

THE SECURITY *Times*

FEATURE STORY

Security Industry Conference 2019



PAST EVENTS

- Security Officers Day
- Primer Workshop on "Making the Right Technology Choice"
- Visit to SII by Deputy Secretary (Policy) of Ministry of Home Affairs
- Flexi Security Officer Talk
- SkillsFuture Advice Workshop





Dear Readers

The focus of this issue of "Security Times" is on the Security Industry Conference and Security Masterclass in October 2019. The theme of the conference was "Total Solution: Integrating Manpower with Technology and Infrastructure". The Conference had equipped security professionals with strategies to solve the manpower crunch issues in the security industry through the implementation of total solution. We had envisaged a total solution that could integrate manpower, technology and infrastructure to enable the security agencies to perform optimally. We had gathered international and local experts to expound on this topic. SIC 2019 had attracted more than 600 registrations!

This year, we were privileged to have four major Security Associations namely, Security Association Singapore (SAS), Security Systems Association of Singapore (SSAS), Association of Certified Security Agencies (ACSA) and ASIS International (Singapore Chapter) come together to co-contribute to this year's Security Masterclass, titled "Making the Right Technology Choice". It had equipped the participants with a framework to select the right security technologies to meet their organisations' needs. The speakers from the four Security Associations shared successful case studies and had a fruitful discussion with the participants.

SII also jointly organised the inaugural Singapore Security Industry Awards (SSIA) with SAS and SSAS. SSIA was evolved from the Smart Security Solutions Competition, which SII had started organising in 2016. The SSIA competition aims to support the Industry Transformation Map (ITM) and Industry Digital Plan (IDP) in strategising the shift towards manpower, integrating technology and ultimately moving away from a traditional headcount-based approach in providing security solutions and services. 31 entries were received for the competition with technology implementations ranging from universities, pre-schools, condominiums, shopping malls to commercial buildings.

SII has also launched seven new non-WSQ courses under the SkillsFuture/Non-SkillsFuture Series to support the Security

ITM and IDP such as:

- Critical Infrastructure Protection
- Develop Outcome-Based Security Contract
- Growing in the Digital Economy
- How to Conduct Red Teaming Exercise
- Introduction to Red Teaming
- Making the Right Technology Choice
- Personal Data Protection Act for Security Agencies

These courses were selected based on demand sensing and identification of training gaps through our outreach to the respective stakeholders. Participants who had attended SII's "Getting Digital Economy Ready", and "Outcome-Based Contract" courses would deepen their skills and knowledge by enrolling in these intermediate level courses. In addition, SII will also provide appropriate training to equip the security agencies with the ability to understand the application of Video Analytics.

SII had launched the Professional Conversion Programme (PCP) for Security Professionals together with the Workforce Singapore (WSG) in March 2019. The PCP aims to provide job opportunities for Professionals, Managers, Executives and Technicians in the security sector. Employers will be given 3 months of salary support (70% of monthly salary capped at \$4,000 per month) for eligible candidates after they have completed facilitated training and on-the-job training.

Next year, an industry-led accreditation framework for security consultants will allow the industry to recognise consultants with the required qualifications and experience. This will ensure a consistent standard is established amongst the security consultants so as to provide assurance on the quality and competency of the consultants which the security agencies engage. Applications for the second intake of the Specialist Diploma in Security Consultancy are now open. We welcome aspiring individuals to apply early for this academic programme.

On this note, I wish you a Happy New Year and Happy Reading!

Johnson Ng

Head
Security Industry Institute



Left to Right : Nelson Tee, President, SSAS, Lorraine Lim, Director, Force-One Security Pte Ltd, Johnson Ng, Head/ SII at Security Officers Day, 24 July 2019.

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Security Officers Day

■ 24 July 2019



SAS and SII co-organised the Security Officers Day at Temasek Polytechnic Auditorium 2 for 166 participants. Mr Zaqu Mohamad, Minister of State, Ministry of National Development & Ministry of Manpower was the Guest-of-Honour (GOH) for the event.



Mr Zainal Sapari, Co-Chairman of the Security Industry Transformation Map Tripartite Committee (SITC) presented the "Outstanding Security Officer Awards" to the security officers while the GOH presented the "Job Re-design and Security Officer of the Year" awards. The GOH also presented tokens of appreciation to Henderson Security Services Pte Ltd and Prosecur Singapore Pte Ltd who were the top supporters for SII training.



Primer Workshop on "Making the Right Technology Choice"

■ 24 July 2019

There were 152 attendees comprising security agencies, in-house security employers and security technology companies for the Primer workshop: Making the Right Technology Choice which would lead to the Security Masterclass on 3 October 2019. The speakers were from four major Security Associations, namely ASIS International (Singapore Chapter), ACSA, SAS and SSAS. They shared a framework for technology selection and some successful case studies.



Visit to SII by Deputy Secretary (Policy) of Ministry of Home Affairs

■ 28 Aug 2019



Mr Puah Kok Keong, Deputy Secretary (Policy), Ministry of Home Affairs visited SII to understand more about SII's roles, achievements and challenges faced, and how SII has impacted the transformation of the security industry. Mr Puah interacted with Hit Robot Group (HRG)'s robot. He was also given a demonstration on the video analytics system running on solar energy.

Flexi Security Officer Talk

■ 5 Sep 2019

SII and Event Security Specialists conducted a Flexi Security Officer talk. Mr Jasman, Director of Event Security Specialists, shared with the participants on the events that they could be involved in e.g. sports events, movie previews, concerts, etc. and the benefits of working as a Flexi Security Officer.



SkillsFuture Advice Workshop

■ 24 Sep 2019

Zoey and Joyce from the Northwest Community Development Council shared on the benefits of upgrading of skills through attending relevant security courses, adopting technology and how the 41 participants could apply for the SkillsFuture Credits. The participants also gained a better awareness of themselves through the completion of a job profile survey.



Security Industry Conference 2019

Hosting about 400 participants on 2 October 2019, this year's Security Industry Conference (SIC) focused on the theme "Total Solution: Integrating Manpower with Technology and Infrastructure".

The Conference, held at Marina Bay Sands Expo & Convention Centre, gave an in-depth look at the industry's shift from traditional headcount-based approach to outcome-based model in the provision of security solutions and services. This was in line with the ITM and IDP announced last year.

Ms Sun Xueling, Senior Parliamentary Secretary, Ministry of Home Affairs and Ministry of National Development, in her opening address, announced that all government agencies would be required to adopt outcome-based security contracts from 1 May 2020. She explained, "When contracts start by stipulating the outcome and not merely specifying a certain number of security officers, security agencies are free to think of how technology can be used to augment manpower, and start providing integrated security solutions."



Expounding on how such integrated security solutions could be developed was Keynote Speaker, Dr Keiji Yamada, Senior Vice-President & Head of NEC Laboratories Singapore. He highlighted that exponential growth in human population, and Information and Communications Technology (ICT) had generated greater cyber-physical security challenges in this increasingly

digitalised world. He referred to cyber-crimes with Artificial Intelligence (AI) and cyber attacks through Internet of Things (IoT) devices. To overcome this, he introduced the concept of 'Security by Design' i.e. the security function for the total system must be designed before any system development.



President, SAS Mr Raj Joshua Thomas gave an introduction to the Video Analytics Technical Reference (VATR) which provides a framework on the standards for video analytics in the security industry. The VATR was drafted in close consultation with the domain and industry experts, and is promulgated under the Singapore Standards Council.

Mr Michael Goh, Director Sales ASEAN, Robert Bosch (SEA) Pte Ltd, talked about how cameras had evolved to become sensors with intelligent video analytics capabilities. Sharing examples of how they could be utilised in situations such as "connected buildings", flood monitoring and traffic management, he said that cameras with intelligent video analytics on the edge was a growing necessity to alleviate the industry's manpower issue. Mr Goh emphasised that the use of technology was not to replace manpower, but to enhance the

efficiency of the workforce. Next, Mr Ole Jacob Oeverseth, ARUP Singapore presented on security design from an operational perspective.

After giving the participants a glimpse of how Land Transport Authority (LTA) had collaborated with numerous agencies and stakeholders to enhance our public transport system, Mr Joseph Goh, Deputy Director, Public Transport Security, cautioned that the public transport nodes remain vulnerable targets for terrorist attack due to their porosities and accessibilities. Hence LTA's integrated security framework encompassed two key strategic thrusts, namely capability development and collaborative partnership. In addition to leveraging on technology, he also shared that public vigilance is equally important to tackle security threats more effectively.

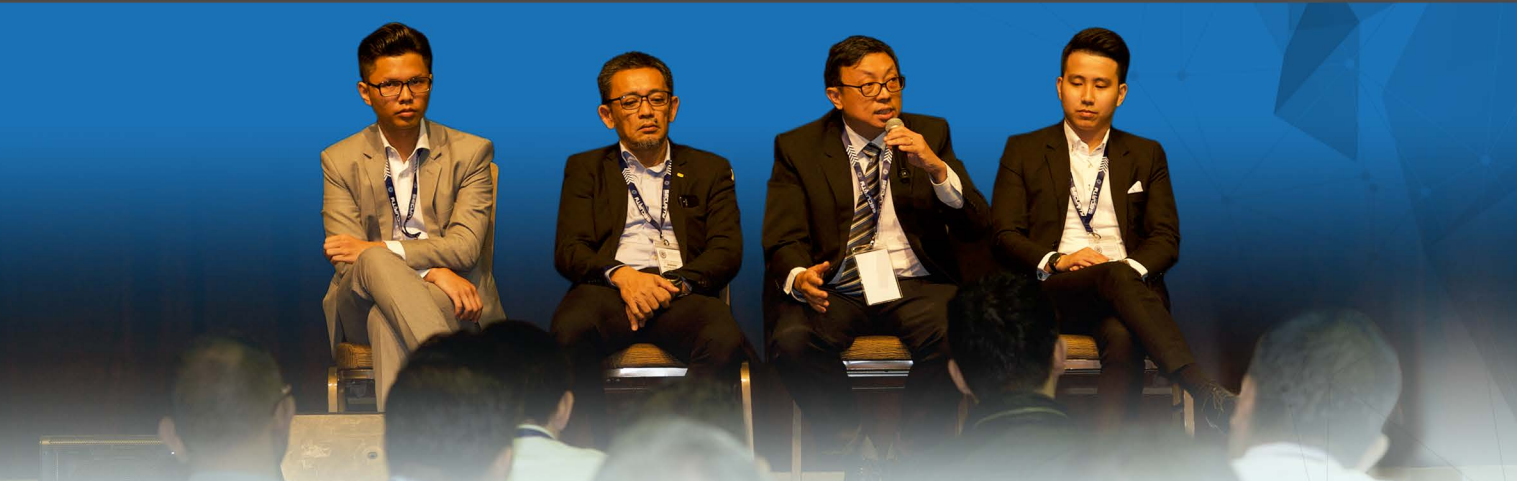
Mr Toby Koh, Group Managing Director, Ademco Security Group, spoke about the changing facade of the security landscape and its impact on manpower, jobs and skills. He said that organisations must rethink the concept of risk in today's uncertain political and socio-economic landscape.

The final speaker of the day was Mr Toby Leow, Prosegur Singapore Pte Ltd. He shared that having competent security officers, innovation, availability of systems and an effective operation process were cornerstones to creating a safe living and working environment at JTC One-North.

The Conference was wrapped up with a Panel Discussion moderated by Dr Graham Ong-Webb, Vice President, Head of Future Technology Centre, Singapore Technologies Engineering Ltd. The panel comprised all the speakers and Ms Chelvin Loh, Director, Industry Development Division, SkillsFuture Singapore.



Security Masterclass 2019



The insightful conference continued with the Security Masterclass on 3 October 2019 where representatives from the four major Security Associations in Singapore co-contributed to the Masterclass for the first time.

This year's Masterclass "Making the Right Technology Choice" gave the 80 participants much to consider when selecting the right security technologies. The day commenced with Mr Peter Tan, Curriculum Designer & Consultant from SII, who presented on the Security ITM and IDP and shared how to make the right technology choice in industry 4.0.

Mr Tay Wei Li, Vice President of SSAS, shared on the evolution of technologies from conventional systems to contactless biometrics, video analytics, artificial intelligence, drone technology and data analytics.

Mr Muhd Iskandar Idris, Honorary Vice Chairman of ASIS International (Singapore Chapter), provided the participants with a framework for technology selection. He said it would be pertinent to conduct a threat, vulnerability and risk assessment, know the needs of the organisation, and

evaluate the reliability and maturity of the technology to be future ready.

Since the launch of the Security ITM, outcome-based contract (OBC) has been the new buzzword in the industry. Elaborating on the difference between outcome and output, Mr Shawn Chua from ACSA presented the participants with an outline starting from the tender process and ending with an outcome-based security contract.

“We are not advocating a reduction in manpower, but more on how buyers and service providers can challenge the norm and leverage on technology for a win-win situation.”
Mr Chua

Addressing the cost concerns on the implementation of technology, Mr Ikhsan Suri, Executive Director of SAS, delivered an informative session on the sources of funding. This was the most useful segment of the Masterclass for Ms Linda Foo, Managing Director, Quint-E Security Solutions Pte. Ltd. She shared that the understanding of how she could tap on for funding would help her implement OBC.

After the speakers shared on their successful case studies, the participants were engaged in a discussion on the "One South" case study facilitated by Peter. Mr Jerry Yeo, Director, Securite Associates Pte. Ltd, shared that while OBC is still new to him, it is a direction that he, like Ms Foo, is attempting to move towards.

After hearing from the thought leaders on an array of topics related to the integrated security solutions over the two days, we hope this would leave all the participants with fresh insights on how to get their organisations ready for the future.



SINGAPORE SECURITY INDUSTRY AWARDS & GALA



The Singapore Security Industry Awards (SSIA) competition, jointly organised by SII, SAS and SSAS, recognised outstanding security organisations that had adopted technologies under the Security ITM and IDP; transformed the job scopes of security officers with technology; and deployed video analytics as part of their security solutions.

The SSIA competition culminated with the Awards presentation and Gala at Marina Bay Sands on 2 October 2019 graced by Speaker of Parliament, Mr Tan Chuan-Jin.



The following were the awardees for the different categories:

Excellence in Job Redesign Award

- Primos Guards Pte Ltd
- APM Property Management Pte Ltd

Excellence in VA Implementation Award

- Interlock Security & Investigation Services Pte Ltd
- CBM Security Pte Ltd

Excellence in IDP Solutions Award

- Otsaw Digital Pte Ltd
- Gabkotech Innovations Pte Ltd

Security Agency of the Year Award (Small)

- TwinRock Pte Ltd

Security Agency of the Year Award (Medium)

- Oneberry Technologies Pte Ltd

Security Agency of the Year Award (Large)

- Soverus Pte Ltd

Mr Ken Pereira, CEO of "Security Agency of the Year (Medium)", OneBerry Technologies Pte Ltd said,

"Winning the award has affirmed that the company's bold vision to automate physical security 16 years ago has paid off. We are ready to journey with the industry in its digital transformation; to lead progress and elevate the industry to greater heights".

Ken Pereira, CEO



SECURITY TRAINING PROGRAMMES

Certificate In Security Operations

Full Course Fee (Non-Singaporeans):
\$500.00

Nett Course Fee (Singaporeans & PRs): **\$50.00**

Nett Course Fee (Singaporeans with WTS): **\$26.64**

MODULE

Incident Response (Handle Security Incidents and Services)

Guard and Patrol (Provide Guard And Patrol Services)

Threat Observation (Recognise Terrorist Threats)

Incident Response (Assist in The Evacuation of Premises)

Deterrence (Manage Disorderly Conduct & Threatening Behaviour)

Crowd and Traffic Control Management (Conduct Crowd and Traffic Control)

Executive Protection (Provide People Protection Services)

Guard and Patrol (Minimise Retail Theft and Loss)

Guard and Patrol (Provide Mobile Patrol Services)

Security Operation Compliance (Perform Security Operations within Legal Framework)

Access Control Management (Operate Basic Security Equipment)

Security Screening Management (Conduct Security Screening of Person and Bag)

Security Screening Management (Conduct Security Screening and Search of Vehicles)

Deterrence (Perform Security Duties at Protected Areas and Protected Places)

Advanced Certificate in Security Supervision

Full Course Fee (Non-Singaporeans):
\$1,300.00

Nett Course Fee (Singaporeans & PRs): **\$130.00**

Nett Course Fee (Singaporeans with WTS): **\$69.25**

MODULE

Guard and Patrol (Supervise Security Officers)

Security Risk Analysis (Assess and Address Security Risks)

Security Operation Compliance (Perform Supervisory Duties within Legal Framework)

Capability Development (Induct Security Personnel)

Manpower Planning (Conduct Operation Briefing and Debriefing)

Incident Response (Contribute to The Management of Security Incidents)

Manpower Planning (Monitor and Review Security Operations)

Performance Management (Lead and Manage a Team of Security Officers)

Access Control Management (Deploy Security Equipment)

Access Control Management (Perform Security Command Centre Activities at Client's Premises)

Incident Response (Perform Monitoring and Reporting Duties at Central Command Centre)

Crowd and Traffic Control Management (Supervise Crowd and Traffic Control Activities)

Diploma in Security Management

Full Course Fee (Non-Singaporeans):
\$1,300.00

Nett Course Fee (Singaporeans & PRs): **\$390.00**

Nett Course Fee (Singaporeans with WTS): **\$86.26**

Nett Course Fee (Singaporeans with Mid-Career Enhanced Subsidy): **\$147.00**

MODULE

Quality Assurance and Audit (Manage Security Operations)

Security Operation Compliance (Manage Security Agency within Legal Framework)

Contingency Management (Assess and Manage Security Risk Control Measures)

Conflict Resolution Management (Manage and Resolve Conflict in Security Environment)

Capability Development (Achieve Work Effectiveness in Security Environment)

Manpower Planning (Develop a Manpower Deployment Plan)

Contract Management (Prepare and Submit Tender for Security Services)

Manpower Planning (Manage Recruitment and Selection of Security Personnel)

Performance Management (Manage Performance of Security Personnel)

Financial Management (Manage Security Business)

Incident Response (Manage Security Emergencies)

Security Risk Analysis (Conduct Security Survey)

Access Control Management (Plan and Implement Security Systems)

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