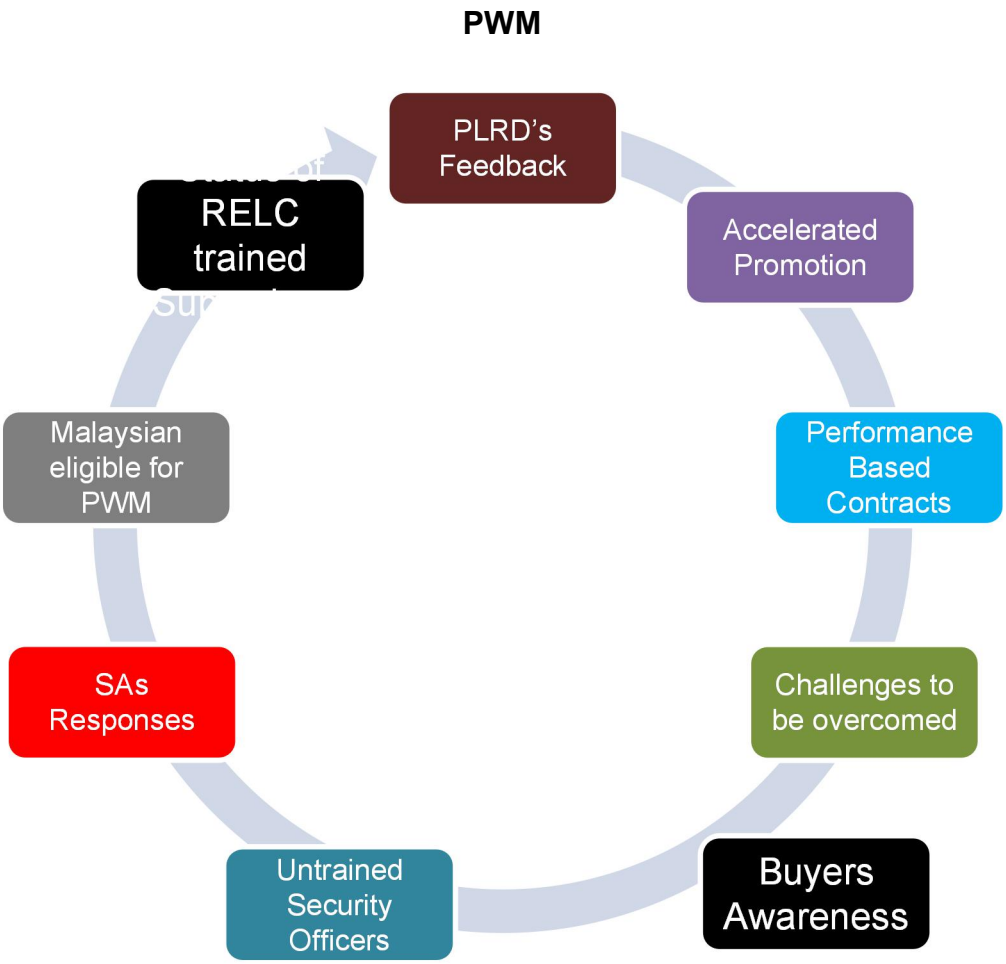
AGREEMENT

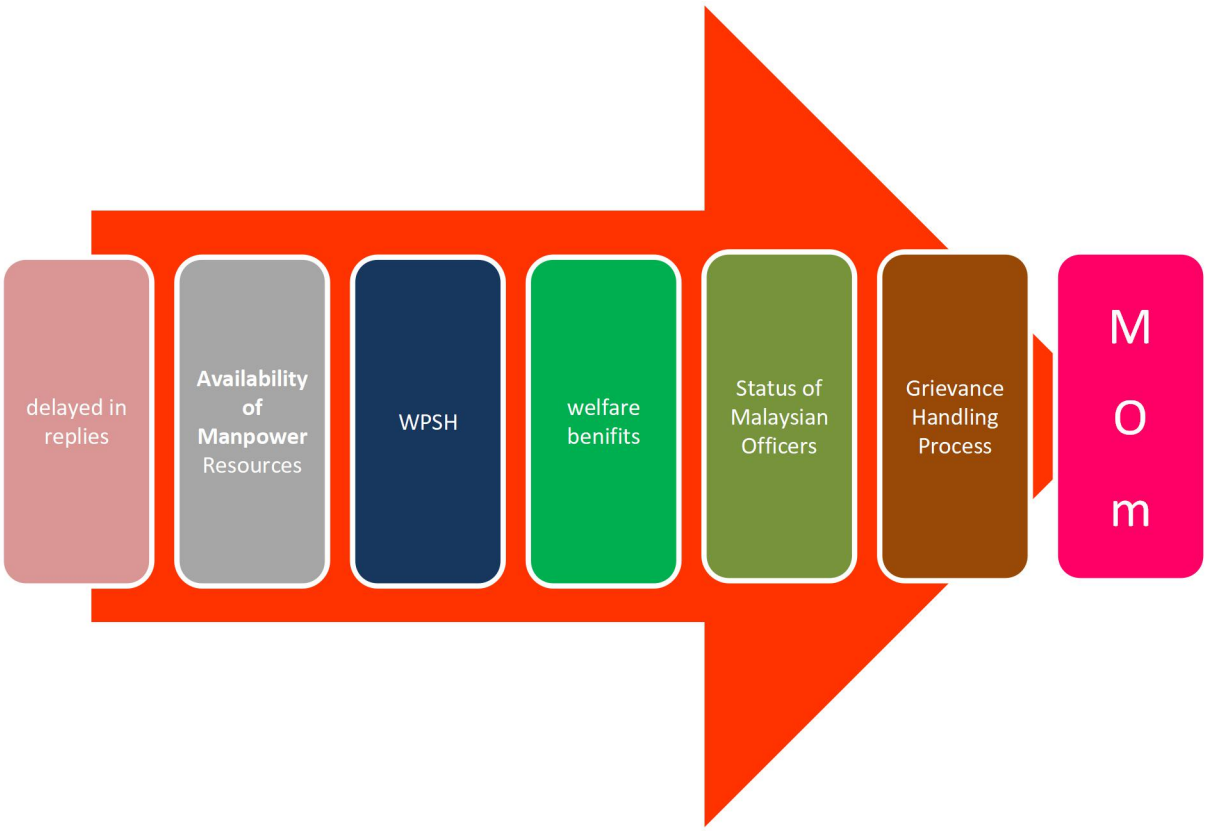
We agree to :

- **Be punctual**
- **Be honest**
- **Respect Each Other**
- **Be an active listener**
- **Treat all questions/answers as good**
- **Switch electronic devices to silent mode**
- **No interrupting**
- **Respect all views**
- **Contribute positively**

ACSA

- Mediation by USE with difficult clients for ACSA members
- CERT Courses in partnership with SCDF
- ExCo Retreat
- Members Social Nights
- Communique with Members
    - ✓ Introduction of Twitter and/or FB for faster dissemination of updates
    - ✓ Allowance of vendors to penetrate and reach to our members with ACSA endorsement.
- Orientation of New Members
- Panel of Doctors/Clinics to conduct medical examinations
- New Guarding Scope
    - ✓ Banks
    - ✓ Finance House
    - ✓ Pawnshops / Goldsmiths
    - ✓ Money Changers
- Cash in Transits for F&B outlets
- Seminars/Workshops/Course
- Briefings by partners for members (Licensees. Directors)
- Master Classes to meeting Training Needs Analysis
- Courses

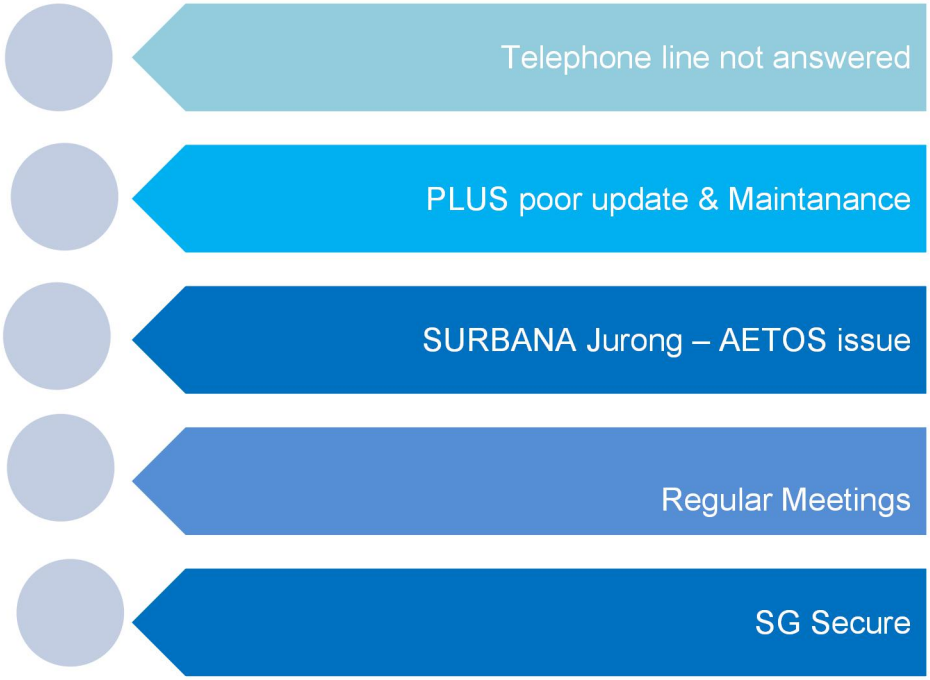

PWM
PLRD's Feedback
Accelerated Promotion
Performance Based Contracts
Challenges to be overcomed
Buyers Awareness
Untrained Security Officers
SAs Responses
Malaysian eligible for PWM
RELC trained


delayed in replies
Availability of Manpower Resources
WPSH
welfare benifits
Status of Malaysian Officers
Grievance Handling Process
M
O
m

New Framework
RJP
CSP
Job Banks
WSG /SFG
ICP
Work Pro
P-Max
PCP
LEDs

SECURITY TRIPARTITE CLUSTER

SINGAPORE POLICE FORCE



SGSECURE
- Project Guardian

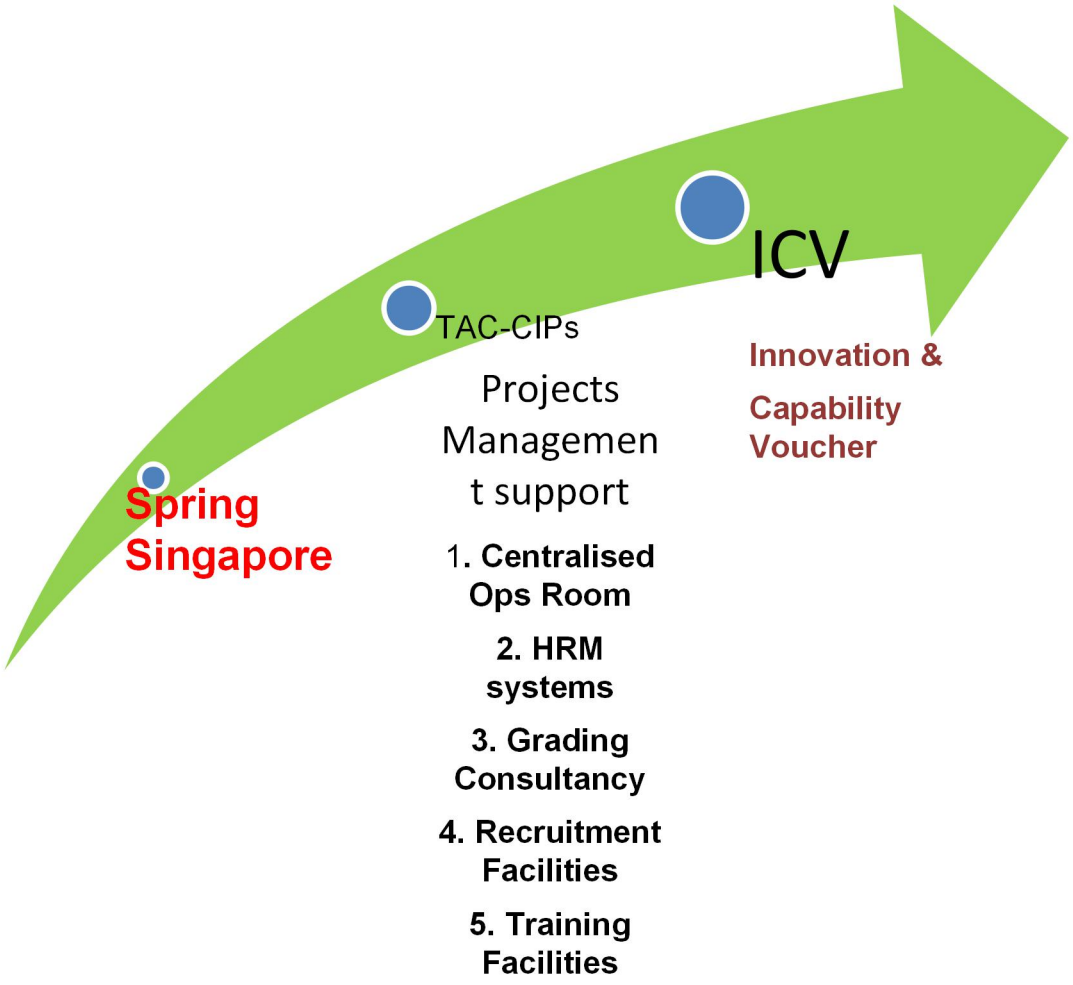
AIMS OF PROJECT GUARDIAN

- Raise awareness and seek solutions to current terrorist and crime issues;
- Share and gather intelligence and information;
- Build and maintain effective working relationships;
- Maintain public trust and confidence through extended security presence ; and
- Facilitate community ownership in security especially in the immediate response to crisis

ACTIVITIES

SPF will collaborate with the SAs (ACSA) and organise the following activities

1. **Workshops**
2. **Joint Exercise**
3. **Response to Contingency Plan**
4. **Equip with neccessay knowledge and vigilant mindset**


ICV
Innovation &
Capability
Voucher
TAC-CIPs
Projects
Managemen
t support
1. Centralised
Ops Room
2. HRM
systems
3. Grading
Consultancy
4. Recruitment
Facilities
5. Training
Facilities
Spring
Singapore

ACSA –USE PARTNERSHIP

Require feedback or should we discuss this at the Phuket venue.

Intention to organize a buyer seminar to feature some of the more enlightened buyers from within ACSA, these service buyers can share on their experience of engaging a company to conduct security risk assessment to determine the type of equipment and manpower deployment required for the building/site.

The press session will involve a sharing by USE and ACSA on outcome based security assessment and the buyers' role in it, ACSA can share on the lack of qualified security assessor in the market to perform such functions and also share on service buyers who are reluctant to trust the SA when SA submits a tender with PWM consideration.

USE and ACSA will announce that ACSA members can now direct their service buyers to USE for a PWM contract compliance service where the Union will interpret if the tender/contract quoted is in accordance to PWM. A joint press release to be released by ACSA and USE in this regard.

Suggestion to engage at least 2 managing agents in the event because 70% of their ACSA members business are involved with them.

ACSA will provide a list of suitable service buyers for joint invitation to share at the seminar, after discussion with ACSA members.

A small scale seminar can be held at OMB if required, providing a more intimate session where invited guests can ask questions freely.

The next step is to determine which service buyers to invite for sharing, the participating buyers must be comfortable to share on their experience of using equipment/technology to increase security outcomes while reducing headcounts (Similar to how CAG frequently shares on their experience of calling the cleaning contract tender and how the pre-tender assessment helped to identify lapses in the previous contracts).

WORKFORCE SINGAPORE (WSG) & SKILLS FUTURE SINGAORE (SSG)

Why is there a need for WSG and SSG ?

With the reorganisation of WDA into WSG and SSG, we will be able to better serve the needs of jobseekers, individuals seeking to advance their careers through upgrading, employers seeking to upgrade their employees and training providers looking to develop their capabilities.

This reorganisation enables SSG to better focus on leveraging the strengths of the Institutes of Higher Learning – ITE, polytechnics, and universities – as well as private training providers to move SkillsFuture efforts forward as part of a holistic system of life-long learning.

WSG will focus on helping Singaporeans take on quality jobs and careers. In particular, it will seek to strengthen the Singaporean core and promote the development, competitiveness, and employability of the Singapore workforce, with good matching of manpower supply with industry demand.

What is the difference between SSG & WSG ?

SSG will coordinate the implementation of SkillsFuture national movement, which aims to provide Singaporeans with the opportunities to develop their fullest potential throughout life, regardless of their starting points. SSG will take over some of the functions currently performed by the Singapore Workforce Development Agency (WDA) and absorb the Council for Private Education (CPE), an existing statutory board under the Ministry of Education (MOE).

Workforce Singapore will focus on jobs and ensuring enterprises can become manpower-lean while remaining competitive and will remain under the Ministry of Manpower (MOM).

Initiatives & Programs

WSG

Adopt & Grow

The Adapt and Grow initiative helps Singaporeans adapt to changing job demands and grow their skills.

Professionals, Managers, Executives and Technicians (PMETs) and Rank and File (RnF) workers can improve their employment opportunities with a suite of programmes, career fairs and workshops

Employers are encouraged to support the local workforce in making career transitions by developing a strong Singaporean core.

Professional Conversation Programme (PCP)

The Attach-and-Train Programme (ATP) is targeted to train up junior creative freelancers through project attachments at companies.

The Programme is designed to provide a head start in their freelancing careers through hands-on training with companies, with guidance from the mentor at the company.

The Programme is managed by Association of Independent Producers Singapore (AIPRO).

To apply, the candidate should be:

- A Singaporean and Permanent Resident (PR) who is engaged by the participating companies within 2 years after graduation from their highest qualification (based on graduation date as stated on the certificates).
- For male participants who need to serve National Service, the 2-year period will start from the operationally-ready date.
- The candidate must have engaged in at least one freelance project over the past 6 months.
- The candidate must not be on any full-time permanent employment.
- The candidate must not have participated in this Programme at the point of application.
- Your employer will receive the following funding, provided the corresponding requirements are met:

Funding Support	**Requirement**
Salary Support 70% of actual monthly contract fees paid to the freelancer, capped at $2,000 per month, for up to 6 months	To retain the freelancer throughout the project attachment.
Mentorship Allowance $400 per month, capped at $2,000.	To retain the freelancer throughout the project attachment.

Career Support Programme (CSP)

What is it

The Career Support Programme (CSP) encourages employers to offer suitable job opportunities to eligible Singaporean Professionals, Managers, Executives and Technicians (PMETs) and tap on the wealth of experience they could bring to the workplace.

CSP is part of the Adapt and Grow initiative to encourage employers to support Singaporeans in making career transitions.

Please click here to view the Programme Factsheet and here for the Programme FAQs

How does it benefit employers ?

- Receive wage support of up to one year for newly hired Singapore Citizen PMETs
- Tap on pool of skilled eligible Singaporean PMETs

Who can register for CSP ?

- Any company registered in Singapore
- Employ eligible* PMET with minimum monthly gross salary of S$4,000
- Employ eligible* PMET job seeker on a permanent or contract basis for at least 12 months
- Provide eligible* PMET with approved On-The-Job training (OJT) or WSG-approved courses

*PMET is subjected to stipulated eligibility criteria.

How to get your OJT plan approved by WSG?

Employers must submit the OJT plan for approval via WSG's Skills Connect portal (www.skillsconnect.gov.sg). You may also benefit from the OJT course fee support, based on prevailing WSG rates and existing processes.

How to find WSG-approved training?

Employers can send their new hire for any funded course that is listed on WSG's Skills Connect portal (www.skillsconnect.gov.sg). They can search for a course based on the training needs of the new hire. Employers may also benefit from the course fee support for these courses, based on prevailing WSG rates and existing processes.

Who is covered under the CSP ?

	Salary Support for First 6 months	Salary Support for Next 6 Months
PMETs who are ≥ 50 years old LTU* or made redundant	40% salary support, capped at $2,800/month	20% salary support , capped at $1,400/month
PMETs who are • 40 – 49 years old LTU* or made redundant • <40 years old LTU* & made redundant	20% salary support, capped at $1,400/month	10% salary support, capped at $700/mo

Enterprise Training Support

Enterprise Training Support (ETS) scheme aims to help companies achieve the following outcomes:

- Raise employees' productivity and skills levels
- Attract and retain valued employees by developing good Human Resource (HR) and management systems and practices tied to training
- Attract and retain valued employees by helping you benchmark compensation and benefits to market rates

Who qualifies ?

All organisations, companies, societies and non-profit organisations registered or incorporated in Singapore are eligible to apply for the scheme. Organisations who have tapped on government assistance schemes in the past, for similar funding components, may not qualify for some specific grant components.

Companies can receive funding support for the following:

Grant	Amount	Description
Training Grant	Up to $200,000 per organisation	A mandatory component under ETS that supports the cost of structured non-WSQ training (including e-learning or mobile-learning modes of delivery) and structured On-the-Job training (OJT), with bundled Singapore Workforce Skills Qualifications (WSQ) training hours forming at least 30% of an enterprise training plan.
Capability Grant	One-time grant of $20,000 per organisation	Helps you build your in-house capabilities in the areas of training delivery and infrastructure.
Curriculum Contextualisation and Alignment Grant	Up to $52,000 per organisation	Helps you defray costs in developing and/or contextualising WSQ training modules, both in terms of content and training delivery. This includes developing new WSQ e-learning/ mobile-learning curriculum, and contextualising or converting existing WSQ training modules to e-learning/mobile-learning modes. This grant will also support the development of OJTblueprints.
HR Development Grant	Up to $60,000 per organisation	Helps you: • Develop a system to administer and monitor a holistic training plan which would include identifying skills needed of your employees and developing training pathways; or • Integrate WSQ into your training plans and HR policy; or • Enhance existing or develop new learning and development

		systems to support adoption of WSQ and measure learning gains; or • Develop career progression pathways, tied to the training roadmap with WSQ components
Compensation and Benefits System Review Grant	Up to $15,000 per organisation	Helps you defray costs of engaging consultancy agencies to conduct enterprise-wide industry salary benchmark reviews and restructuring of wages, to attract local talent and retain them in a tight labour market.

Source : http://www.wsg.gov.sg/programmes-and-initiatives

BRIEF ON SG SECURE

Global terrorism is on the rise and Singapore is facing our highest terror threat level from the so-called Islamic State in Iraq and Syria (ISIS).

ISIS's English-language magazine Dabiq (Sep 2015) lists Singapore as one of the member countries in the anti-ISIS coalition.

We are an ISIS target, as seen from the August 2016 arrests of individuals in Batam for plotting a rocket attack on Marina Bay. We also face the threat of returning fighters.

The threat to us is not just from the outside, but from within Singapore too. We have Singaporeans who have gone to Syria to fight for ISIS.

The danger of ISIS lies not just in terror attacks, but also in its propaganda which has the potential to attract and radicalise.

It is not a matter of 'if' but 'when' we are hit.

The SG Secure movement is headed by MHA and supported by MINDEF,MCCY,MOM,MOE,MCI, People's Association and SNEF.

Our Security Response

The Home Team has intensified its counter-terrorism measures. Security is being strengthened at buildings and premises, including entertainment centres and shopping centres. Closed-Circuit Television (CCTV) coverage has been significantly expanded to allow SPF to better deter, detect and solve crimes.

The Home Team has enhanced its security response to incidents with the setup of Emergency Response Teams (ERTs). These are specially trained officers with counter-assault skills and who can respond quickly to engage the attackers and minimise casualties.

While the Government is fully committed to prevent an attack, it is ultimately the community which needs to fight terrorism on a sustained and long-term basis.

What is SGSECURE?

SGSecure is our community's response to the terror threat.

It is a national movement to sensitise, train and mobilise the community to play a part to prevent and deal with a terrorist attack. It is a call to action for everyone to unite and safeguard our way of life.The intent of terrorists is to inject fear and weaken the psychological resilience and social fabric of our society. This is why the cornerstone of our counter-terrorism strategy must be the strengthening of

community vigilance, cohesion and resilience. We can all do our part to keep Singapore safe and secure.

The SGSecure response is built on 3 core pillars:

1. Vigilance,
2. Cohesion and
3. Resilience.

The movement is supported by the Home Team (blue strip), people (red strip) and community (grey strip).

These 3 pillars come together to form the shield that protects Singapore. The shield signifies the strength and tenacity of Singapore society in our fight against terrorism.

The elements in the logo are strategically arranged to resemble the structure of SGSecure -- Our Home Team and the security of our nation is supported by the community and its people.

REMEMBER:

STAY ALERT

Be vigilant, look out for security threats and know how to respond.
Call 999 or SMS 71999 if you see something suspicious.
Use the SGSecure app to provide information to the authorities.

STAY UNITED

Build strong ties with your community.
In a crisis, stay calm and do not spread rumours.
Resume daily activities as soon as possible.

STAY STRONG

Be prepared and know what to do in an emergency.
Know and apply 'Run, Hide, Tell', Improvised First Aid Skills and CPR-AED procedure.

Be part of the SGSecure movement. Share these messages with your family, friends, and colleagues.

FOR GENERAL PUBLIC

- SPF's Security Guidelines

  Equip yourselves with the latest security guidelines

- PA CEP Resource Portal
  Learn more about the different cultures of Singaporeans

- Community Emergency Preparedness Programme
  Get trained on the essential emergency preparedness skills

- Ready Bag
  Get ready the essential items that will help you in an emergency

- Emergency Preparedness Centre
  Learn fire safety tips, emergency preparedness knowledge and life-saving skills through fun-filled and state-of-the-art interactive exhibits

- OnePeople.SG
  OnePeople.SG promotes racial harmony and spearheads programmes and initiatives to bring the different ethnic communities together

- The Inter-Religious Organisation, Singapore (IRO)
  Since its humble beginnings in 1949, IRO has worked quietly to promote peace and religious harmony in Singapore. Today, 10 major religions are represented in the IRO.

- Inter-Racial and Religious Confidence Circles
  The Inter-Racial and Religious Confidence Circles (IRCCs) are local-level inter-faith platforms in every constituency, formed to promote racial and religious harmony.

- Religious Rehabilitation Group
  RRG is a voluntary group consisting of individual ulama and a community of asatizah (Islamic scholars and teachers) in Singapore. RRG's mission is to correct the misinterpretation of Islamic concepts and dispel the extremist and terrorist ideologies detainees have been indoctrinated with.

- Psychological First Aid Course
  Be prepared to deal with post-traumatic stress disorder in the aftermath of an attack

FOR BUSINESSES

- Safety and Security Watch Group Scheme
  Equipping the business community to fight the terrorism threat

- Industry Safety and Security Watch Group Scheme
  Equipping the industries to fight the terrorism threat

- Corporate First Responder Scheme
  Ensuring business recovery and continuity

- Trauma Recovery and Corporate Solutions

Improve management of traumatic incidents in the workplace

FOR SECURITY PERSONNEL

- Project Guardian

Pledge your company's support and assistance the fight against terrorism

Project Guardian is a public-private partnership to enhance the skills capabilities of private security personnel to augment the Police in mitigating a national crisis. It aims to encourage all commercial companies employing private security protection services to pledge their support and assist the authorities in the fight against terrorism.

Aims of Project Guardian

- Raise awareness and seek solutions to current terrorist and crime issues;
- Share and gather intelligence and information;
- Build and maintain effective working relationships;
- Maintain public trust and confidence through extended security presence ; and
- Facilitate community ownership in security especially in the immediate response to crisis

Under the PG scheme, SPF will collaborate with private security agencies and participating SSWG members to reach out to security personnel, in the bid to heighten their awareness on terrorism and counter terrorism.

Security personnel will be given the opportunity to attend workshops and participate in joint ground deployment exercises to test their responses and the establishments' contingency plans in simulated attack scenarios. For instance, "Exercise Heartbeat" is an annual collaborative exercise between the Home Team and the SSWG in dealing with terrorist attacks.

Equipped with the necessary knowledge and a vigilant mindset, these security personnel are thus able to provide the necessary support functions effectively during crisis

•Evacuation
•Cordon Support
•Crowd Control
•Traffic Diversion
•Emergency Communications

With these, security personnel deployed at the commercial establishments are better able to take charge during a crisis situation, even before the arrival of authorities. They will also be able to render immediate assistance to their employers and the building occupants.

Source : https://www.sgsecure.sg/

SPRING SINGAPORE

Trade Associations and Chambers - Collaborative Industry Projects (TAC-CIPs

1. Registered and incorporated in Singapore; AND 2. At least 30% local shareholding; AND 3. Group Annual Turnover is less than S$100 million OR

Group Employment Size is less than 200 employees

Supportable Areas

• Consultancy

• Training

• Certification

• Equipment/Software costs

The TAC-CIP initiative supports :

➢ TACs' efforts in aggregating the common needs and challenges of members or industry, identifying and/ or developing scalable solutions , as well as driving adoption of solutions amongst members

➢ SMEs' early adoption of solutions that are deemed innovative and/or new to the industry/ market and/or drive positive outcomes such as process improvement and manpower savings

Possible Areas of Capability Upgrading

➢ Productivity

➢ Service Excellence

➢ Technology Innovation

➢ Financial Management

➢ Human Capital Development

➢ Business Excellence

•TAC engages the sector and drives the project, working with the vendor

•TAC works with vendor to develop and implement Common need identified e.gsolution that serves Productivity Improvement common needs of the industry

•SMEs provide feedback to TAC and adopt the solution

Working Together for Growth.

Embarking on TAC-CIP

•TAC engages members and identifies common needs within industry

•TAC identifies and works closely with solution providers/ partners to scope project

Innovation & Capability Voucher at a Glance

The Innovation & Capability Voucher (ICV) is a simple to apply, easy-to-use voucher valued at $5,000, to encourage SMEs to develop their business capabilities.

SMEs can use the voucher to upgrade and strengthen their core business operations through consultancy in the areas of innovation, productivity, human resources and financial management. Apart from consultancy, ICV also supports SMEs in the adoption and implementation of pre-scoped Integrated Solutions to improve business efficiency and productivity.

Each SME is entitled to a maximum of eight vouchers. Each ICV project must be completed before the submission of a new application. The duration for each project should not exceed six months.

Eligibility

All local SMEs can apply for ICV if they meet the following criteria:

- Registered and operating in Singapore
- Have a minimum of 30% local shareholding
- Have group annual turnover of not more than $100 million OR group employment size of not more than 200 employees

Source : https://www.spring.gov.sg/growing-business

RESOLUTIONS OF ASSOCIATION OF CERTIFIED SECURITY AGENCIES, SINGAPORE, (ACSA) MADE AT ITS RETREAT IN PHUKEY, THAILAND, FROM 4-5 NOVEMEBR 2016

Resolution 1

ACSA Singapore resolved to collaborate with the Community Partnership Department (CPD), Singapore Police Force (SPF) and its supporting agencies by enlisting and engaging the members of ACSA, Singapore to pledge their support in promoting the efforts of the SGSecure movement in Singapore**.**

This resolution was unanimously endorsed by the ASCA's Executive Committee Members present at its monthly meeting held on 5 November 2016 at the meeting room, Bliss Hotel, Phuket, Thailand.

Resolution 2

ACSA Singapore resolves to support the Workforce Singapore (WSG) and SkillsFuture Singapore (SGS) by encouraging the members of ACSA, Singapore to participate in the various schemes managed and implemented by both WSG and SSG, to enhance the employability of our workers as well as those affected by the economic downturn and seeking to join the security industry. We pledge to work closely with WSG and SSG to organise joint programme(s) and platform(s) to uplift the security employers as well as the security workforce, in particular the Professionals, Managers, Executives and Technicians (PMETs) within the industry.

This resolution was unanimously endorsed by the ASCA's Executive Committee Members present at its monthly meeting held on 5 November 2016 at the meeting room, Bliss Hotel, Phuket, Thailand.

Resolution 3

ACSA Singapore resolved to support Spring Singapore (SS) by encouraging ACSA, Singapore's members' to participate in the various schemes managed and implemented by SS. which will enhance the employability and improve the productivity of our workforce in the security industry.

This resolution was unanimously endorsed by the ASCA's Executive Committee Members present at its monthly meeting held on 5 November 2016 at the meeting room, Bliss Hotel, Phuket, Thailand.

Resolution 4

ACSA Singapore at its Retreat 2016 resolved to enter a partnership with the Union Of Security Employees (USE) with the view of organising some enlighten buyers' of security services provided by the members' of ACSA; to elicit their feedback on their challenges and experience of engaging a company to conduct security risk assessment to determine the type of equipment and manpower deployment required for the building/site.

To effect the above, the following activities will be organised :

a) A joint media briefing by ACSA and USE to share with the press about the outcome based security assessment and ;
b) 'the lack of qualified security assessors within the Singapore context; and
c) Use of an independent organisation for both mediation and crime risk assessment.

This resolution was unanimously endorsed by the ASCA's Executive Committee Members present at its monthly meeting held on 5 November 2016 at the meeting room, Bliss Hotel, Phuket, Thailand.

Resolution 5

ACSA Singapore at its Retreat 2016 resolved that the Police Licensing and Regulatory Board (PLRD). Singapore Police Force should be pro-active and open their channel of communications and hold regular meetings with the ACSA Executuve Board to discuss issues and policies related to the the security industry. The meetings can be held once in every three months.

This resolution was unanimously endorsed by the ASCA's Executive Committee Members present at its monthly meeting held on 5 November 2016 at the meeting room, Bliss Hotel, Phuket, Thailand.

Resolution 6

ACSA Singapore at its Retreat 2016 resolved to partner that Volunteers and Community Partnership Department (VCPD), Singapore Civil Defence Force (SCDF) and participate in the complimentary courses conducted by VCPD to better equip the staff of ACSA members with the required knowledge and skills enhancing their performance and productivity of the security personnel.

This resolution was unanimously endorsed by the ASCA's Executive Committee Members present at its monthly meeting held on 5 November 2016 at the meeting room, Bliss Hotel, Phuket,Thailand.

Resolution 7

ACSA Singapore at its Retreat 2016 resolved that the Ministry of Manpower (MoM) should open their channel of communications and hold regular meetings with the ACSA Executuve Board to discuss issues and policies related to the the security industry. The meetings can be held once in every six months.

This resolution was unanimously endorsed by the ASCA's Executive Committee Members present at its monthly meeting held on 5 November 2016 at the meeting room, Bliss Hotel, Phuket, Thailand.

Resolution 8

ACSA Singapore at its Retreat 2016 resolved that the ACSA Singapore's Executive Committee should steer itself to enhance its corporate image, engaging its members

and works towards being the lead security association in Singapore by continuously aiming to improve it reach to both its members and its stakeholders to create a platform of conducive environment which will aid this thrust of ACSA Singapore.

ACSA Singapore will undertake the following activities during its current term of office (2016-2018). Some activities will include but not limited to are :

a. Feedback / Sharing session with members;
b. Fun party with members;
c. Corporate Social Responsibility (CSR);
d. Family Day Event;
e. Printing of Name Cards for ExCo members;
f. Greetings cards to be sent to all members;
g. Appointing of ExCo members as Liaision Officers to engage members;
h. Provision of an interactive portal within ACSA to elicit feedback and comments from members;
i. Orientation for new members;
j. Improving of our communications with members; and
k. Appointment of a Panel of Doctors.

This resolution was unanimously endorsed by the ASCA's Executive Committee Members present at its monthly meeting held on 5 November 2016 at the meeting room, Bliss Hotel, Phuket, Thailand.

ASSOCIATION OF CERTIFIED SECURITY AGENCIES, SINGAPORE
WORK PLAN 2016-2018

Sr No	Activity	Organiser	Partner	Proposed Date	Budget
1	Sharing Session	Social Com	TBC	Nov 2016	$5000
2	Social Nite	Social Com	TBC	Jan 2017	$5000
3	Sharing Session	Social Com	TBC	TBC	$5000
4	Social Nite	Social Com	TBC	TBC	$5000
5	Sharing Session	Social Com	TBC	TBC	$5000
6	Social Nite	Social Com	TBC	TBC	$5000
7	Greetings for Seasons Greetings 2018	Communiqué Com	TBC	Dec 2016	$1000
8	Name Cards	Communiqué Com	TBC	Dec 2016	“
9	Bi-monthly Communiqué	Communiqué Com	TBC	Dec 2016	
10	Upgrade Website’s Security	Communiqué Com	TBC		$1700
11	AGM	Secretary & Secretariat	TBC	TBC	TBC
12	CSR	Social Com	TBC	TBC	TBC

13	Family Day	Social Com	TBC	TBC	TBC
14	Greetings Card for CNY	Communiqué Com	NA	Jan 2016	Based on Sr 7
15	Greetings Card for CNY	Communiqué Com	NA	Jan 2016	Based on Sr 7
16	Greetings Card for Hari Raya	Communiqué Com	NA	Jan 2016	Based on Sr 7
17	Greetings Card for Deepavali	Communiqué Com	NA	Jan 2016	Based on Sr 7
18	Greetings for Seasons Greetings 2018	Communiqué Com	NA	Jan 2016	Based on Sr 7

ACKNOWLEDGEMENTS

1. Mr Robert Weiner, President, ACSA for sponsoring the Welcome Dinner and Meeting Room at the Bliss, Phuket, Thiailand for the conduct of the retreat and the ACSA MC Meeting;

2. President & Members for taking leave from work, paying for their own air fare and accommodations; and actively participating in the retreat;

3. Ms Peggy Tay for co-ordinating the purchase of the air tickets and booking of the hotel accommodation and meeting room for all retreat participants;

4. Mr Gary Haris and Ms K Shanti for providing administrative support for the retreat;

5. Mr Steve Tan, Executive Secretary of the Union of Security Employess, Ms Sandra Yip, Community Partnership Department, Singapore Police Force, Mr Noel Tay, Senior Manager, Workforce Singaporeand Miss Yvonne Mah, Manager of Spring Singapore for provision of the background papers of their respective organisations; and

6. Mr John Vijayan Vasavan for facilitating and conduct of nthe retreat