



**SINGAPORE
POLICE FORCE**
SAFEGUARDING EVERY DAY

PLRD Webinar: Overview of Security Agencies Competency Evaluation (SACE)

7 April 2021

Restricted

Scope

- Background
- SACE Framework
- Overview of Core and Elective Competencies
- SACE as Licensing Criterion
- SACE Implementation Timeline

Background



Taskforce Members

Chair: Director PLRD

Composition: Representatives from

1. Ministry of Home Affairs (MHA)
2. Centre of Protective Security (CPS)
3. Ministry of Manpower (MOM)
4. Infocomm Media Development Authority (IMDA)
5. Skills Future Singapore (SSG)
6. Workforce Singapore (WSG)
7. Enterprise Singapore (ESG)
8. Security Association Singapore (SAS)
9. Association of Certified Security Agencies (ACSA)
10. Security Systems Association of Singapore (SSAS)
11. Union of Security Employees (USE)

New SACE Framework

- Overview of Competency Evaluation



**Niche
Competencies**

- SAs may **choose** to engage **external auditors** for niche competency accreditation (e.g. UAV ops, video analytics)

**Elective
Competencies**

- SAs may **choose** to undergo evaluation for elective competencies

Core Competencies

- SAs **must** undergo mandatory assessment and meet all core competencies as part of licence grant and renewal

New SACE Framework

Evaluation Process

- Submission of Documents by SAs*
- On-site assessments (main office and deployment sites)

Evaluation Results

- Overall Pass or Fail Result
- No more A, B, C or D grades

Eligibility for SA Licence

- 2-year licence : Pass all core competencies and prescribed number of elective competencies
- 1-year licence: Pass all core competencies

*6 months of records prior to date of SACE Notification Letter or the period as specified in the SACE checklist

New SACE Framework

Functions

Access Control

Patrol &
Surveillance

Incident
Management

Competencies

Training

Operational
Processes

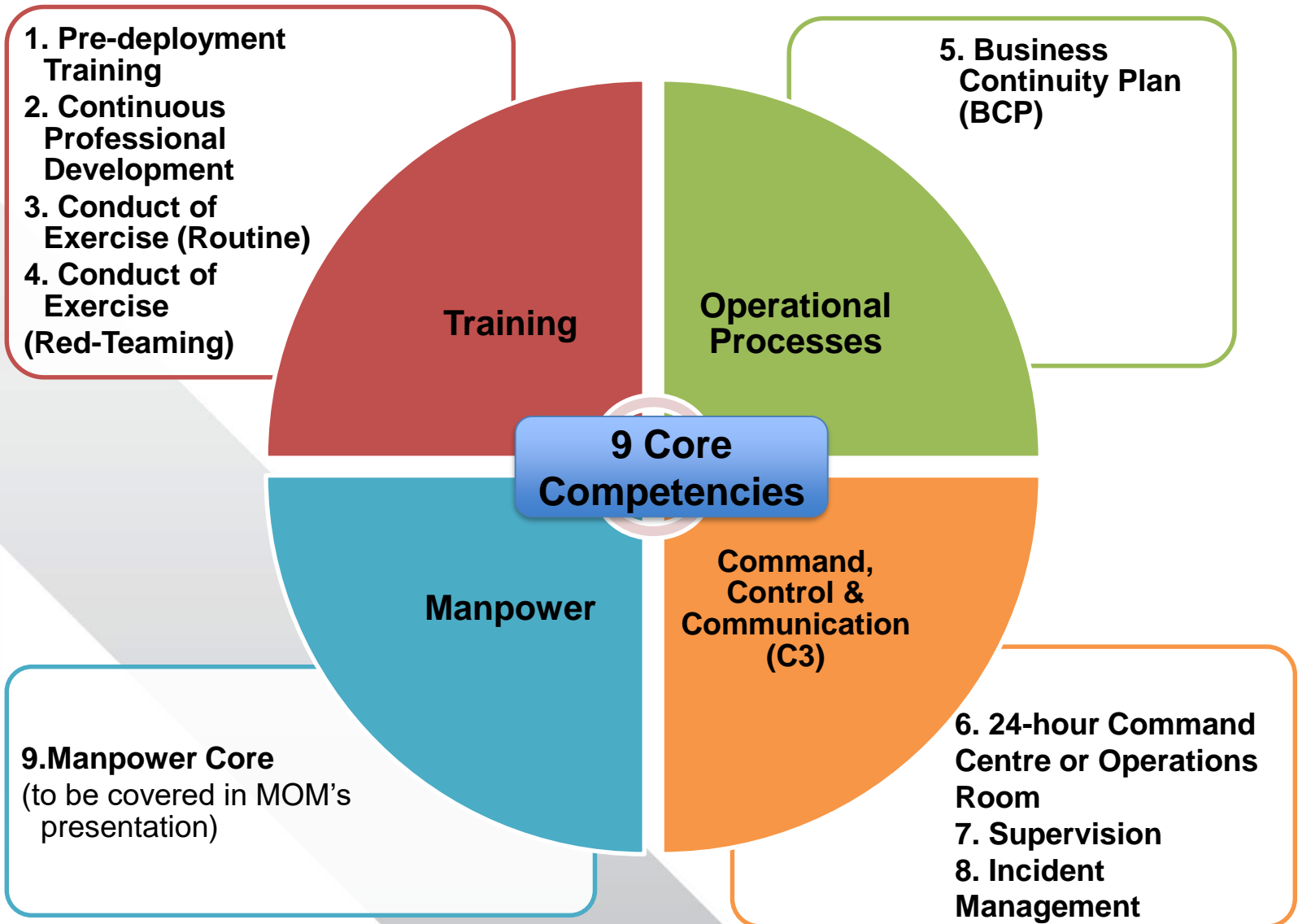
C3

Manpower

Enabler

Technology

Overview of Core Competencies



Core Competencies: Training

C.1: Pre-deployment Training

Induction Training Package for Security Officers

- Job functions
- Service Offences

Documentation and Deployment Site Assessment

Interview of Security Officer

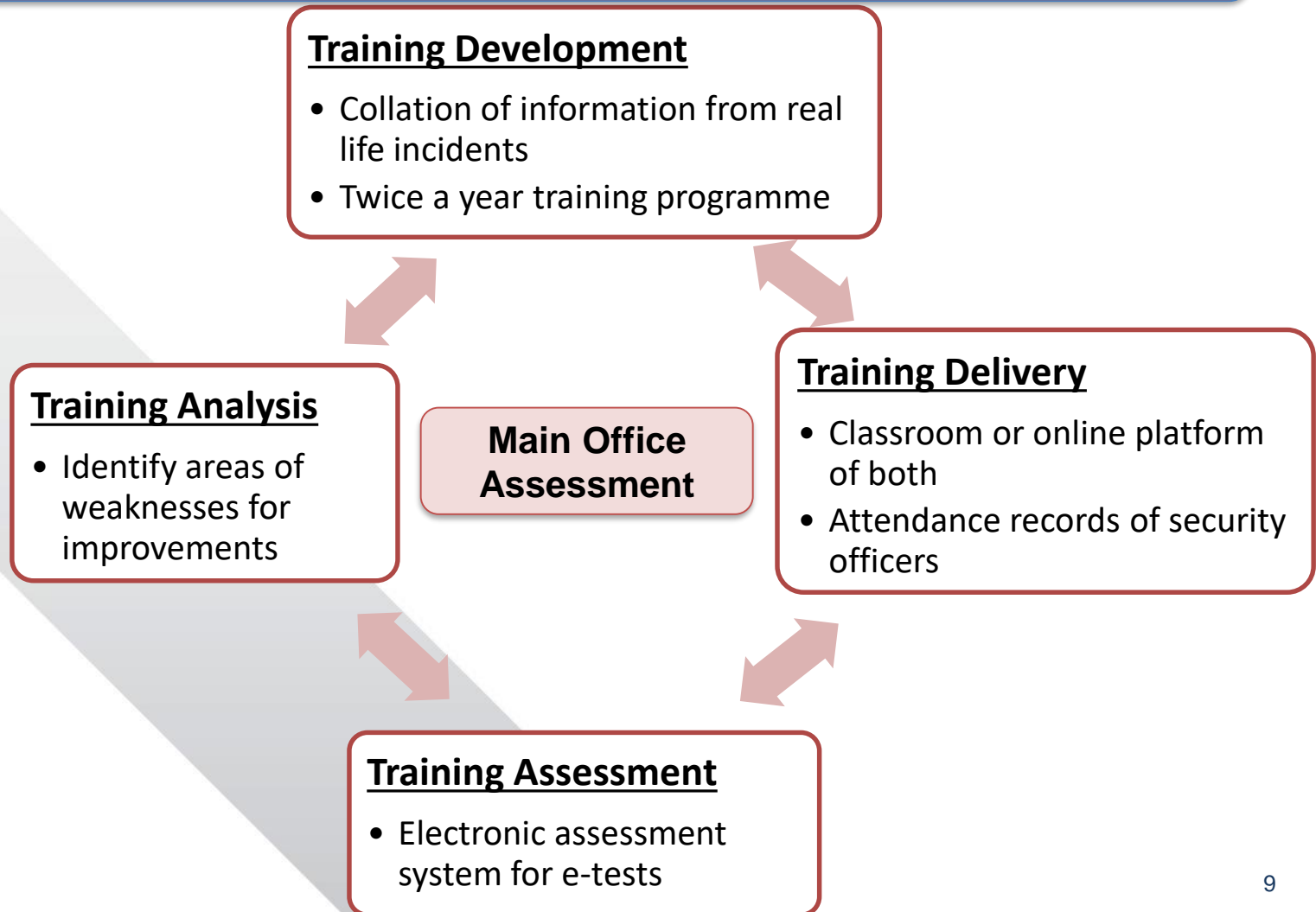
- Evaluate if induction was carried out properly

Induction Checklist

- PLRD will select 1 site for evaluation (SAs will be notified 5 working days in advance about the selected site)
- Checklist to include required components

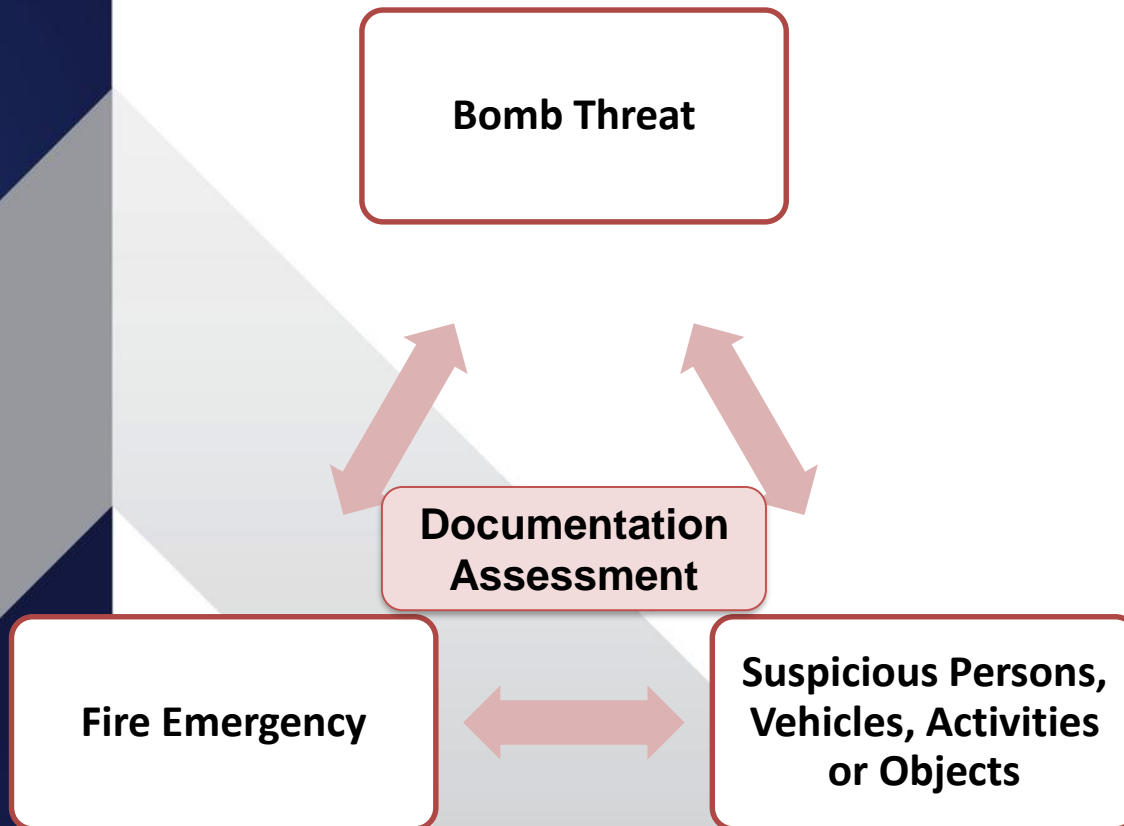
Core Competencies: Training

C.2: Continuous Professional Development



Core Competencies: Training

C.3: Conduct of Exercise (Routine)



3 Exercise Reports

- Exercise Objectives
- Date, Time & Place
- Participants involved
- Key Observations
- After Action Review

Core Competencies: Training

C.3: Conduct of Exercise (Routine)

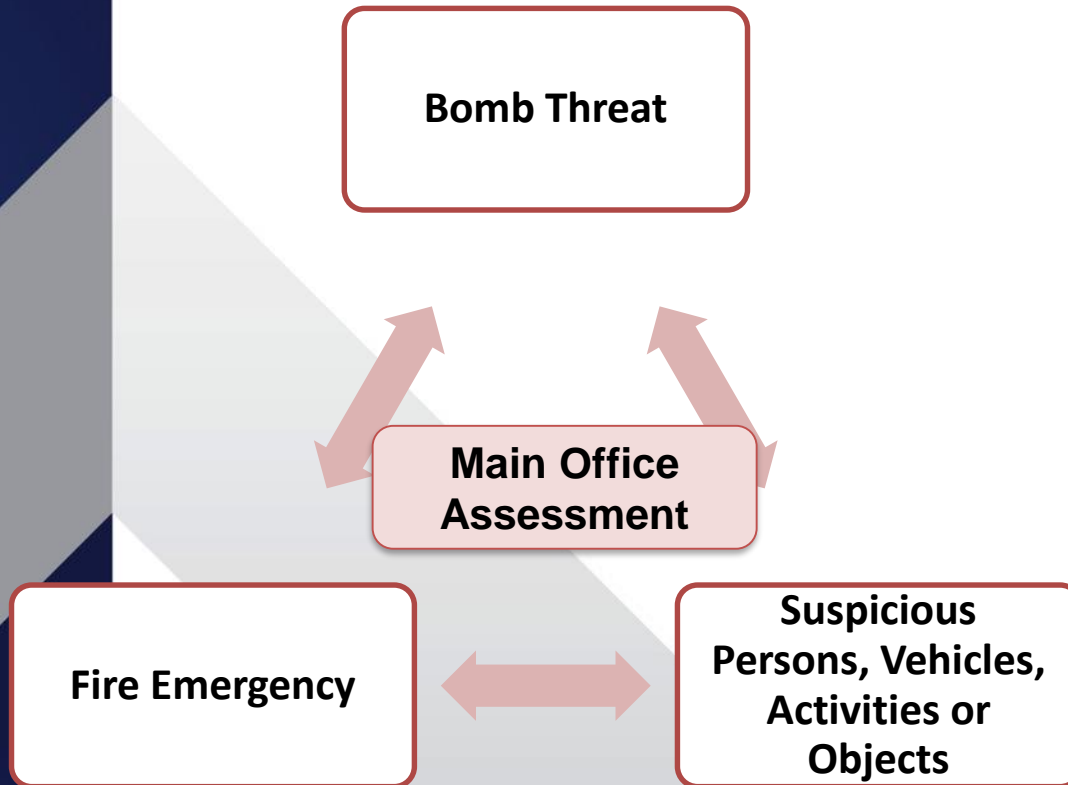


Table Top Exercise

- Selection of 1 out of 3 scenarios
- Table Top Exercise Plan
- Observation of Table Top Exercise to be conducted in 2 hours

Core Competencies: Training

C.4: Conduct of Exercise (Red Teaming)

Documentation
Assessment

3 Exercise Reports

- Exercise Objectives
- Date, Time & Place
- Participants involved
- Key Observations
- After Action Review

Core Competencies: Operational Processes

C.5: Business Continuity Plan

Business Continuity Plan (BCP)

- 2 types of contingencies
- How business operations can continue
- Roles and Responsibilities of SA's staff
- Annual review of BCP

Documentation Assessment

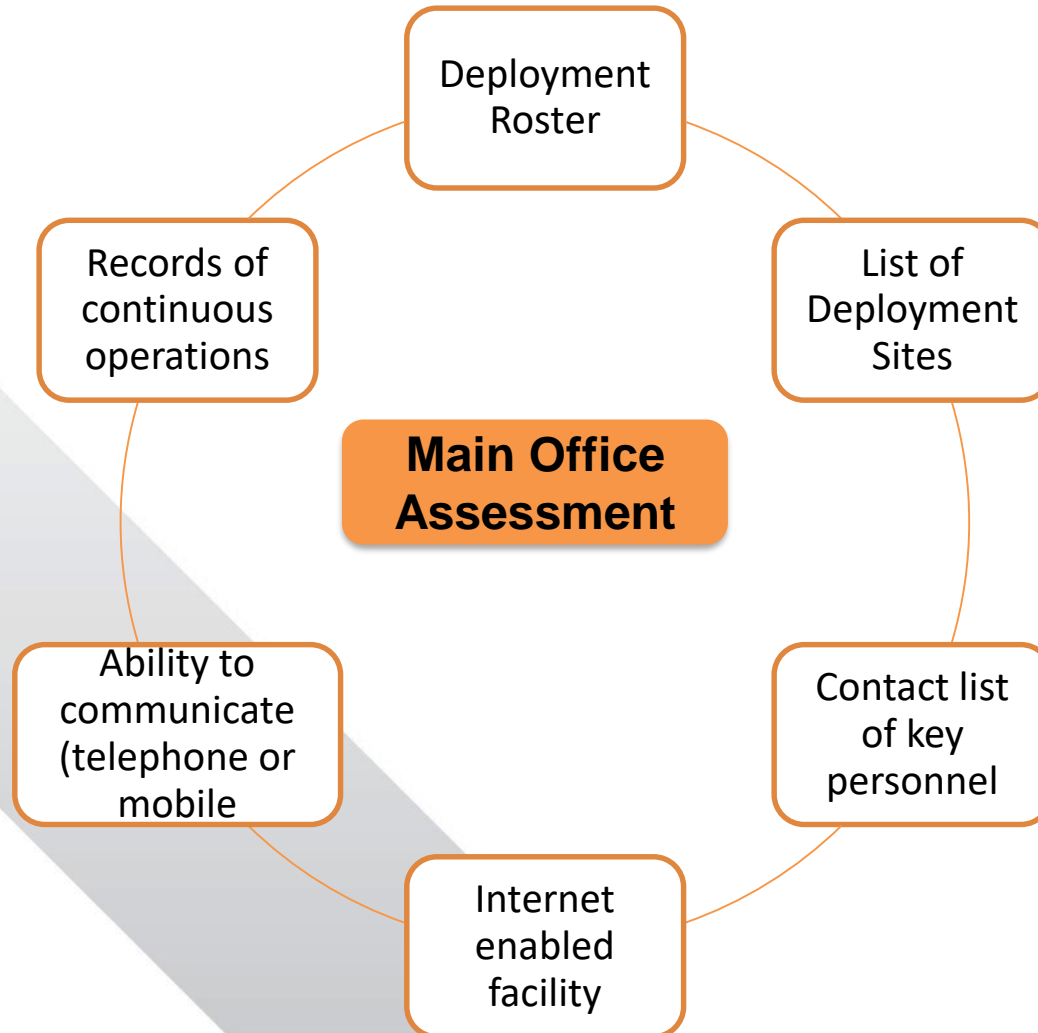
Interview of SA's staff

- Staff must be able to describe his or her role when BCP is activated

Main Office Assessment

Core Competencies: C3

C.6: 24-hour Command Centre or Ops Room



Core Competencies: C3

C.7: Supervision

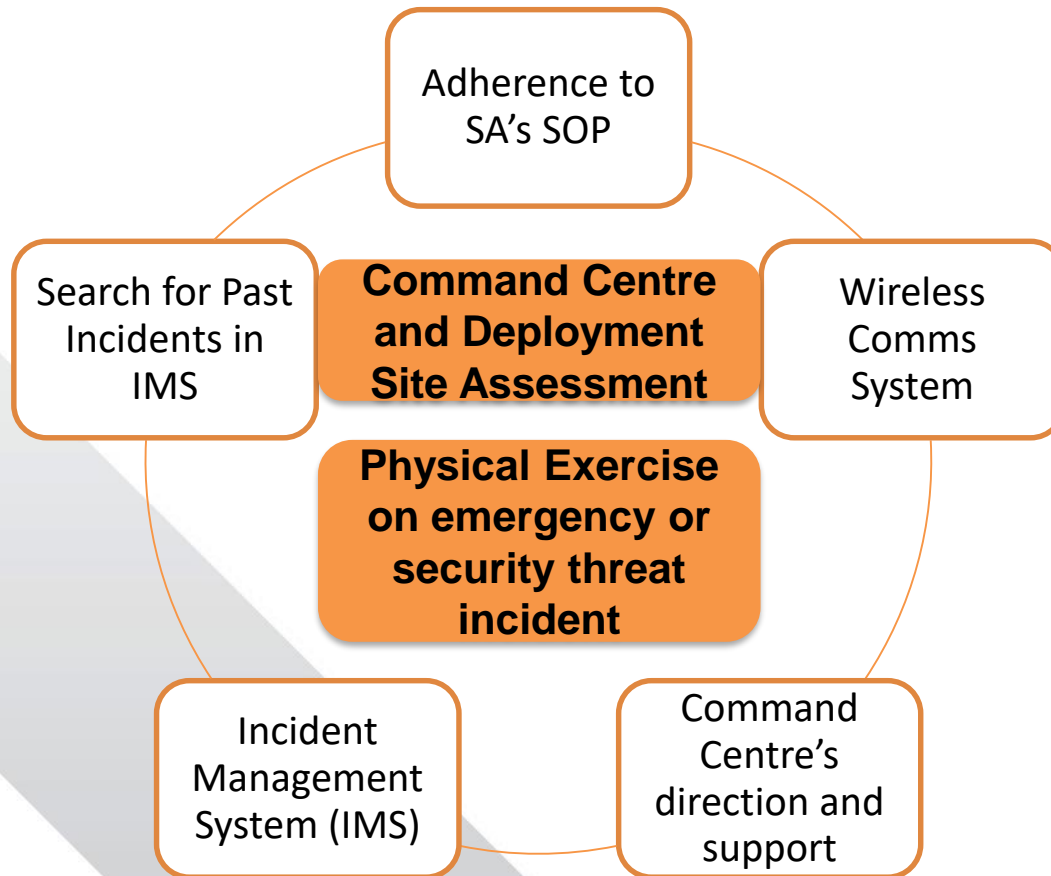
Main Office Assessment

Supervisory Checks

- 1 supervisory check per month
- 3 consecutive months
- 3 deployment sites (SAs will be notified 5 working days in advance about the selected sites)

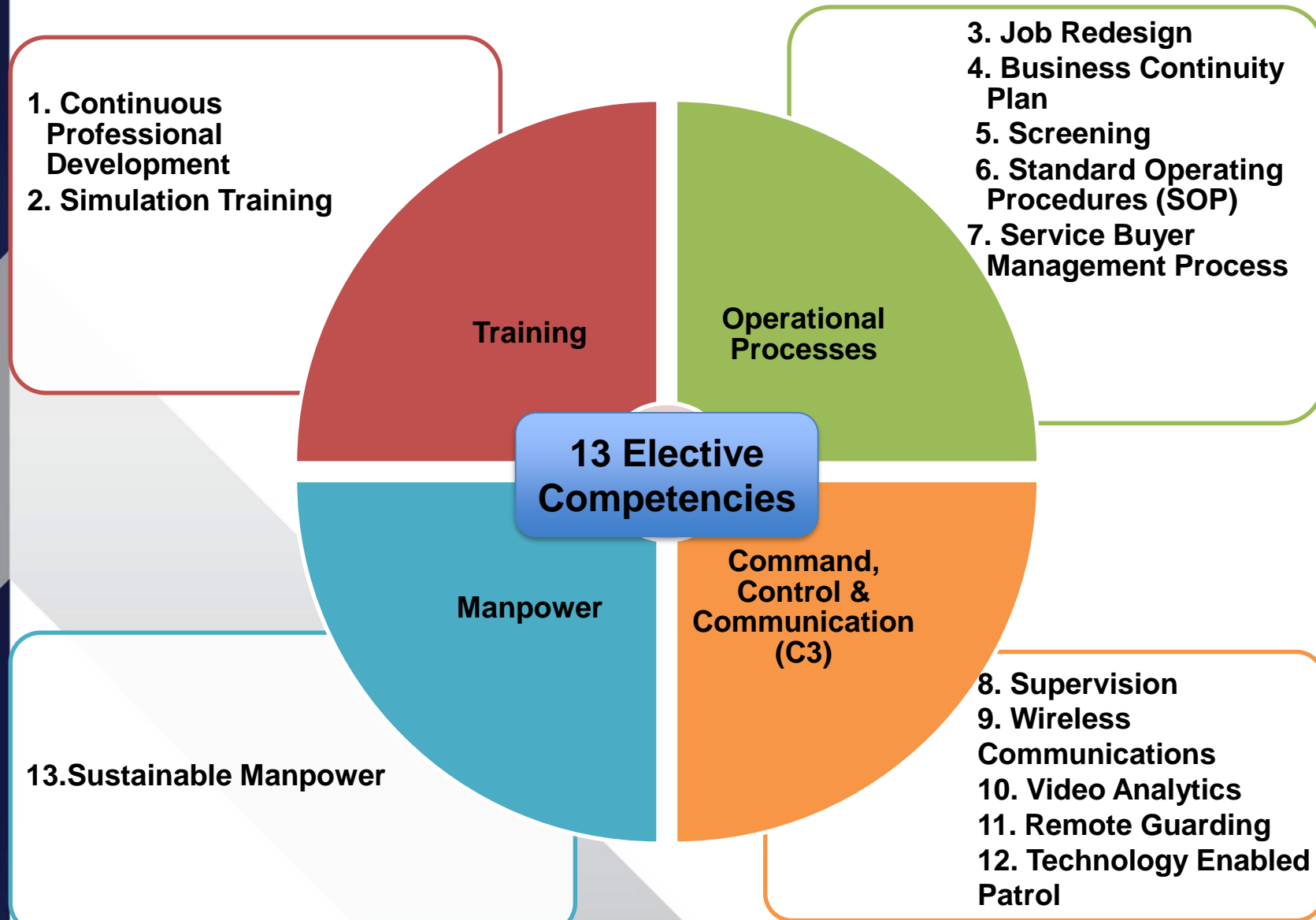
Core Competencies: C3

C.8: Incident Management



1 deployment site: SAs will be notified 5 working days in advance about the selected site

Overview of Elective Competencies



SACE as Licensing Criterion

- SACE will be 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 5 Elective Competencies, with at least 1 from each category

Elective Competencies

Category	1) Training	2) Operational Processes	3) C3	4) Manpower
Competency	E.1. Continuous Professional Development E.2. Reality Training	E.3. Job Redesign E.4. Business Continuity Plan (BCP) E.5. Screening E.6. Standard Operating Procedures E.7. Service Buyer Management Process	E.8. Supervision E.9. Wireless Communications E.10. Video Analytics E.11. Remote guarding E.12. Technology Enabled Patrol	E.13. Sustainable Manpower

* In addition to passing the competency assessment for Core and Elective Competencies, the SA will also need to meet the other stipulated licensing criteria for security agencies

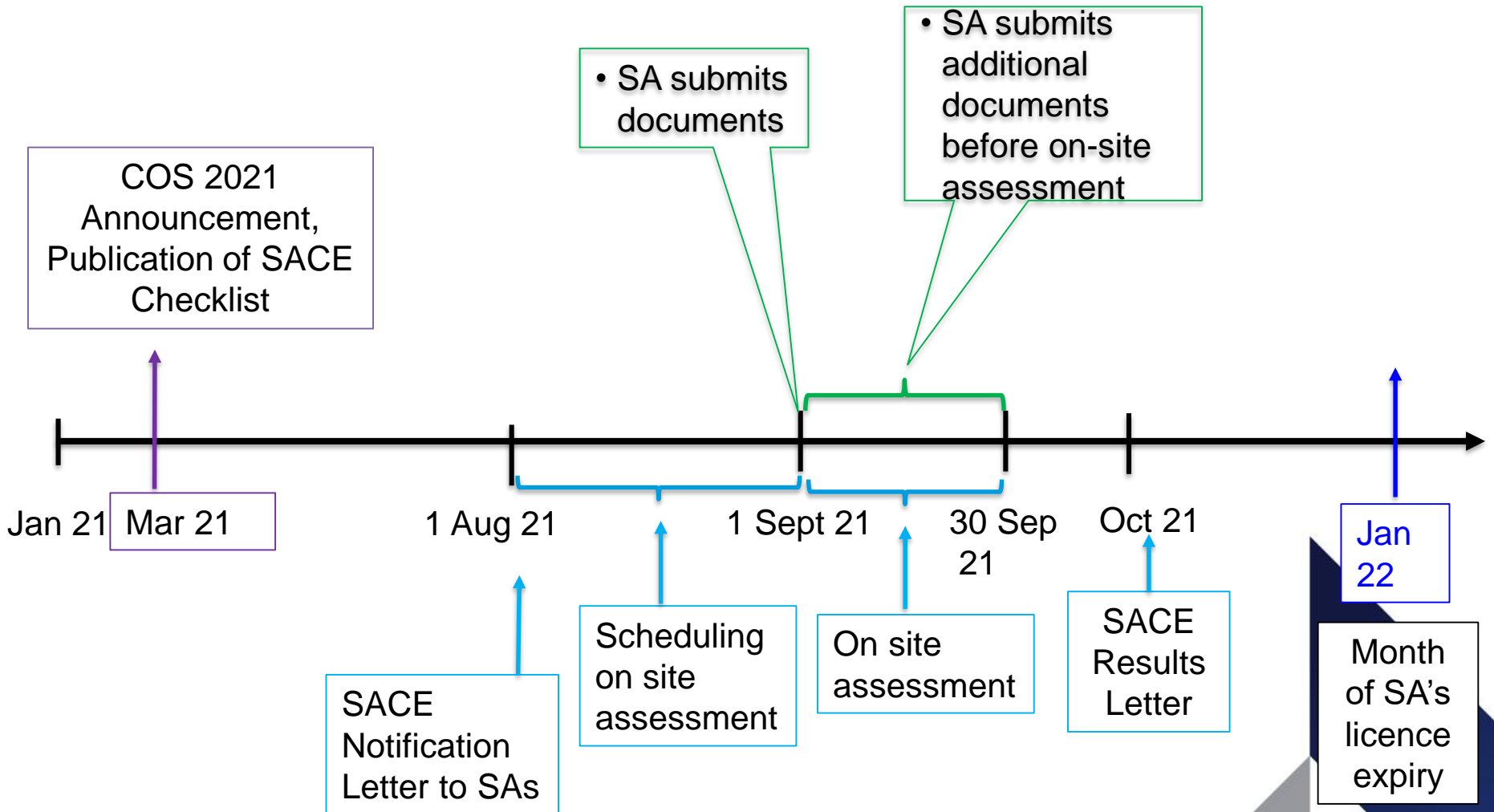
SACE Implementation Timeline

- Evaluation of SAs in batches
- SAs will receive SACE Notification Letter from **1 Aug 21**
- SAs to ensure submission of documents by deadline in SACE Notification Letter and Assessment Checklist

Batches	Month Licence Expiring	SACE Notification Letter	Deadline for Document submission	On Site – Assessment	SACE Results & Representations
A1	Jan 22	1 Aug 21	1 Sep 21	2 Sep 21 – 30 Sep 21	Oct 21
A2	Feb & Mar 22	1 Sep 21	1 Oct 21	2 Oct 21 - 30 Nov 21	Dec 21
B	Apr 22 May 22 Jun 22	1 Oct 21	1 Nov 21	2 Nov 21 – 31 Jan 22	Feb 22
C	Jul 22 Aug 22 Sep 22	1 Jan 22	1 Feb 22	2 Feb 22 – 30 Apr 22	May 22
D	Oct 22 Nov 22 Dec 22	1 Apr 22	1 May 22	2 May 22 -31 Jul 22	Aug 22

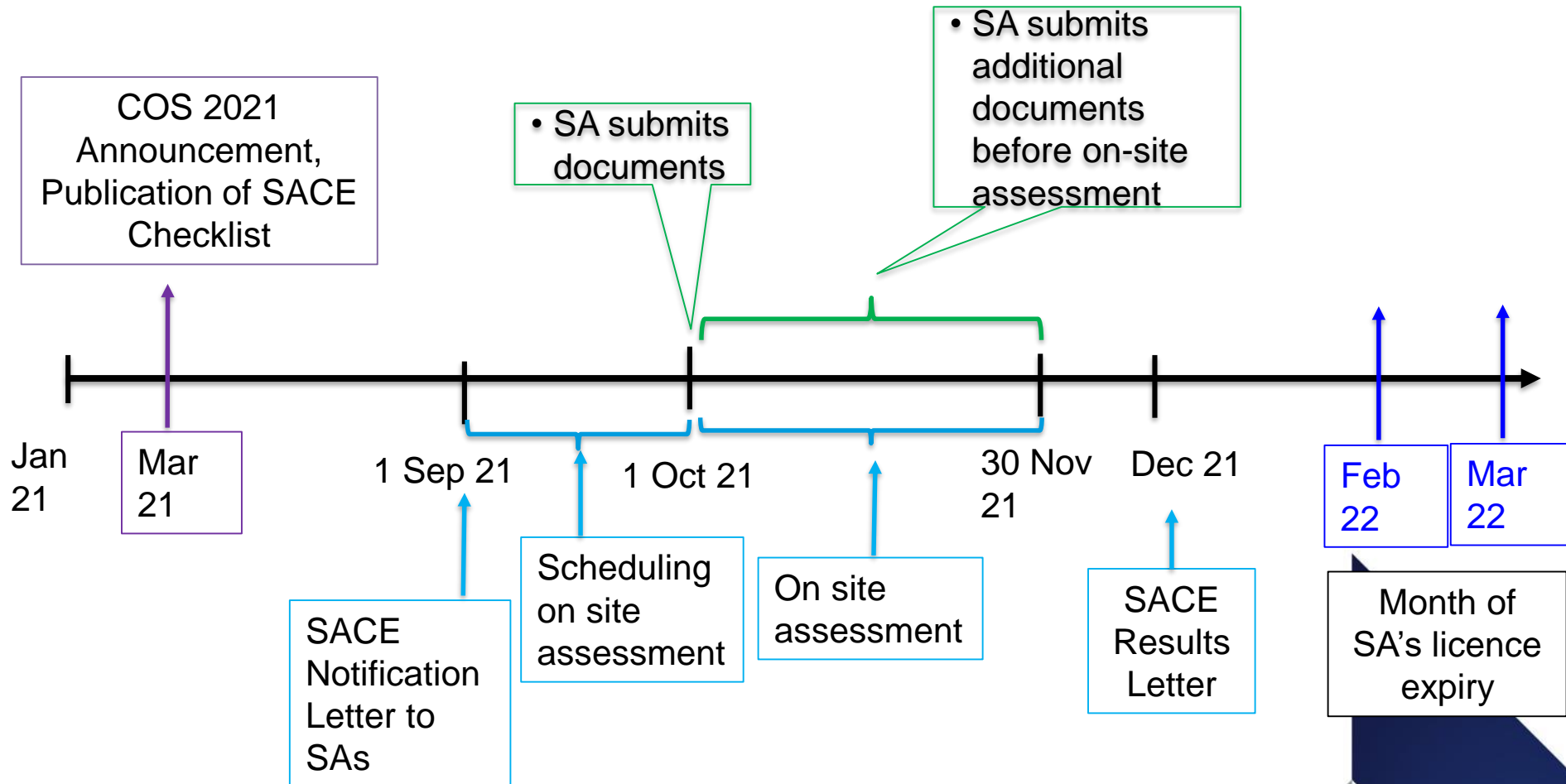
Batch A1: SACE Implementation Timeline

Licences Expiring in Jan 2022



Batch A2: SACE Implementation Timeline

Licences Expiring in Feb & Mar 2022



Batch B: SACE Implementation Timeline

Licences Expiring in Apr, May & Jun 2022

