

A publication by the Security Industry Institute

The

SECURITY *times*

NEWSLETTER



FEATURE
Story

TRAINERS SET THE BAR in **SECURITY** **EDUCATION**

PAST EVENTS

“OUTCOME-
BASED
CONTRACT”
WORKSHOP

“GETTING
DIGITAL
ECONOMY
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WORKSHOP

FLEXI-SECURITY
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PREVIEW FOR
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LEARNING
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AT THE M HOTEL

“PROFESSIONAL
CONVERSION
PROGRAMME
FOR SECURITY
PROFESSIONALS”
PREVIEW



Dear Readers,

SII's trainers form the backbone of our organisation. They are valuable assets, essential to bring about knowledge sharing and transfer to our esteemed learners. With a blend of sound pedagogical background and a wealth of experience from the industry, our trainers ultimately shape how training will be conducted at SII. As an educational institute, the key thrusts are to nurture learners with the knowledge, skills and attitude to prepare them for the workforce, propel progression opportunities and enhance their professionalism in the industry. This issue of the "Security Times" focuses on the SII trainers, their background and on the lighter side of what they do during their leisure.

SII started the much anticipated inaugural class for the "Specialist Diploma in Security Consultancy" together with MHA's Centre for Protective Security (CPS) on 16 April 2019. The one-year part-time programme will cover pertinent topics such as Security by Design, Building Information Modelling for Security and Security Technologies. The aim is to equip the 40 students with knowledge and skills to become competent Security Consultants.

This year, SII launched a new WSQ course in April 2019: "Perform Security Duties at

Protected Areas and Protected Places" in line with MHA's Infrastructure Protection Act. We also launched a new short course "Getting Digital Economy Ready" in February 2019 to equip security personnel with the innovative mindset and skills to prepare them for the future economy. We started two "Red Teaming" workshops in April 2019 to enhance the security measures amongst the security agencies and assist them in their PLRD grading exercise. You can also look forward to our Open Seminars with MHA-CPS in the near future on topics e.g., ITM/Transformation Fundamentals and Security Fundamentals.

SII recently launched the Professional Conversion Programme (PCP) for Security Professionals together with WSG. The PCP endeavours to provide job opportunities for Professionals, Managers, Executives and Technicians in the security sector.

SII has conducted classes at satellite campuses such as Lifelong Learning Institute at Paya Lebar and Jurong Gateway for the convenience of our students. These initiatives are well received thus far.

We look forward to seeing you at the Security Industry Conference and Masterclass on 2 and 3 October 2019 respectively at Marina Bay Sands! The theme of the conference is "Total Solution: Integrating Manpower with Technology and Infrastructure". This year's Masterclass is another first of its kind, as we are privileged to have it co-organised with Security Association Singapore, Association of Certified Security Agencies, ASIS International (Singapore Chapter) and Security Systems Association of Singapore.

On this note, I wish you a safe and secure 2019 and Happy Reading!

Johnson Ng

Head

Temasek Polytechnic - Security Industry Institute

Inaugural Classes for SII's Venture into Satellite Locations

For the convenience of our customers, SII has launched two satellite campuses at Lifelong Learning Institute and Jurong Gateway on 7 March 2019 and 22 April 2019 respectively.



Stay tuned as SII will be rolling out more courses at these locations.



7 March 2019

Temasek
POLYTECHNIC

Security Industry
Institute

SECURITY NEWSLETTER
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14 November 2018

“Outcome-Based Contract” Workshop

26 participants attended the inaugural “Outcome-Based Contract” workshop conducted by Ms Annie Shen. The participants learned the essential features of outcome-based contracts. With this knowledge, they drafted and evaluated an outcome-based contract and tender. The guest speaker, Mr Ong Chia Choong, JTC’s Director of the Security Division shared about the one-north project giving the practical aspects of implementing outcome-based contracts.

“Getting Digital Economy Ready” Workshop

The trainers from SII together with guest speakers from APRO Asian Protection Pte Ltd and Securus Pte. Ltd., kicked off the inaugural workshop with 16 participants. The trainees had the opportunity to view a showcase of the latest security technology. Rizal, Security Supervisor, APRO shared how he had benefited from the use of these equipment on the ground.



15 February 2019

Flexi-Security Officer Preview for TP Students

SII launched its Flexi-Security Officer Preview with 57 Temasek Polytechnic students. The guest speaker, Shaun Eric, Director Business Development and Operations from Castillon Security (Singapore) Pte. Ltd. shared about the job opportunities in events security

which included concerts, sports events and exhibitions with the participants. He also revealed the attractive remuneration paid to security officers employed for such events.



12 March 2019

MINDEF Learning Festival 2019 at the M Hotel

SII was invited to provide career consultation to 100 retiring senior officers and warrant officers at the M Hotel Singapore. SII was among the 16 prominent educational and training institutions invited. SII presented its courses and provided personal career consultation on security to the participants. These would equip the officers to embark on a career in the security industry after their retirement.



27 March 19

“Professional Conversion Programme for Security Professionals” Preview

SII hosted the Preview of the “Professional Conversion Programme for Security Professionals” to 21 security agencies and in-house security employers. This preview was targeted at companies and agencies interested in recruiting mid-career Professional, Manager, Executive and Technician (PMET) jobseekers planning for a career switch to the security industry. Employers would be given 3 months of salary support (70% of monthly salary capped at \$4,000 per month) for eligible PCP candidates after they have completed facilitated training and on-the-job training.



5 April 2019

TRAINERS SET THE BAR ⁱⁿ **SECURITY** **EDUCATION**

Robert Kiyosaki said, “Confidence comes from discipline and training.”

Without either of each trait, one will not be able to excel and experience a breakthrough in his life.

In this issue, we profile SII’s trainers who have put their heart and soul in training the next generation of security officers in Singapore.

SII’S JEWEL

Ms Geetha was a system specialist with the Republic of Singapore Navy for six years, training cadets at the Nee Soon Camp. She had also spent 15 years in leadership and trainer roles with JP Morgan in USA. Geetha is a certified Crime Prevention and Anti-Terrorism Specialist. She chooses to teach at SII as it is the best security institute in Singapore that offers a comprehensive suite of security courses. As a dedicated trainer, Geetha often spends extra hours with her students to build a strong foundation in their studies. She is also a Zumba trainer, practises *Muay Thai*, cooks and trots the local parks and beaches.



Trainer Geetha with her students

VETERAN TRAINERS MAKE A DIFFERENCE

Former Commandant of the National Police Cadet Corp and Honorary *aide-de-camp* to the President, **Mr Yong Khin Chong** takes pride in his job as a trainer. His professional experience is vast and diverse ranging from areas such as investigations, media relations, strategic planning and operations to training. In his 33 years of dedicated service, he was one of the pioneer security assessors who subsequently rose to be a supervisor assessor and then a senior trainer.

Candid and approachable, Yong shared about the traits of a commendable trainer:

- ▶ Passionate about the job and
- ▶ Enthusiastic in imparting skills and knowledge to the trainees

“A trainer must be others-centric and facilitate learning through effective presentation, instructional skills and strategies. Having good knowledge of the profile of the learners is very useful.” Yong enthused. Interestingly, Yong has injected humour into his teaching to relieve stress in his learners. He also encourages them to express their views and ask questions to enhance the learning process.

Yong has been a SII trainer since 2009.

Moving on to the next trainer who has made a dent in the security industry, **Mr Masadi Masdawi** was a law enforcer on the ground with the Singapore Police Force in the early 1960s. Later



Standing left to right
Chai Sing, Rudy, Geetha, Ray, Ben, Gregory (standing in front), Faizal, Daryll, Benjamin, Peter, Johnson
Sitting
Masadi, Raju, Dolak, Yong Khin Chong, Yap Cheng Hoe, Max, Mohamed Shairi

in his career, Masadi requested to be transferred to the Prison Department as a Rehabilitation Officer and was subsequently promoted to Principal Rehabilitation Officer, Assistant Superintendent, and then Deputy Superintendent heading various prison units and drug rehabilitation centres. When he was Superintendent of the Drug Rehabilitation Centre, he initiated the Night and Pre-Release Counselling initiatives for drug addicts under his watch. He was also a Case Mentor for drug addicts pursuing their studies in tertiary institutions.

Another veteran trainer is **Mr Dolak Singh**. A well-known and much sought-after trainer, Dolak spent 20 years of his work life with the Criminal Investigation Department and retired from the same unit. At that time, crime was prevalent. That gave him the opportunity to crack numerous cases. Backed by 25 years of experience as a crime buster, Dolak embraces new technology and teaching pedagogy without resistance. Though times have changed, his passion to educate remains unwavered.

Aside from his professional life, Dolak was once a state hockey player for Singapore. This has further broadened his social circle.

A TRAINER, MOTIVATOR AND FRIEND

Mr S.K. Lanka had served in the Singapore Police Force for almost 15 years. He was Head of Training with NTUC LearningHub before joining SII as a trainer. The experience he has amassed throughout the 30 years in the security industry has placed him a notch above many trainers from other Approved Training Organisations.

Lanka believes that a good trainer should have in-depth knowledge of the industry, able to identify the needs of

A GOOD TRAINER MUST EXERCISE PATIENCE, ESPECIALLY TOWARDS SLOWER LEARNERS. HE SHOULD BE WELL VERSED IN THE SUBJECT MATTER AND ABLE TO COMMUNICATE, IMPART KNOWLEDGE TO STUDENTS OF ALL AGES AND UNDERSTAND THEIR NEEDS.

- Dilawar

trainees, and motivate and upskill them to the best of his ability. He also believes that sharing his personal challenges and successes with his trainees in class is an effective way to break the ice, forge relationships and inspire them.

Mr Dilawar was an Investigation Officer with the Singapore Armed Forces Military Police for 20 years. Thereafter, he rose to assume a managerial role in the private security sector. Dilawar shared similar sentiments on the qualities of a good trainer.

“A good trainer must exercise patience, especially towards slower learners. He should be well versed in the subject matter and able to communicate, impart knowledge to students of all ages and understand their needs.”

PAVE THE PROFESSIONAL WAY

Having taught at SII for three years, **Mr Peter Tan** sees the importance in professionalising the security industry by developing quality courses and uplifting the image of security professionals in the industry.

With 12 years of experience, climbing from a security officer to the Executive level with the Singapore Pools, **Mr Benjamin Chow** stands out as an

operationally ready security specialist. Benjamin was the Security Manager at Temasek Polytechnic before he joined SII as a trainer.

Mr Ray Lee, is a hands-on, result-oriented practitioner who strongly believes that learning can be effective through active interaction and sharing of knowledge and experience. Ray draws upon his 24 years of regional business and broad-based operational exposure in both the public and private sectors to train his students. For the recent 12 years, he has been actively engaged in the security industry in the areas of operations, service excellence, security

audit and training. Ray regularly conducts Zumba workout classes and is also a certified Stretch Band Instructor.

TRAINERS BOND AND SUPPORT THEIR LEADER

Mr Faizal Zainal, formerly a Civil Engineer, Mathematics lecturer and Academic Programme Coordinator may seem like an outsider in the security industry. However, Faizal is not entirely new to security as he often gets deployed for security duties in the capacity of a senior officer in the Police National Service. It was undoubtedly a steep learning curve for him transiting to the role of SII's Training and Research Senior Manager. He took it in his own stride with strong support from his team of experienced trainers during this transition phase. Such strong support helped Faizal boost his confidence and prepared him to lead the team to the best of his ability. What's really priceless is the bond they fostered with one another as they exchanged experiences and knowledge to build a dynamic team.

With such an impressive team which bonds immaculately, SII is certainly not lacking in professional trainers who deliver quality training to build a team of confident security specialists in the booming industry.

New Beginnings are Regardless of Age

Proving that age is not a barrier with learning, Mr Norman Tiah left behind the world he knew to get acquainted with a brand new industry: Security.



“My coach, Mr Andrew Er, was very informative and helpful. He taught me to focus on my experience and look beyond my age and education level, and helped me to map my career.”

It wasn't easy going back to school.

Even Mr Norman Tiah's children couldn't believe what they had heard. Hearing his decision, they were worried that studying would be too physically and mentally draining for him to do at his age.

But Mr Tiah is a man of resilience. His career journey has been one that taught him how to pick himself up and keep on going. When he had first decided to run his own business after leaving his full-time job, he met with multiple failed ventures over a span of 15 years that depleted his savings greatly.

THE HARD TRUTH

Mr Tiah knew he had to get back into the corporate world, as he had school-going children to take care of. "As a father, it is my duty to provide for them. It was devastating to know that we had lost so much money because of my various business ventures," he revealed of his challenges.

During his job search, his wife tried to help him remain positive but it was really

tough. The then 58-year-old spiralled into depression as he struggled to come to terms with his unemployment and the impact it had on his family.

GOING BACK TO SCHOOL

Mr Tiah decided to reskill himself and enrolled into several courses, in hopes of re-employment. It was there that he met people from all walks of life, which had helped him become more positive and develop his confidence. Slowly, as he discovered his interest in the security industry, Mr Tiah graduated with a Diploma in Security Management graduate from the Security Industry Institute.

At this point, he came to a turning point in his career journey, when he met with a career coach at Workforce Singapore (WSG)'s Careers Connect centre at the Lifelong Learning Institute. "My coach, Mr Andrew Er, was very informative and helpful. He taught me to focus on my experience and look beyond my age and education level, and helped me to map my career," Mr Tiah shares with gratitude.

"He talked me through the possible career options I never knew I had, and gave me advice on the steps I should take to advance my career in the security industry."

And it paid off.

WINNING A JOB OFFER

Not long after, Mr Tiah was offered a full-time position as a Security Manager at IGC Security Services, which also hired him under the Career Support programme — a salary support programme that helped employers hire mid-career PMETs.

Today, Mr Tiah manages a team of 40 security officers. "I am responsible for allocating manpower, designating duties, as well as training them," he explains proudly.

"I was under a lot of pressure to provide for my family and I used to be very stressed about where my career was going. But not anymore!"

Find out more about WSG's Careers Connect and Career Matching Services at bit.ly/SII-June2019

SECURITY TRAINING PROGRAMMES

CERTIFICATE IN SECURITY OPERATIONS

CORE MODULES

1. Handle Security Incidents and Services¹
2. Provide Guard and Patrol Services¹
3. Recognise Terrorist Threats*

ELECTIVE MODULES

Vocational Skills

4. Assist in the Evacuation of Premises
5. Manage Disorderly Conduct and Threatening Behaviour
6. Conduct Crowd and Traffic Control
7. Provide People Protection Services
8. Perform Covert Retail Security
9. Minimise Retail Theft and Loss
10. Provide Mobile Patrol Services
11. Perform Security Operations within Legal Framework
12. Operate Basic Security Equipment
13. Conduct Security Screening of Person and Bag
14. Conduct Security Screening and Search of Vehicles
15. Perform Security Duties at Protected Areas and Protected Places**

¹ Mandatory Licensing Modules for Security Officers

* Mandatory Licensing Module for Security Officers (with effect 1 Jan 2020)

** Forms part of the elective modules leading to the Certificate in Security Operations with effect from Nov 2019, under the new Skills Framework for Security.

ADVANCED CERTIFICATE IN SECURITY SUPERVISION

CORE MODULES

1. Supervise Security Officers¹
2. Assess and Address Security Risks
3. Perform Supervisory Duties within Legal Framework²
4. Induct Security Personnel²

ELECTIVE MODULES³

Vocational Skills

5. Conduct Operation Briefing and Debriefing
6. Contribute to the Management of Security Incidents
7. Monitor and Review Security Operations
8. Lead and Manage A Team of Security Officers
9. Deploy Security Equipment
10. Perform Monitoring and Reporting Duties at Central Command Centre
11. Perform Security Command Centre Activities at Client's Premises
12. Supervise Crowd and Traffic Control Activities

¹ Formerly called "Supervise Security Activities".

² Mandatory Licensing Module for Security Supervisors. Assessment Only Pathway (AOP) modules. Applicable only for company-sponsored applicants.

³ Those who have attained the Certificate in Security Operations or Higher Certificate in Armed Security will be exempted from 1 module.

DIPLOMA IN SECURITY MANAGEMENT

CORE MODULES

1. Manage Security Operations
2. Manage Security Agency within Legal Framework
3. Assess and Manage Security Risk Control Measures
4. Manage and Resolve Conflict in Security Environment
5. Achieve Work Effectiveness in Security Environment

ELECTIVE MODULES¹

Vocational Skills

6. Develop A Manpower Deployment Plan
7. Prepare and Submit Tender for Security Services
8. Manage Performance of Security Personnel
9. Manage Security Business
10. Manage Security Emergencies
11. Conduct Security Survey
12. Plan and Implement Security Systems
13. Manage Recruitment and Selection of Security Personnel

¹ Those who have attained the Advanced Certificate in Security Supervision will be exempted from 1 module.

FEES AND FUNDINGS

CERTIFICATE IN SECURITY OPERATIONS

	Singapore Citizens	Permanent Residents	Non-Singaporeans
Full course fee	NA	NA	\$500.00
Nett course fee (90% subsidy)	\$50.00	\$50.00	NA
Nett course fee under SkillsFuture Mid-career Enhanced Subsidy (90% subsidy) (40 years old & above)	\$50.00	NA	NA
Nett course fee under Workfare Training Support (WTS) Scheme* (95% subsidy)	\$26.64	NA	NA

ADVANCED CERTIFICATE IN SECURITY SUPERVISION

	Singapore Citizens	Permanent Residents	Non-Singaporeans
Full course fee	NA	NA	\$1,300.00
Nett course fee (90% subsidy)	\$130.00	\$130.00	NA
Nett course fee under SkillsFuture Mid-career Enhanced Subsidy (90% subsidy) (40 years old & above)	\$130.00	NA	NA
Nett course fee under Workfare Training Support (WTS) Scheme* (95% subsidy)	\$69.25	NA	NA

DIPLOMA IN SECURITY MANAGEMENT

	Singapore Citizens	Permanent Residents	Non-Singaporeans
Full course fee	NA	NA	\$1,300.00
Nett course fee (70% subsidy)	\$390.00	\$390.00	NA
Nett course fee under SkillsFuture Mid-career Enhanced Subsidy (90% subsidy) (40 years old & above)	\$147.00	NA	NA
Nett course fee under Workfare Training Support (WTS) Scheme* (95% subsidy)	\$86.26	NA	NA

NA = Not applicable

*Self-sponsored trainees will be eligible for Workfare Training Support (WTS) Scheme if you are Singapore Citizens aged 35 years and above and earning \$2,000 per month or less (with effect 1 January 2017).

SII courses are eligible for UTAP, SkillsFuture Credit and several SkillsFuture Awards. For more info, please refer to our webpage: <http://www.tp.edu.sg/sii/training-programmes/SkillsFuture-Awards>

For more information on Progressive Wage Model (PWM) modules, course schedules and registration, visit our website at: <http://www.tp.edu.sg/sii>

Contact us at: ☎ 6225 5744 (6-CALL-SII) or email us at: ✉ sii@tp.edu.sg

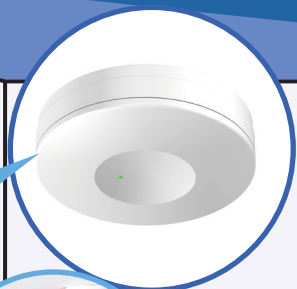
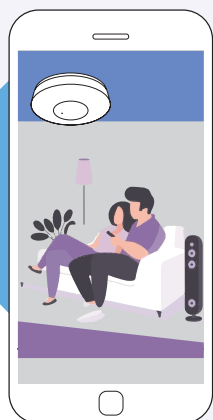
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