



**SINGAPORE
POLICE FORCE**
SAFEGUARDING EVERY DAY

Part 1a: PLRD's SACE Elective Competencies for SACE Webinar

22 Mar 22

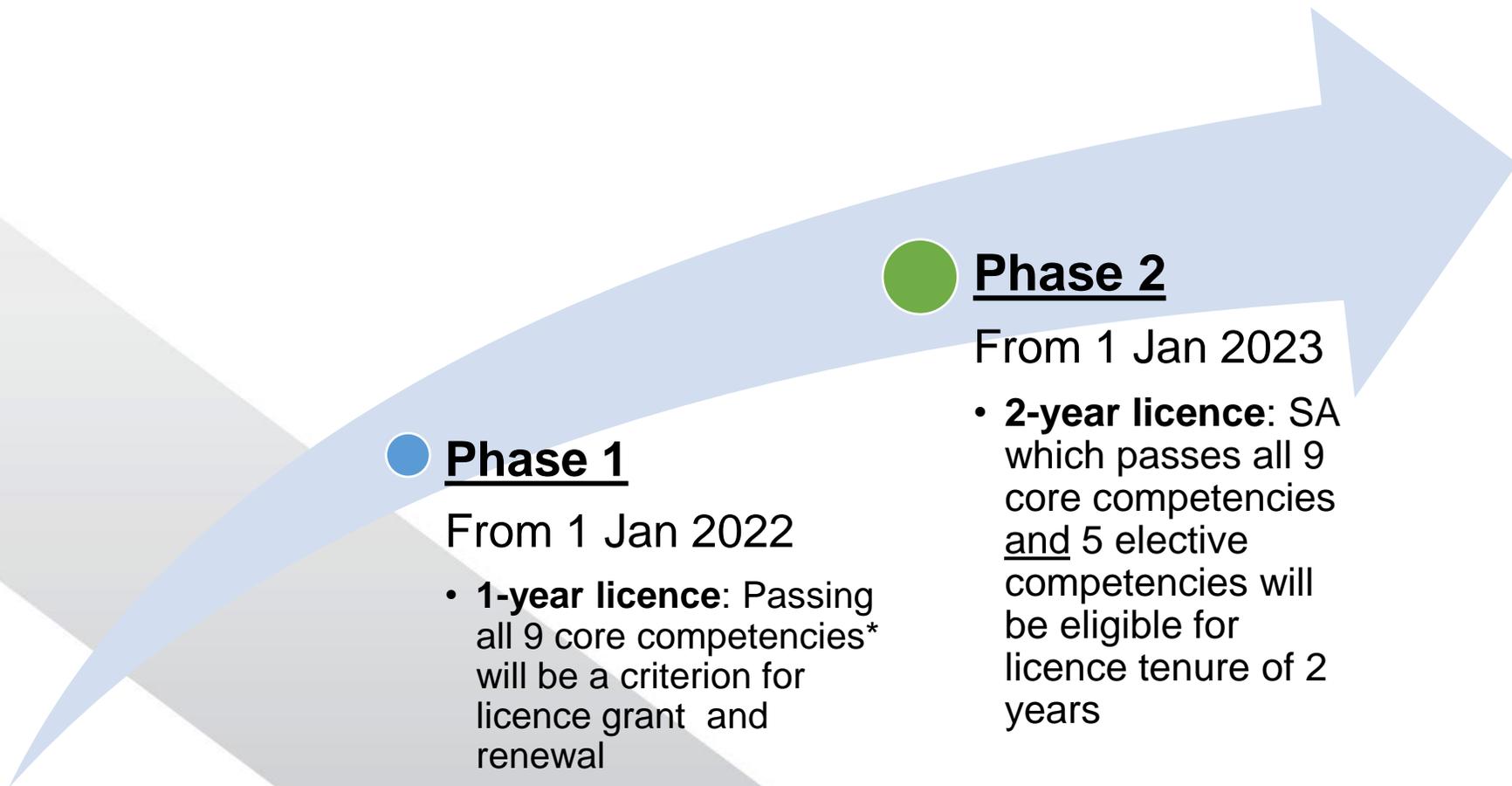
Unclassified / Official (Open)

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

Category	1) Training	2) Operational Processes	3) Command, Control & Communications (C3)	4) Manpower
Competency	E.1. Continuous Professional Development E.2. Simulation Training	E.3. Job Redesign E.4. Business Continuity Plan (BCP) E.5. Security Checks 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 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

Batches	Licence Expiring Month	Naming Convention	SACE Notification Letter	Deadline for Participation in Elective Competencies	Deadline for Document submission	On-Site Assessment Period	SACE Results & Representations
A	Jan 23 Feb 23 Mar 23	SACE 2022	1 Jul 22	15 Jul 22	1 Aug 22	2 Aug 22 – 31 Oct 22	Nov 22
B	Apr 23 May 23 Jun 23	SACE 2022	1 Oct 22	15 Oct 22	1 Nov 22	2 Nov 21 – 31 Jan 23	Feb 23
C	Jul 23 Aug 23 Sep 23	SACE 2023	1 Jan 23	15 Jan 23	1 Feb 23	2 Feb 23 – 30 Apr 23	May 23
D	Oct 23 Nov 23 Dec 23	SACE 2023	1 Apr 23	15 Apr 23	1 May 23	2 May 23 – 31 Jul 23	Aug 23

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)

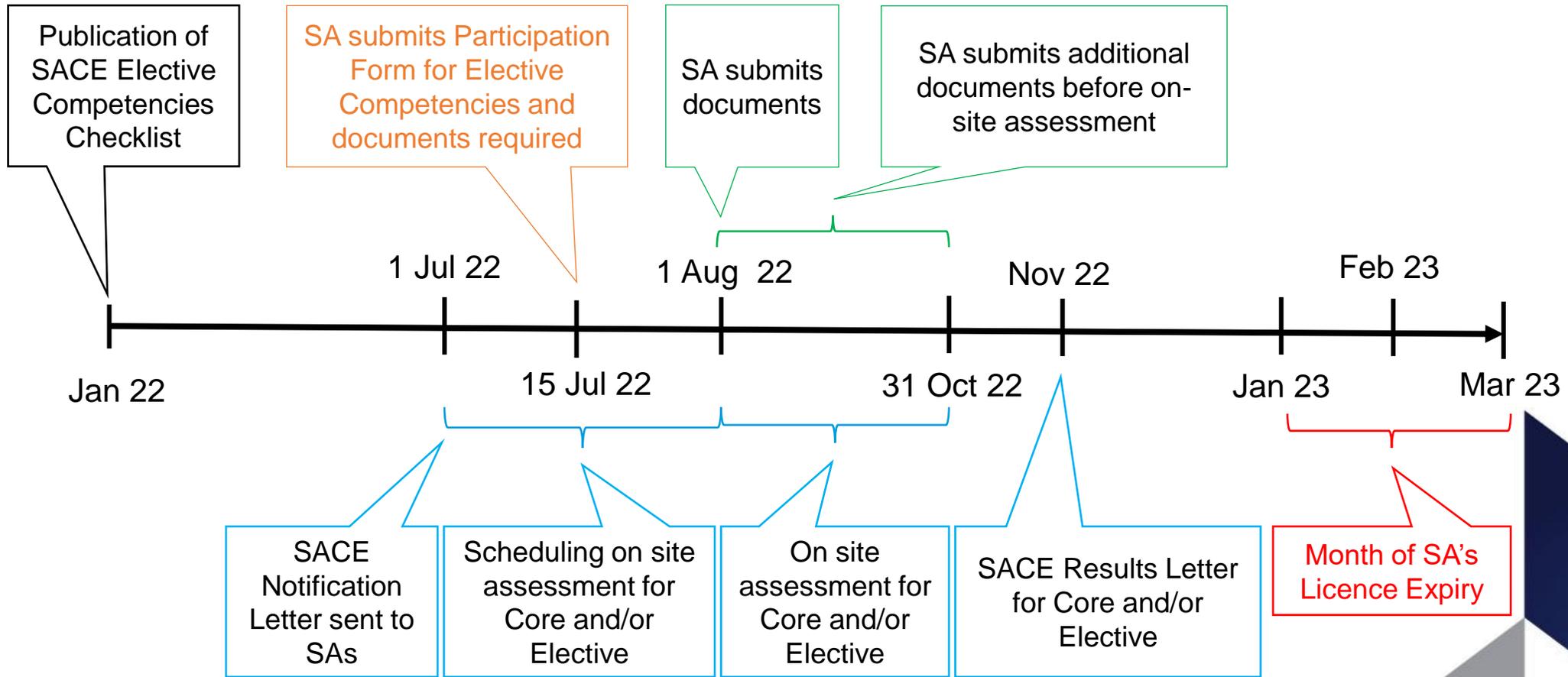
Eligibility for SA Licence

- 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

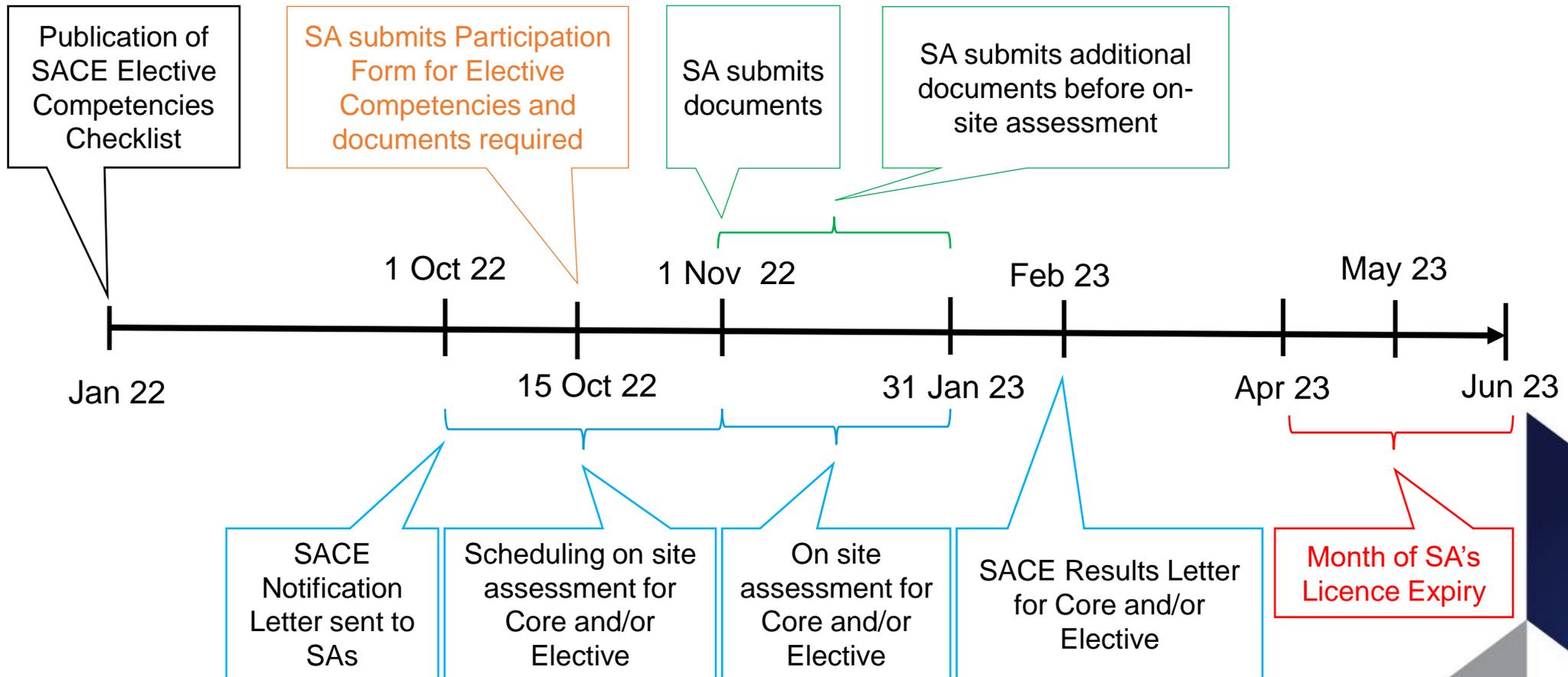
Batch A: Implementation Timeline

Licences Expiring in Jan, Feb & Mar 2023



Batch B: Implementation Timeline

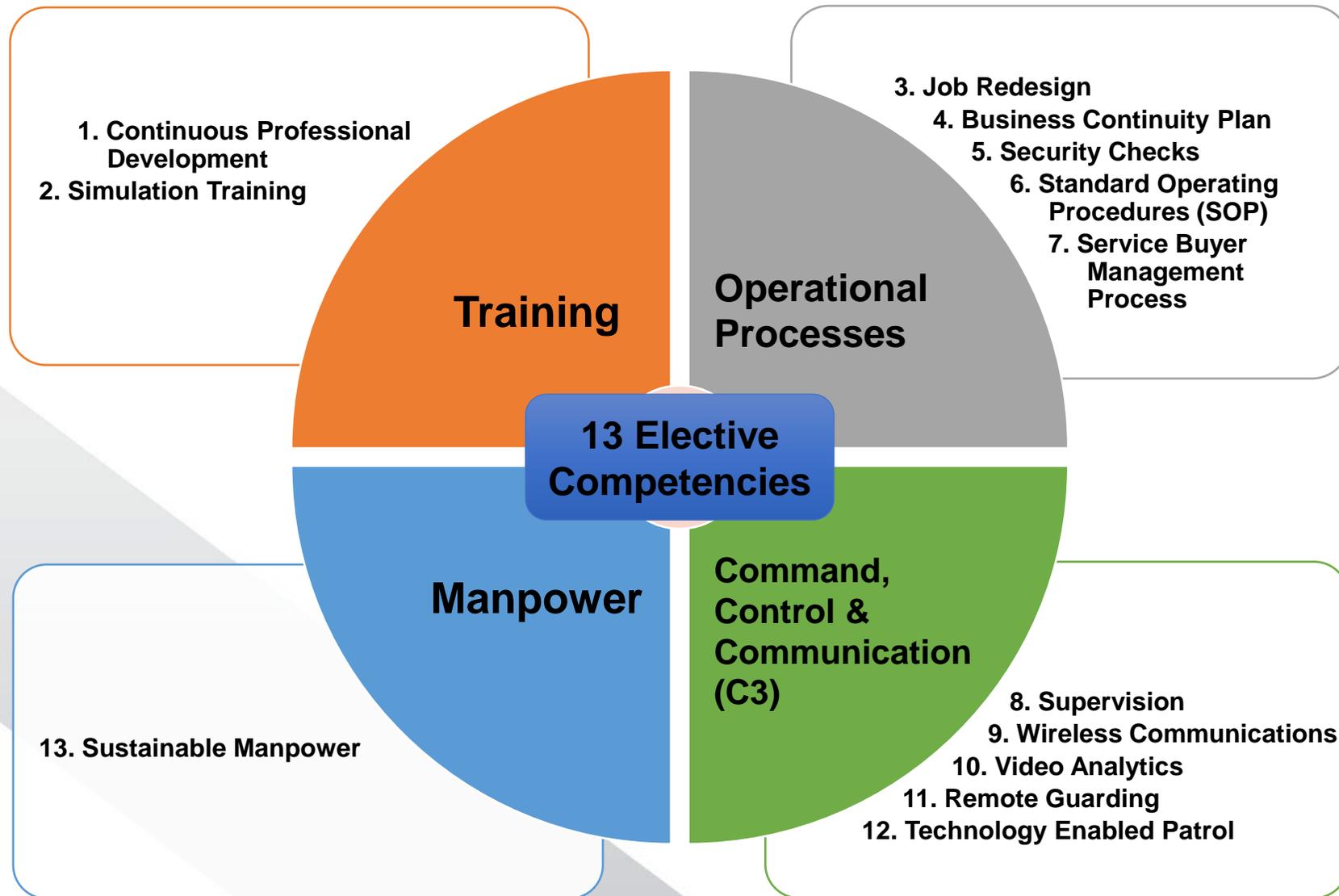
Licences Expiring in Apr, May & Jun 2023



Overview of Elective Competencies: Participation

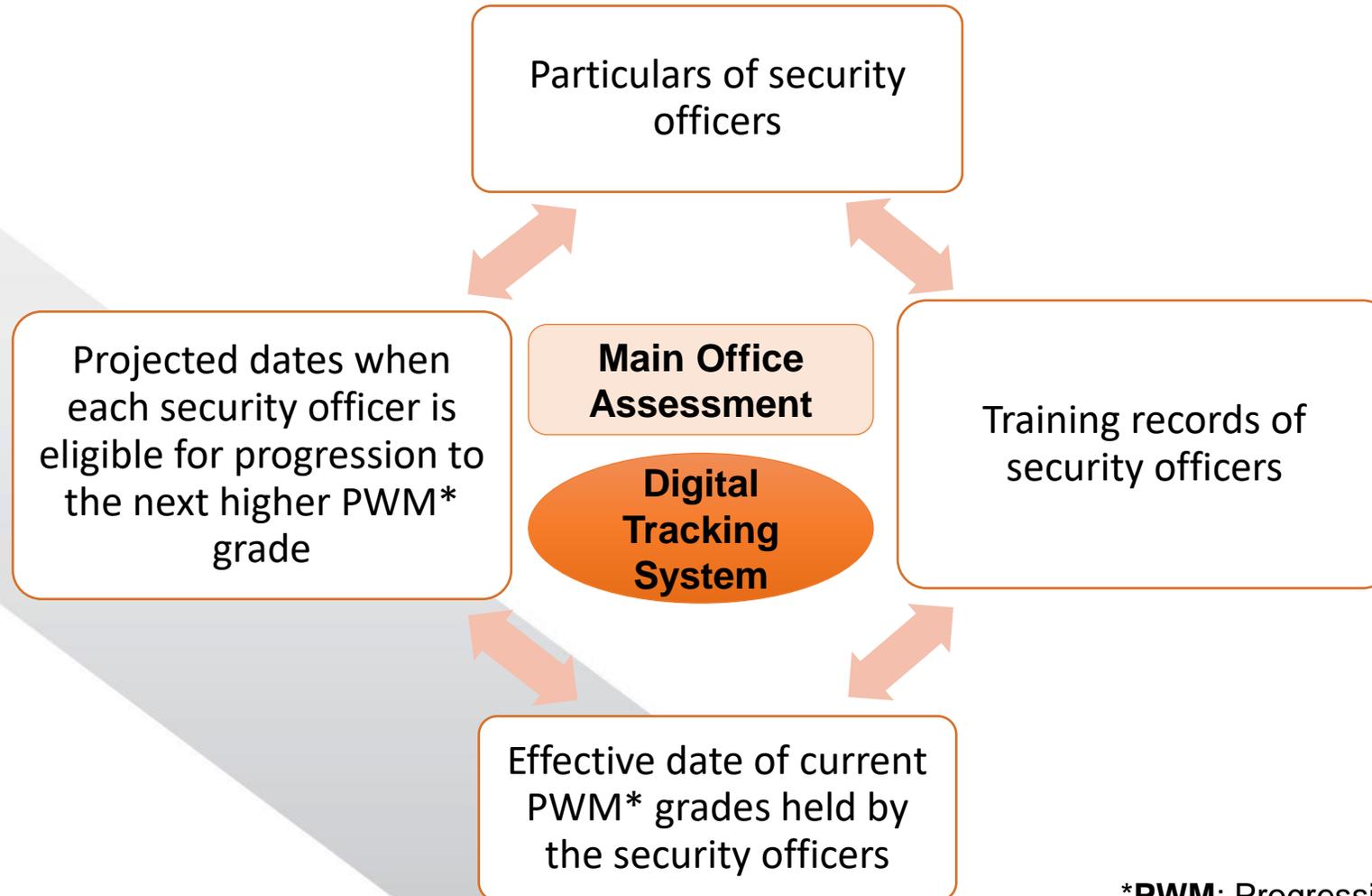
- To undergo the elective competencies assessment, SAs must:
 - a) Have at least 1 deployment site as of the date of SACE Notification Letter;
 - b) Opt to be assessed for a minimum of 5 elective competencies (with at least 1 competency from each of the four categories) up to a maximum of 9 elective 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



Final Elective Competencies Checklists published on 1 Jan 2022

E.1: Continuous Professional Development



*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

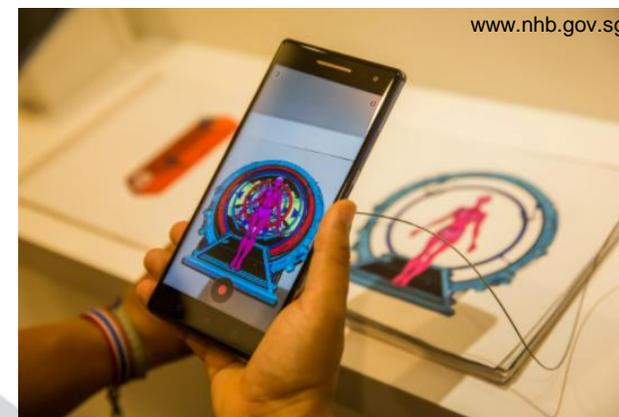
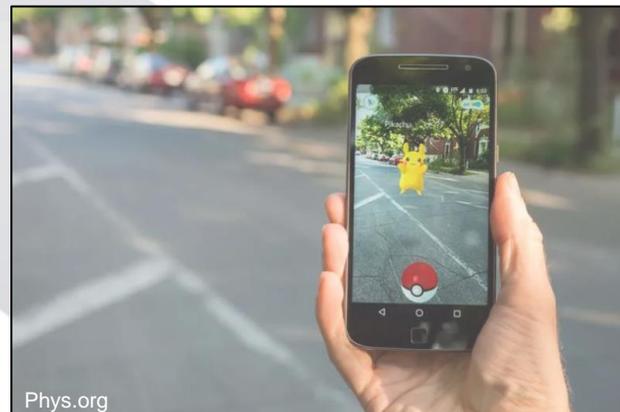
At least **1** of the following simulation training

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



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- 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

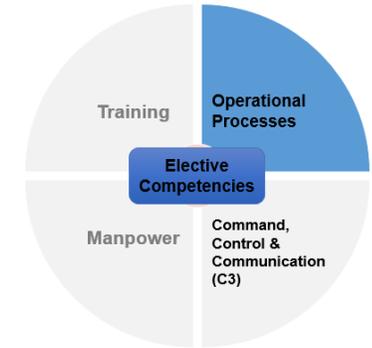
- Training Package with simulation training for **any 1 of the 3** basic training programs
 - 1) Access Control
 - 2) Patrol & Surveillance
 - 3) Incident Management

Main Office Assessment

Training Delivery

- In-house or
- Outsourced Training Provider

E.3: Job Redesign



Job Redesign Write Up

- 1 redesigned job function/work process
- How job function/work process was carried out previously
- How job function/work process has been redesigned
- Date of implementation
- Evidence of benefits from job redesign

Documentation Assessment

Interview of SA's staff

- Staff must be able to describe the job redesign based on write up submitted

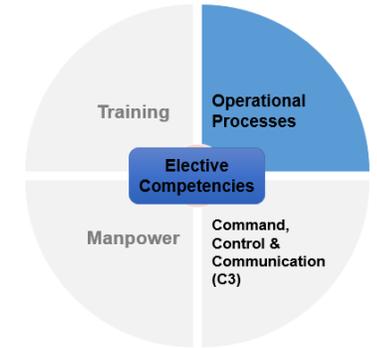
Main Office Assessment

E.4: Business Continuity Plan

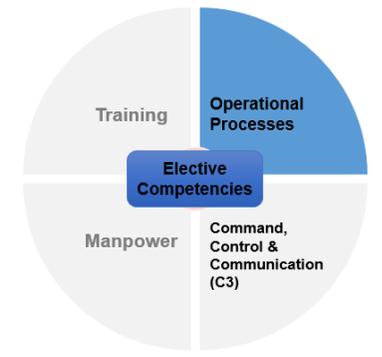
Business Continuity Plan (BCP)

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

**Documentation
Assessment**



E.4: Business Continuity Plan



Major Disaster



Diseases Outbreak

Main Office Assessment

IT related incidents



Terror-related incident

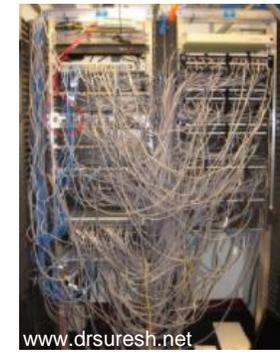


Table Top Exercise

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

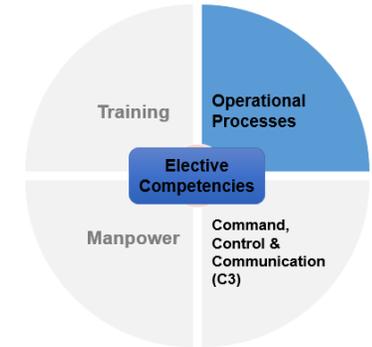
E.5: Security Checks

- 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

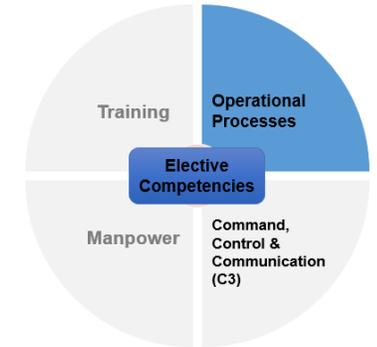
List of SOs

- 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

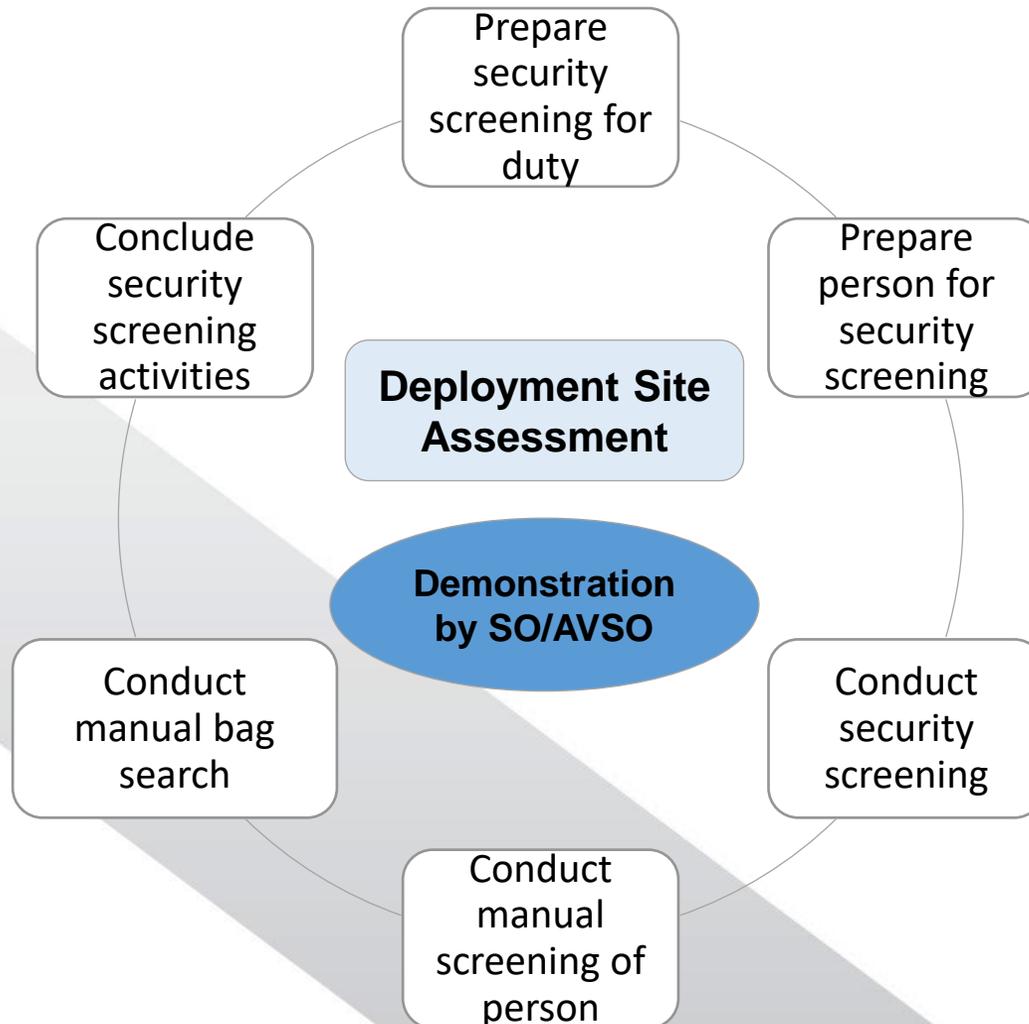
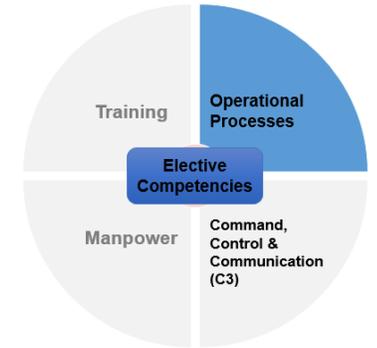


List of Deployment Sites

- Name
- Address
- Operating Hours

Deployment Site Assessment

E.5: Security Checks



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

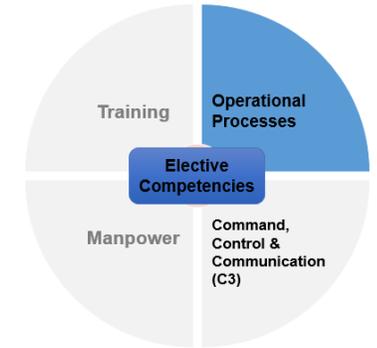
E.6: Standard Operating Procedures (SOP)

- 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

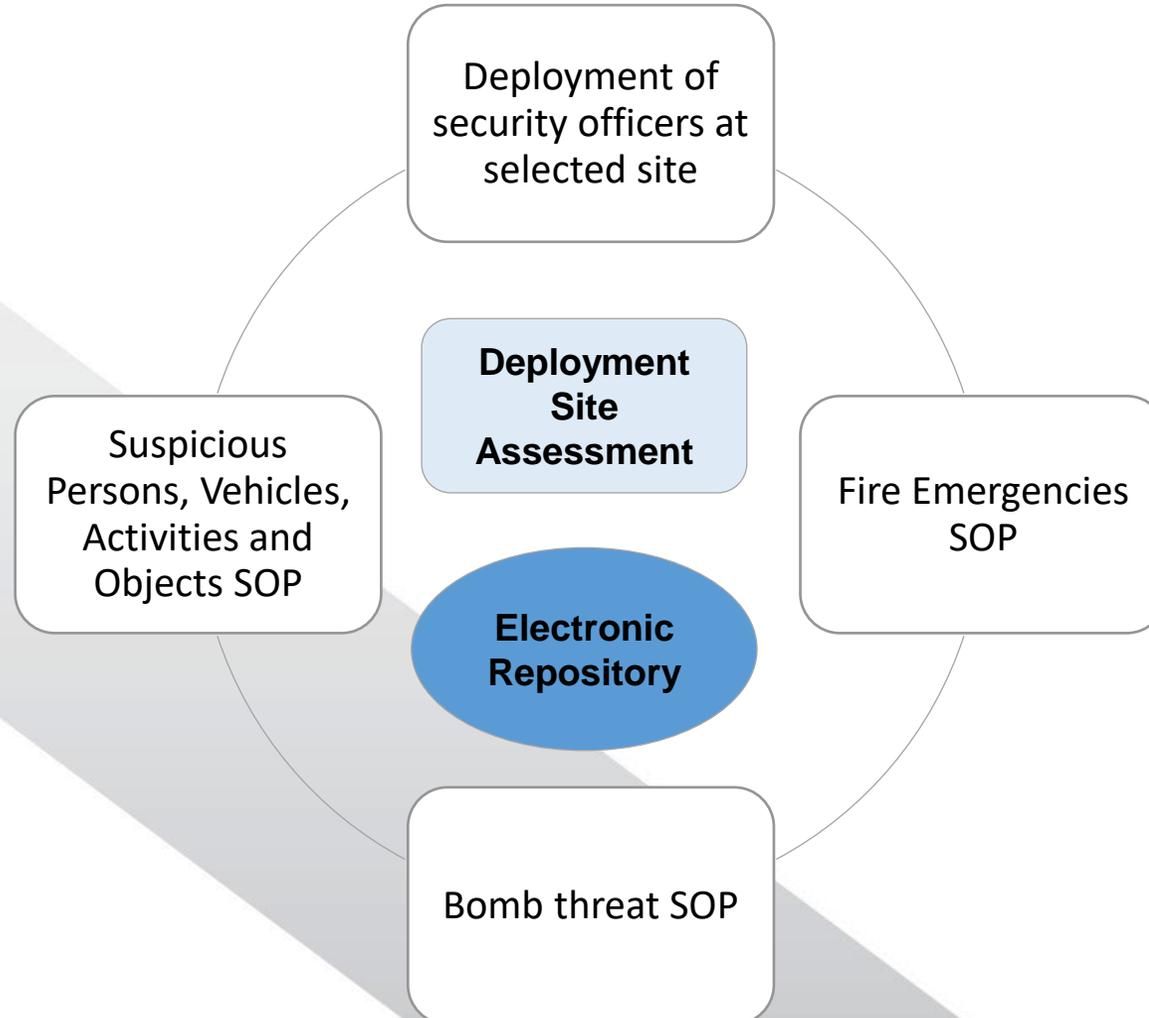
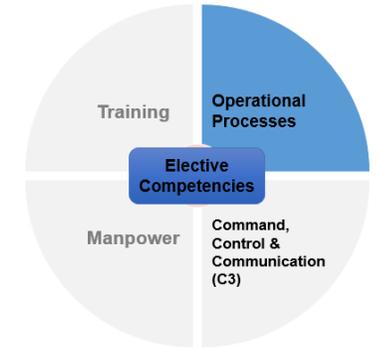
List of Deployment Sites

- Name
- Address
- Operating Hours

Deployment Site Assessment



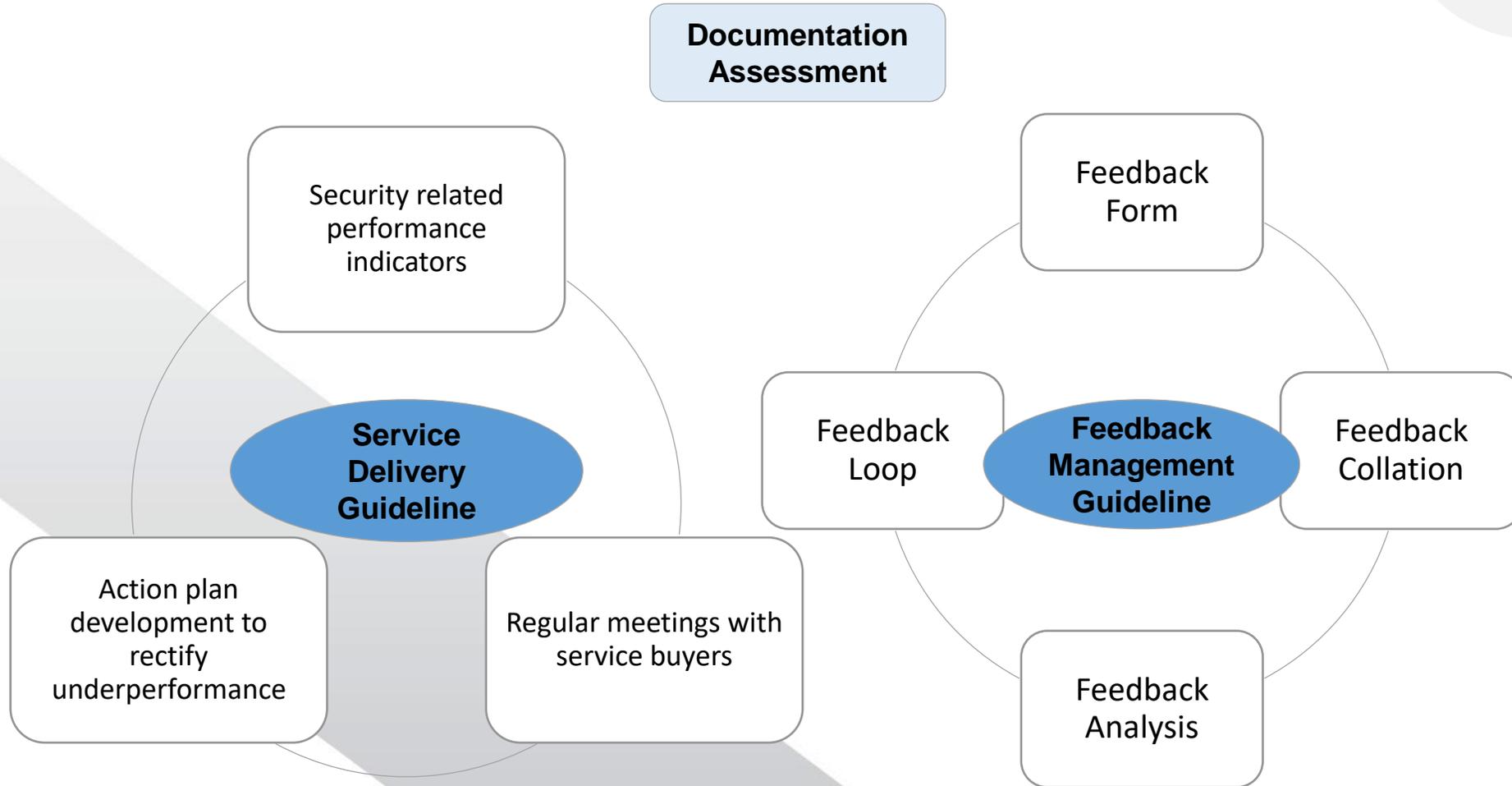
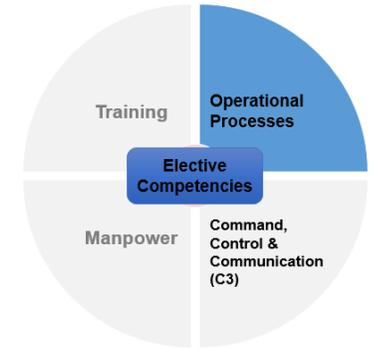
E.6: Standard Operating Procedures (SOP)



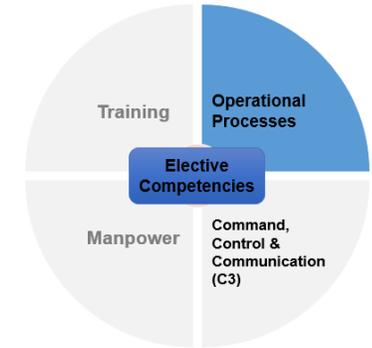
Demonstration by SO

- 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



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

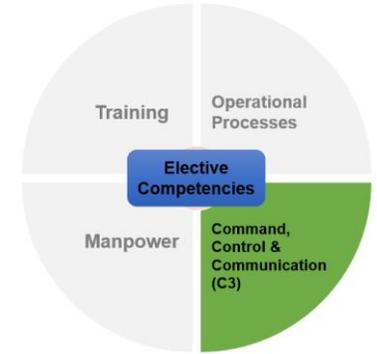
Documentation Assessment

Demonstration of Process

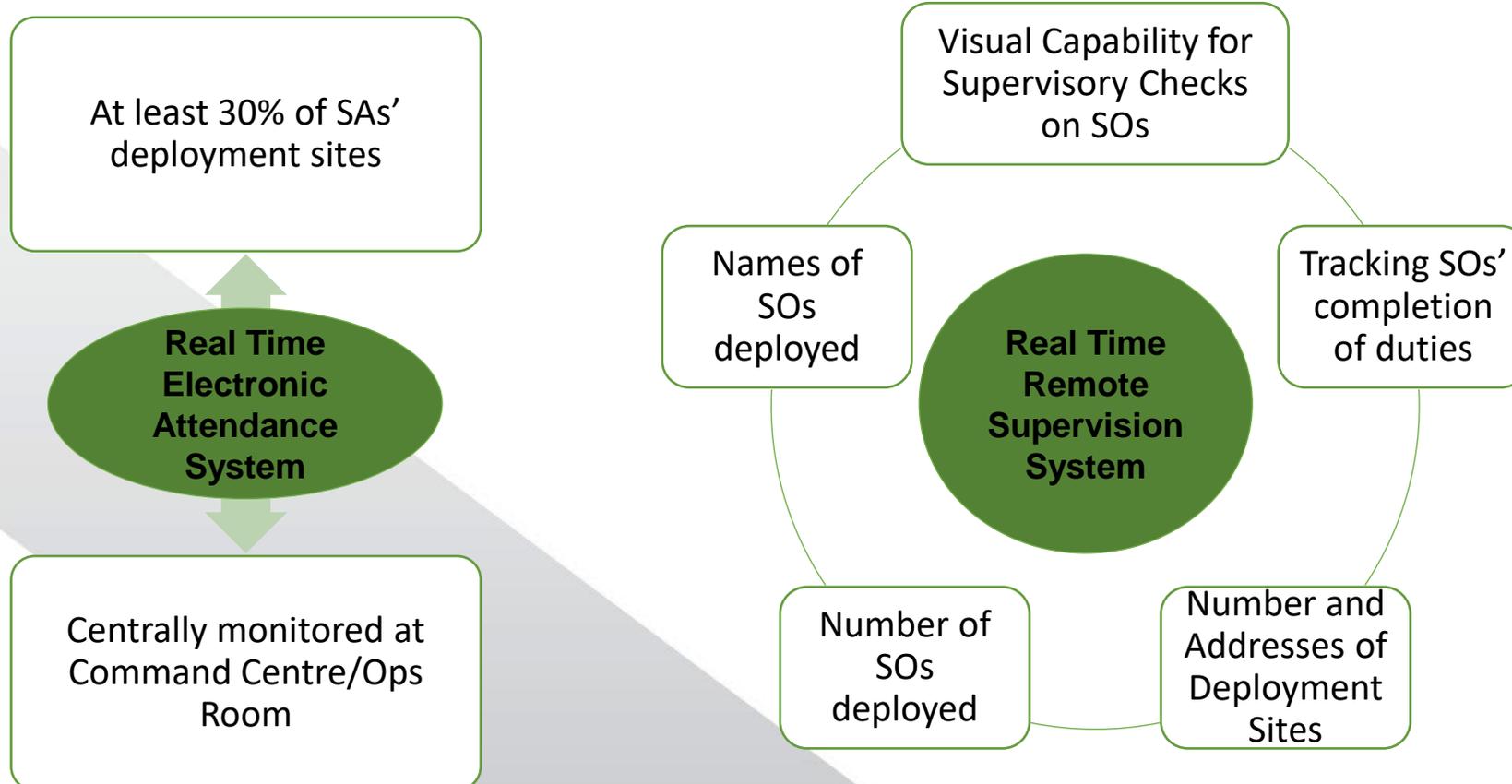
- Assessor to select 1 service buyer
- SA to demonstrate the processes in Service Delivery and Feedback Management Guidelines are carried out for selected service buyer

Main Office Assessment

E.8: Supervision



Main Office Assessment



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

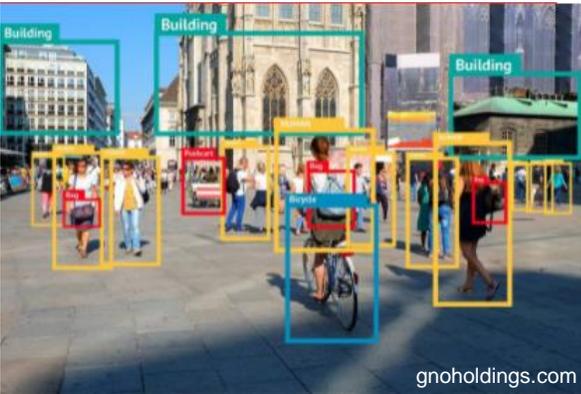
**Main Office or
Deployment Site
Assessment**



E.10: Video Analytics



Feature Recognition



Calculation and density assessment

Pattern or movement recognition

Main Office or Deployment Site Assessment

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



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Thank You