Part 1a: PLRD’s SACE Elective Competencies for SACE Webinar
Scope

• Background

• SACE Assessment Schedule 2022/2023

• SACE Implementation Timeline

• Elective Competencies: Participation

• Overview of Elective Competencies
Background

• SACE is a licensing criterion for applicants applying for or renewing a security agency licence from 1 January 2022

Phase 1
From 1 Jan 2022
• 1-year licence: Passing all 9 core competencies* will be a criterion for licence grant and renewal

Phase 2
From 1 Jan 2023
• 2-year licence: SA which passes all 9 core competencies and 5 elective competencies will be eligible for licence tenure of 2 years

*1st time licence applicants will be assessed based on a subset of core competencies because they are not yet in operation
Eligibility for *2-year licence (from 1 Jan 2023)

- SA must pass all 9 Core Competencies
- SA must pass minimum 5 Elective Competencies, with at least 1 from each category

**Elective Competencies**

<table>
<thead>
<tr>
<th>Category</th>
<th>1) Training</th>
<th>2) Operational Processes</th>
<th>3) Command, Control &amp; Communications (C3)</th>
<th>4) Manpower</th>
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<tbody>
<tr>
<td></td>
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<td>E.5. Security Checks</td>
<td>E.10. Video Analytics</td>
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SACE Assessment Schedule

- Evaluation of SAs in batches
- SAs will receive SACE Notification Letter from **1 Jul 2022**
- SAs to inform PLRD 2 weeks from date of SACE Notification Letter on whether SA intends to participate in elective competencies
- SAs are to submit documents by deadline in SACE Notification Letter and Assessment Checklist

<table>
<thead>
<tr>
<th>Batches</th>
<th>Licence Expiring Month</th>
<th>Naming Convention</th>
<th>SACE Notification Letter</th>
<th>Deadline for Participation in Elective Competencies</th>
<th>Deadline for Document submission</th>
<th>On-Site Assessment Period</th>
<th>SACE Results &amp; Representations</th>
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<tr>
<td><strong>A</strong></td>
<td>Jan 23&lt;br&gt;Feb 23&lt;br&gt;Mar 23</td>
<td>SACE 2022</td>
<td>1 Jul 22</td>
<td>15 Jul 22</td>
<td>1 Aug 22</td>
<td>2 Aug 22 – 31 Oct 22</td>
<td>Nov 22</td>
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<td><strong>B</strong></td>
<td>Apr 23&lt;br&gt;May 23&lt;br&gt;Jun 23</td>
<td>SACE 2022</td>
<td>1 Oct 22</td>
<td>15 Oct 22</td>
<td>1 Nov 22</td>
<td>2 Nov 21 – 31 Jan 23</td>
<td>Feb 23</td>
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<td><strong>C</strong></td>
<td>Jul 23&lt;br&gt;Aug 23&lt;br&gt;Sep 23</td>
<td>SACE 2023</td>
<td>1 Jan 23</td>
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<td><strong>D</strong></td>
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<td>2 May 23 – 31 Jul 23</td>
<td>Aug 23</td>
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SACE Assessment Schedule

**Evaluation Process**
- SACE Notification Letter to include Core Competencies and details on Elective Competencies participation
- Submission of Documents by SAs*
- On-site assessments (main office and deployment sites)

**Evaluation Results**
- Overall Pass or Fail Result for Core Competencies and Elective Competencies (if applicable)

**Eligibility for SA Licence**
- 2-year licence: Pass all core competencies and prescribed number of elective competencies
- 1-year licence: Pass all core competencies and/or Fail prescribed number of elective competencies

*6 months of records prior to date of SACE Notification Letter or the period as specified in the SACE checklist
Batch A: Implementation Timeline
Licences Expiring in Jan, Feb & Mar 2023

- **Jan 22**
  - Publication of SACE Elective Competencies Checklist

- **1 Jul 22**
  - SACE Notification Letter sent to SAs

- **15 Jul 22**
  - Scheduling on site assessment for Core and/or Elective

- **31 Oct 22**
  - On site assessment for Core and/or Elective

- **Nov 22**
  - SA submits Participation Form for Elective Competencies and documents required
  - SA submits documents

- **1 Aug 22**
  - SA submits additional documents before on-site assessment

- **Jan 23**
  - SACE Results Letter for Core and/or Elective

- **Feb 23**
  - Month of SA's Licence Expiry

- **Mar 23**
  - Scheduling on site assessment for Core and/or Elective

Unclassified / Official (Open)
Publication of SACE Elective Competencies Checklist

SA submits Participation Form for Elective Competencies and documents required

SA submits additional documents before on-site assessment

SA submits documents

Batch B: Implementation Timeline
Licences Expiring in Apr, May & Jun 2023

Jan 22

1 Oct 22

15 Oct 22

31 Jan 23

Feb 23

Apr 23

May 23

Jun 23

SACE Notification Letter sent to SAs

Scheduling on site assessment for Core and/or Elective

On site assessment for Core and/or Elective

SACE Results Letter for Core and/or Elective

Month of SA’s Licence Expiry

SA submits Participation Form for Elective Competencies and documents required

SA submits additional documents before on-site assessment

SA submits documents

Publication of SACE Elective Competencies Checklist

Unclassified / Official (Open)
Overview of Elective Competencies: Participation

• To undergo the elective competencies assessment, SAs must:
  a) Have at least 1 deployment site as of the date of SACE Notification Letter;
  b) Opt to be assessed for a minimum of 5 elective competencies (with at least 1 competency from each of the four categories) up to a maximum of 9 elective competencies;
  c) Inform PLRD on the choice of Electives 2 weeks from the Notification Letter; and
  d) Submit documents required for the selected elective competencies

• SAs will be marked as “Failed” for the elective competency in which they opted for but thereafter changed their minds

• First year licence applicants are not eligible for Elective Competencies

• Results of all Elective Competencies (i.e. both ‘Pass’ and ‘Fail) which an SA opts to be assessed in will be published
Overview of Elective Competencies

1. Continuous Professional Development
2. Simulation Training

3. Job Redesign
4. Business Continuity Plan
5. Security Checks
6. Standard Operating Procedures (SOP)
7. Service Buyer Management Process

8. Supervision
9. Wireless Communications
10. Video Analytics
11. Remote Guarding
12. Technology Enabled Patrol
13. Sustainable Manpower

Final Elective Competencies Checklists published on 1 Jan 2022
E.1: Continuous Professional Development

- Particulars of security officers
- Projected dates when each security officer is eligible for progression to the next higher PWM* grade
- Main Office Assessment
- Digital Tracking System
- Training records of security officers
- Effective date of current PWM* grades held by the security officers

*PWM: Progressive Wage Model
E.2: Simulation Training

At least 1 of the following simulation training

1) Virtual Reality (VR)
   - Immersive computer generated simulations that are entirely self-contained in a virtual world
   - Examples: Oculus Rift, HTC Vive, etc
E.2: Simulation Training

At least 1 of the following simulation training

1) Virtual Reality (VR)
   • Immersive computer generated simulations that are entirely self-contained in a virtual world
   • Examples: Oculus Rift, HTC Vive, etc

2) Augmented Reality (AR)
   • Integrates immersive content with the real world by providing additional digital content such as information and guidance
   • Examples: Microsoft HoloLens, mobile phones, Google Cardboard, etc
E.2: Simulation Training

At least 1 of the following simulation training

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2) Augmented Reality (AR)
   - Integrates immersive content with the real world by providing additional digital content such as information and guidance
   - Examples: Microsoft HoloLens, mobile phones, Google Cardboard, etc

3) Mixed Reality (MR)
   - Combines the elements of both AR and VR, where real-world and digital world objects interact
   - Examples: Microsoft HoloLens, etc
E.2: Simulation Training

• At least 10% of its total SOs for simulation training
• Submission of List of SOs who attended the simulated training

List of SOs

• Name
• NRIC/FIN No.
• Training Details
  • Name of Training Provider
  • Course Title stating type of technology used
  • Date of Training

Documentation Assessment
E.2: Simulation Training

Training Development
- Training Package with simulation training for any 1 of the 3 basic training programs
  - 1) Access Control
  - 2) Patrol & Surveillance
  - 3) Incident Management

Main Office Assessment

Training Delivery
- In-house or
- Outsourced Training Provider
# E.3: Job Redesign

<table>
<thead>
<tr>
<th>Job Redesign Write Up</th>
<th>Interview of SA’s staff</th>
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<tbody>
<tr>
<td>• 1 redesigned job function/work process</td>
<td>• Staff must be able to describe the job redesign based on write up submitted</td>
</tr>
<tr>
<td>• How job function/work process was carried out previously</td>
<td></td>
</tr>
<tr>
<td>• How job function/work process has been redesigned</td>
<td></td>
</tr>
<tr>
<td>• Date of implementation</td>
<td></td>
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<tr>
<td>• Evidence of benefits from job redesign</td>
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**Documentation Assessment**

**Main Office Assessment**
E.4: Business Continuity Plan

Business Continuity Plan (BCP)

- 4 types of contingencies
- How business operations can continue
- Roles and Responsibilities of SA’s staff
- Annual review of BCP
E.4: Business Continuity Plan

- Major Disaster
- Diseases Outbreak
- Main Office Assessment
- IT related incidents
- Terror-related incident

Table Top Exercise

- Select 1 out of 4 contingencies
- Table Top Exercise Plan
- SA to demonstrate conduct of Table Top Exercise within 2 hours

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E.5: Security Checks

- At least 10% of its total SOs/AVSOs who have completed the relevant training on Security Screening Management or Aviation Security Training for General Screening
- Submission of List of SOs/AVSOs who attended the relevant training

List of SOs

- Name
- NRIC/FIN No.
- Training Details
  - Name of Training Provider
  - Course Title
  - Date of Training

Documentation Assessment
E.5: Security Checks

- Submission of List of Deployment Sites with either of the following deployed:
  - Handheld metal detector or
  - Walk through metal detector
- Assessor to select 1 deployment site for assessment
- Mock Up Site accepted if SA currently does not have a deployment site that requires screening

List of Deployment Sites
- Name
- Address
- Operating Hours

Deployment Site Assessment

www.birminghammail.co.uk
garrett.com
**E.5: Security Checks**

**Deployment Site Assessment**

- Conclude security screening activities
- Prepare security screening for duty
- Prepare person for security screening
- Conduct security screening
- Conduct manual bag search
- Conduct manual screening of person

**Demonstration by SO/AVSO**

- Conclude security screening activities
- Prepare security screening for duty
- Prepare person for security screening
- Conduct security screening
- Conduct manual bag search
- Conduct manual screening of person

**Qualification of SO/AVSO**

- **SOs:** Workforce Skills Qualification (WSQ) in Security Screening Management (Conduct Security Screening of Person and Bag)
- **AVSOs:** Aviation Security Training for General Screener certified by appropriate authority
E.6: Standard Operating Procedures (SOP)

- At least 50% of SA’s deployment sites with
  - SOPs tailored to the unique security requirements
  - SOPs stored in a centralized electronic repository
- Submission of List of Deployment Sites with the above
- Assessor to select 1 deployment site for assessment

List of Deployment Sites

- Name
- Address
- Operating Hours

Deployment Site Assessment
E.6: Standard Operating Procedures (SOP)

- **Deployment of security officers at selected site**
- **Suspicious Site Assessment**
  - Persons, Vehicles, Activities and Objects SOP
- **Electronic Repository**
- **Fire Emergencies SOP**
- **Bomb threat SOP**

**Demonstration by SO**

- SO can access SOPs anytime and anywhere using a mobile device
- Examples of mobile devices: hand phone, tablet, laptop.
E.7: Service Buyer Management Process

- **Service Delivery Guideline**
  - Action plan development to rectify underperformance

- **Security related performance indicators**

- **Feedback Loop**
  - Regular meetings with service buyers

- **Feedback Management Guideline**
  - Feedback Form
  - Feedback Collation
  - Feedback Analysis

**Documentation Assessment**
E.7: Service Buyer Management Process

List of Service Buyers
- Name of service buyer
- Email address
- Contact number
- Start date of contract
- End date of contract

Demonstration of Process
- Assessor to select 1 service buyer
- SA to demonstrate the processes in Service Delivery and Feedback Management Guidelines are carried out for selected service buyer

Documentation Assessment

Main Office Assessment
E.8: Supervision

Main Office Assessment

- At least 30% of SAs’ deployment sites
- Centrally monitored at Command Centre/Ops Room

Real Time Electronic Attendance System

- Visual Capability for Supervisory Checks on SOs
- Names of SOs deployed
- Real Time Remote Supervision System

Real Time Remote Supervision System

- Tracking SOs’ completion of duties
- Number of SOs deployed
- Number and Addresses of Deployment Sites

Command, Control & Communication (C3)
E.9: Wireless Communications

Main Office Assessment

2-way wireless voice communications system

- Real time transmitting and receiving of voice communications
- Licence from IMDA or Third Party Agreement with vendor if system is subscribed
- Deployment at 30% of SAs’ deployment sites
E.10: Video Analytics

Submission of List of Deployment Sites where video analytics was deployed

List of Deployment Sites

- Name
- Address
- Operating Hours
- Type of Video Analytics Deployed

Main Office or Deployment Site Assessment
E.10: Video Analytics

Feature Recognition

Calculation and density assessment

Pattern or movement recognition

Demonstration by SA

- Selection of 1 out of 3 video analytics
- Assessor to select 1 deployment site
- SA to demonstrate features and purpose of video analytics at the selected deployment site
E.11: Remote Guarding

Submission of List of Deployment Sites where remote guarding was deployed

List of Deployment Sites

- Name
- Address
- Operating Hours
- Address of remote guarding centre if not located at SA's Main Office

Main Office or Remote Guarding Centre Assessment
E.11: Remote Guarding

Assessor to select 1 deployment site for assessment

Description of Incident Management Process

Demonstration of streaming back of real-time video footage

Main Office or Remote Guarding Centre Assessment
E.12: Technology Enabled Patrol

Submission of List of Deployment Sites where technology enabled patrol was deployed

List of Deployment Sites

- Name
- Address
- Operating Hours
- Type of technology enabled patrol deployed

Main Office Assessment
E.12: Technology Enabled Patrol

Main Office Assessment

- Autonomous security robot
- Virtual Patrol
- Drone security patrol

Demonstration by SA

- Selection of 1 out of 3 technology enabled patrol
- Assessor to select 1 deployment site
- SA to:
  - Demonstrate streaming back of real time video footages
  - Describe Incident Management Process for incidents detected through selected technology
Thank You