

NEWSLETTER

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ACSA AGM 2026 - SAVE THE DATE

Dear ACSA Members,

This is a friendly reminder that the ACSA Annual General Meeting 2026 will be held on Thursday, 25 June 2026. The AGM is the most important event in our association's calendar. It is where members come together to review the association's performance over the past year, approve key financial and governance matters, and chart the direction for the year ahead. Critically, we will also be electing new members to the Management Committee who will help steer ACSA through the next phase of industry transformation.

As our sector navigates rising manpower challenges and embraces technology as a force multiplier, your participation ensures ACSA remains member-driven and relevant. The discussions and decisions made at the AGM directly impact how we represent your interests to agencies, support upskilling, and raise professional standards across Singapore's security industry.

We strongly encourage all members to attend in person. Your presence strengthens our collective voice. Let's come together on 25 June to build an ACSA that works smarter for every member. We look forward to seeing you there.

BEYOND MANPOWER

HOW EMERGING TECHNOLOGY IS RESHAPING SINGAPORE'S PHYSICAL SECURITY INDUSTRY

Singapore's security sector is at a turning point. Labour costs, manpower shortages, and client demands mean growth can't rely on manpower alone. Sustainability now requires blending people, processes, and technology

Tech doesn't replace officers — it enables them. AI dashboards give management real-time visibility for proactive planning. HR gains automated onboarding, digital records, and AI rostering that considers fatigue, skills, and compliance.

Operations teams benefit from integrated platforms for faster incident reporting and video analytics that flag risks, letting officers focus where it matters. Frontline staff get mobile checklists, digital SOPs, and microlearning to reduce admin and boost confidence.

The future: Tech is a force multiplier, not a replacement. Agencies that thrive will balance discipline, workforce engagement, and practical tech adoption.

Key question: Not "What tech do we buy next?" but "How do we build an organization ready to work smarter tomorrow?"

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Short Courses

CERTIFIED RED TEAMING OFFICER

APPLY / REGISTER INTEREST

Duration 2 days

In a strong industry academia collaboration, Temasek Polytechnic conducted a 2-day Red Teaming Course on 23 and 24 April 2026 for ACSA members. The programme was coordinated by ACSA. Held at Temasek Polytechnic's Centre for Professional Development, the course saw 20 participants from various ACSA member agencies come together to enhance their adversarial thinking and threat assessment capabilities.

This course is the second part of 2 courses which will enable participants to qualify as the "Red Teaming Practitioner" as required under the "Security Agencies Competency Evaluation" (SACE). Participants will also need to take the basic course "Red Teaming Essentials" to achieve qualification.

NAVIGATING TODAY'S PRESSURES

THE REAL CHALLENGES FACING SINGAPORE'S SECURITY AGENCIES

Singapore's physical security sector faces one of its most complex environments in years. Agencies juggle rising manpower costs, labour shortages, higher client expectations, tech investment needs, and stricter compliance – all at once. Transformation is needed but demands time, investment, leadership alignment, and operational stability. The pressure is intense for SMEs in particular. Yet these challenges also create space to rethink traditional operating models and build stronger long-term sustainability across the entire industry.



PWM AND THE REALITY OF RISING MANPOWER COSTS

The Progressive Wage Model (PWM) has raised wages and professionalism in security, but also increased financial strain on agencies. They must now balance rising wage obligations, officer retention, price-competitive tenders, and healthy margins. Lowest-cost client evaluations worsen this, creating tension between service quality and commercial realities. Compounded when some clients continue to evaluate contracts primarily based on lowest cost rather than operational value. This creates tension between service quality expectations and commercial realities.

LOOKING AHEAD: FROM SURVIVAL TO SUSTAINABILITY

The path forward won't be identical for every agency. SMEs and large operators will transform differently. What matters isn't perfection, but starting to rethink how to operate, lead, and deliver value. The industry's future depends less on manpower size, more on building resilient, adaptive, sustainable models.

