

# SOTERIA

QUARTERLY • ISSUE #5 / DECEMBER 2022

NEWS AND INSIGHTS FOR SECURITY BUYERS AND PROFESSIONALS

Alexander Henson Security Agency of the Year

Aetos Holdings Pte Ltd



## SINGAPORE SECURITY INDUSTRY AWARDS 2022

### ALEXANDER HENSON AWARD RECIPIENTS

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# EDITOR'S NOTE

Dear Readers,

Welcome to our Issue 5 of Soteria Quarterly! As we approach the year-end holidays, celebrations are abound! Greatest highlight of the month goes to our long-awaited SSIA Awards Night 2022, which took almost 3 years in the making since the Covid pandemic hit. There is so much to celebrate as many top-notch security agencies brought their best talents, advanced products and service offerings forward to showcase their aspiration in robotics, investigations, cybersecurity technology and creative guarding solutions. We applaud the winners of each category, who combined their passion with effort, allowing our big night to kick off with nothing short of all the pomp and glamour it deserves. Held at the Orchard Parade hotel Grand Ballroom on the 13 November 2022, our Guest-of-Honour Assoc Prof Muhammad Faishal Ibrahim, Minister of State for Ministry of Home Affairs & Ministry of National Development.

Minister Of State Assoc Prof Faisal Ibrahim graced the occasion and mingled warmly with everyone and the celebrants.

As we prepare to close the year with this big bang, much work also comes to mind as we head into the year 2023. Particularly, once again, is the Progressive Wage Model (PWM) implementation where the basic wage of a Security Officer (SO) will rise to \$1650 or more\*.

From our observation, most agencies have prepared well in advance for this change, for all ranks of officers.

The market sentiment is ripe to approach a speedier tech adoption stage with the rising cost of manpower. Manpower plus technology adoption is a common approach in many tender requests, along with fully automated, unmanned sites RFPs and tenders on the rise. With this expedited push towards technology adoption, we expect more Outcome Based Sourcing contracts to come within the next few months as more private sector buyers have secured the budget they needed for technology investments. Perhaps it will be good time for all agencies to consider bulk purchases together for advanced digital solutions, sourcing both overseas, as we prepare for our next SAS Learning Journey overseas in 2023. We will launch more details about this trip as it approaches. In the meantime, it's the end of the year, so here's wishing all our readers, a very happy holidays & celebrations into the New Year!

Happy 2023 everyone!



**The Editor**  
Lorraine Lim Tze Lin

\*Source: MOM Website: Basic wages in 2023 do not include overtime pay, which is paid at 1.5 times the hourly rate of pay for work in excess of the normal hours of work, in accordance with Part 4 of the Employment Act.

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2022

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# AETOS Holdings Pte Ltd

## Alexander Henson Security Agency of the Year



**AETOS Holdings is a leading unified security solutions provider, with a long-standing track record and proven expertise in delivering integrated security solutions to a diverserange of clientele from both private and public sectors in Singapore. Spurred on to become Singapore's best within the security industry, AETOS embarked on a digital transformation journey with agility, cohesiveness and by being extraordinary.**

AETOS has always championed the security industry transformation map and has made recent steps to uplift industry standards by going beyond security and by unlocking value through outcome-driven operations. This is best illustrated by its next-generation 5G Integrated Command Centre (ICC), which was made possible by partnering best-in-class tech companies. Implementing Singapore's largest 3D Digital Twin, the ICC aggregates data from numerous subsystems into an agnostic platform; enabling AETOS' clients to unify island-wide operations, enhance ops productivity and increase adoption of outcome-based models by enabling security, safety, facilities management and sustainability tracking.

While we are committed to leverage technology as a force multiplier, AETOS ensures that we are also grounded in key

fundamentals – looking after our security professionals and uplifting their collective competence. With the added capabilities brought by the ICC, our officers have been cross-trained and equipped with new digital skills to supercharge their career pathways and benefit from long-term employability.

AETOS further works closely with the training ecosystem to develop new in-demand courses that would upskill frontliners in relevant competencies, such as UAV training, facilities management awareness, first aid, and leadership development.



# Interlock Security & Investigation Services Pte Ltd

## Alexander Henson Security Agency of the Year (Non-Auxiliary Police)



**“It’s not just about Dreaming; it’s about making it Happen”**

Interlock Group is Singapore’s top A. I. Smart Service provider, offering cutting-edge innovations as well as integrated digital and technology solutions across a wide range of industries and sectors. With over 28 years of experience and understanding working with a wide range of partners to effectively build their digital transitions, Interlock Group, which was founded in 1993, is renowned as a worldwide technology powerhouse. Our organization is at the forefront of developing the future generation of technology with highly sophisticated Robotics Solutions, Artificial Intelligence, Digital & Security Solutions, and Integrated Ecosystems.

Whether integrating a few targeted solutions or rethinking, developing, and modernizing your company’s digital environment, Interlock Group is a highly flexible and

adaptable plug-and-play strategy that strives to enhance your processes, scalability, productivity, and security.

Interlock Security is currently the world leader in intelligent services. With our high-tech solutions and services, we have always aimed to lower total costs while boosting performance, productivity, and efficiency.



# Security & Risk Solutions Pte Ltd

## Alexander Henson Boutique Security Agency of the Year



Security & Risk Solutions (SRS) has been providing high quality security services within and beyond Singapore since 2006.

In the past 16 years, SRS has grown from a local security agency into a complete security solutions provider beyond the shores of Singapore. Our client base consists of more than 50 individuals and corporations. Countries where we have a foothold, include Malaysia, Indonesia, Thailand, Philippines, Vietnam, Cambodia, Myanmar, China, Hong Kong, India, Australia and New Zealand.

With a team of highly trained security personnel, SRS has fulfilled the security needs of the Private, Governmental, Commercial & Industrial, Residential and Financial Technology sectors. We are also in full compliance with the Singapore Police Licensing & Regulatory Department (PLRD).





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Prospect Protection has a 30 year track record in the security services industry & has steadily evolved and built a solid reputation through the provision of customised security solutions.

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We envision Prospect to BE JUST, always. It defines our collective endeavour in behaviour, practise, and action: for ourselves, to those we work with, to the values of the company, and to the noble service that is security. We desire to be inclusive in all that we do and BE JUST means inviting others to join in an industry that can be made more equal, more equitable.



### Physical Security Outsourcing

Your security concerns remain our fundamental priority. Industry experience forms an essential part in security management, however, applied knowledge is key to the success of an operating site. Our security officers are highly trained and skilled, and many of them have experience and exposure across multiple industries and environments.

### Technology & Systems

Prospect can assist clients to identify the best security technologies that best address their concerns, and save both time and money. Our security technologies range from standard domestic systems to high-risk industrial, commercial, retail, hotel, education, hospital, transport, government bodies and Safe City configurations.



### Front Desk Concierge

We have the necessary skills and trained personnel to support the complete concierge services giving clients the time to focus on their core business activity and assign key personnel to focus on primary roles and prioritised tasks.

### Consulting

We can help you minimise potential hazards and integrate security protocols, without compromising your business efficiency. We have the relevant skills and knowledge to help you examine your security standards and threats through an Internal Security Audit (ISA).

### Equipment

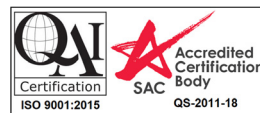
Our security equipment evolves with the situations at hand and can be integrated to complement and operate with current equipment or access control hardware that you may already have.



### Prospect Academy - WSQ & Non-WSQ

Training and development forms the building blocks of Security industry. Security is not just a product, it is an attitude. It is a kaleidoscope of safety awareness, security protocols, essential skills, and ground experience. We provide security training solutions that can enhance the security workforce and help our clients' achieve desired security outcomes. Offering PWM and Security Elective modules to the security fraternity in Singapore.

## OUR ACCREDITATION & MEMBERSHIP



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www.prospectprotection.net





# Singapore Security Industry Awards Recipients

## Alexander Henson Award Recipients

1. **AETOS Holdings Pte Ltd**  
Alexander Henson Security Agency of the Year
2. **Interlock Security & Investigation Services Pte Ltd**  
Alexander Henson Security Agency of the Year  
(Non-Auxiliary Police)
3. **Security & Risk Solutions Pte Ltd**  
Alexander Henson Boutique Security Agency of the Year

## Best Security Buyer of the Year

1. **Ocean Financial Center**  
nominated by One Berry Technologies

## Best Outcome Based Contract of the Year

1. **Chambers International - The Visionaire EC**  
nominated by Bulls Eye Security Services



## Best Robotics Firm

Tier	Awardees By Company
Tier 1	KABAM Pte Ltd
Tier 2	Oneberry Technologies Pte Ltd
Emerging Star	Interlock Security & Investigation Services Pte Ltd

## Best Security Management Platform Providers

Tier	Awardees By Company
Tier 1	AETOS Holdings Pte Ltd
	Gabkotech Innovations Pte Ltd
	One Third Technologies Pte Ltd
	Prosegur Singapore Pte Ltd
Special Mention	One Stop Security Platform Pte Ltd

## Best Security Training Organisations

Tier	Awardees By Company
Tier 1	AETOS Holdings Pte Ltd
	LEACOV Singapore Pte Ltd
Tier 2	CCCS International Learning PL
	Etann Consultants Pte Ltd
	Henderson Security Services Pte Ltd
	Metropolis Security Systems Pte Ltd
Emerging Star	Counter Terrorism Certification Board Pte Ltd

## Best Private Investigation Firms

Tier	Awardees By Company
Tier 1	CDIC Consultants LLP
	Ranger Investigation & Security Services Pte Ltd
Tier 2	Goldeneye Investigation & Security Services Pte Ltd

## Best Video Analytics Service/Solutions

Tier	Awardees By Company
Tier 1	Interlock Security & Investigation Services Pte Ltd
	Oneberry Technologies Pte Ltd
Tier 2	Aspectus Consultancy Pte Ltd
Special Mention	Metropolis Security Systems Pte Ltd
	Tiger Hong Security Services & Consultants Pte Ltd



# EXCELLENT

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Established since year 2004, graded A by the PLRD department and, winner of the E50 Awards for year 2020 and 2021, our management team has vast experience in security and safety.

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## Best Security Consultancy Firms

Tier	Awardees By Company
Tier 1	AETOS Holdings Pte Ltd
Tier 2	Twinrock Pte Ltd
Special Mention	Etann Consultants Pte Ltd

## Best Systems Integrator Firms

Tier	Awardees By Company
Tier 1	Interlock Security & Investigation Services Pte Ltd
	Tiger Hong Security Services & Consultants Pte Ltd
	Oneberry Technologies Pte Ltd
Tier 2	Metropolis Security Systems Pte Ltd
	Prosegur Singapore Pte Ltd
Special Mention	One Stop Security Platform Pte Ltd

## Best Security Agencies (Retail)

Tier	Awardees By Company
Tier 1	Reachfield Security & Safety Management Pte Ltd
Tier 2	Twinrock Pte Ltd
Special Mention	First Security & Private Investigation(s) Pte Ltd

## Best Security Agencies (Close Protection)

Tier	Awardees By Company
Tier 1	AETOS Holdings Pte Ltd
	Horus I Pte Ltd
	Security & Risk Solutions Pte Ltd
Emerging Star	Tiger Hong Security Services & Consultants Pte Ltd

## Best Security Agencies (Events Management)

Tier	Awardees By Company
Tier 1	Focal Investigation & Security Agency Pte Ltd
	Horus I Pte Ltd
	Ranger Investigation & Security Services Pte Ltd
	Security & Risk Solutions Pte Ltd
Tier 2	AETOS Holdings Pte Ltd
	Ashtree International Pte Ltd
	Fervour Pte Ltd
	Forx Security Pte Ltd

## Best Security Agencies (Residential)

Tier	Awardees By Company
Tier 1	Danmax Security Management Pte Ltd
	Interlock Security & Investigation Services Pte Ltd
	Soverus Pte Ltd
Tier 2	Bulls-Eye Security Services Pte Ltd
	Elitez Security Pte Ltd
	Metropolis Security Systems Pte Ltd
	Twinrock Pte Ltd
Emerging Star	Primo Guards Pte Ltd
	Securistate Pte Ltd
	Tiger Hong Security Services & Consultants Pte Ltd

## Best Security Agencies (Commercial/Industrial)

Tier	Awardees By Company
Tier 1	AETOS Holdings Pte Ltd
	Aspectus Consultancy Pte Ltd
	Excellent Security & Safety Pte Ltd
	Interlock Security & Investigation Services Pte Ltd
	Reachfield Security & Safety Management Pte Ltd
	Securistate Pte Ltd
	Security & Risk Solutions Pte Ltd
	Soverus Pte Ltd
Tier 2	Aero Asia Security Systems Pte Ltd
	Chaseton Security & Investigation Pte Ltd
	Form Team Consultancy Pte Ltd
	Henderson Security Services Pte Ltd
	Protection Pte Ltd
	Tiger Hong Security Services & Consultants Pte Ltd
	Triple S Protection Pte Ltd
	Twinrock Pte Ltd
Emerging Star	First Security & Private Investigation(s) Pte Ltd
	Metropolis Security Systems Pte Ltd
	Primo Guards Pte Ltd
	Security Masters Pte Ltd

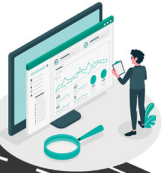


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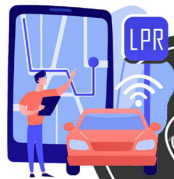
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eMetro App



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## Our Training Academy



Basic Licensing Units (BLUs)



WSQ Security Courses



WSQ ICT Courses



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CERT First Aid CPR + AED Course IIMP



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## Our Awards in 2022



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Operations Centre

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Singapore 573968  
6748 2801

Training Academy

20 Sin Ming Lane #03-65 Midview City  
Singapore 573968  
6694 0008

# TP-SII Security Industry Conference 2022



Contributor: Temasek Polytechnic Security Industry Institute (TP-SII)

Organisations are constantly looking at innovative ways to champion sustainability. How can sustainability be achieved within the security industry whilst incorporating “going green” into the processes? Would an integration with facilities management services improve efficiency on multiple fronts, such as reduction of energy usage, streamlining maintenance, and enhancing security?

Temasek Polytechnic Security Industry Institute (TP-SII) brought together a panel of high-profile speakers to share their expertise on this prevalent theme – “Revolutionising the Security Industry: Sustainability & Efficiency”, on 16 November 2022, at Marina Bay Sands Expo and Convention Centre. The conference was attended by more than 300 delegates, including tripartite partners and representatives from government agencies.

TP-SII had the privilege to have Minister of State for the Ministry of Home Affairs and the Ministry of Social and Family Development, Ms Sun Xueling at the Opening Ceremony of the Security Industry Conference (SIC) 2022. In one of the main highlights of her speech, Ms Sun shared that security officers can now expect new career paths, as the industry gears towards digitalisation, which forms part of a refreshed roadmap to ensure officers are equipped and ready for new operating models. Ms Sun added that, “New security officers will also be trained with in-demand skills such as conflict management, customer orientation, and problem-solving skills so that they can manage and de-escalate conflicts when on duty.” As the CET Centre that delivers nationally recognised security training and supports upskilling initiatives, TP-SII is proud to be at the forefront in developing these new courses and will share more details in due course.

In his opening remarks, Mr Faizal Zainal, Head of TP-SII, highlighted the opportunity for security agencies to strive for sustainability, amidst a climate of increasing costs and



“Sustainability is about creating value through transforming mindsets”

– Mr Alfred Fox,  
CEO of AETOS Holdings Pte Ltd

digitalisation. The Keynote Speaker, Mr Alfred Fox (CEO, AETOS Holdings Pte Ltd), touched on a reimagined future of going beyond security across multiple industry vehicles. He emphasised that, "Sustainability is about creating value through transforming mindsets – not just by empowering our people with the right skills sets, but also tapping on technologies to achieve the best outcomes for all stakeholders".

trade show - Augmented Reality Application for Security Training (ARAST) that aims to help security agencies meet the elective requirement on Simulation Training for Security Agencies Competency Evaluation (SACE). ARAST focuses on the three topics namely, Access Control, Patrol & Surveillance, and Incident Management. This app is a form of simulation training that can be conveniently deployed using mobile devices and QR markers. Ms Sun had shared that the Centre for Protective Security (CPS)



Mr Hsiang Nung Kuah (Director, Regional Business Unit, Video Surveillance, Security and Safety Systems for Robert Bosch) discussed innovative technologies that will assist the security industry to be more efficient and sustainable over time. The next speaker, Mr Patma Soman (Executive Director, Security Association Singapore) shared on security by design, strengthening infrastructure and embracing technology to ensure optimal service delivery.

Ms Beverly Roach (Security Specialist, Associate Lecturer, Singapore University of Social Sciences) focused on the shift from traditional to emerging threats while promoting concepts and mitigation measures that contribute to a model of "sustainable security". Mr Chang Leslie (Security Systems Association of Singapore) then shared on ways for companies to enhance their approach to future-proof their assets and investments through incorporation of RFID solutions with green design, security, and deep technology architecture. Last but not least, final speaker, Mr Tong Haoran (Presales Director, Hikvision Singapore Pte Ltd) touched on AI-based and pro-active surveillance for smart buildings to become smarter, more efficient, and more sustainable than before.

The Security Industry Conference (SIC) 2022 was held in conjunction with the security trade show - Safety & Security Asia 2022 organised by Conference & Exhibition Management Services (CEMS) Pte Ltd. This marked 12 years of successful partnership with CEMS. TP-SII took the opportunity to showcase our proprietary mobile app at the

and SkillsFuture Singapore have worked alongside tripartite partners to identify priority digital skills to ensure security officers' skills and competencies remain relevant. With this, TP-SII's latest developed digital training is definitely timely with MHA's plan for the refreshed Security Industry Transformation Map (ITM) 2025 that aims to raise the skills of the security workforce.



We look forward to work together with our industry partners to leverage on more advanced technology to support Singapore's need for sustainable development and at the same time strive to keep the upskilling of our security officers at the heart of our industry transformation efforts.

# 20th Safety & Security Asia 2022



**Contributor:** Temasek Polytechnic Security Industry Institute (TP-SII)

**The 20th Safety & Security Asia (SSA) 2022 was successfully staged as part of the 8th Architecture & Building Services (ABS) 2022 held at the Marina Bay Sands (MBS) Singapore Expo Centre from 16-18 Nov 2022.**

Officiated by the Minister of State (MOS) for Home Affairs, Ms Sun Xueling on Wed, 16 Nov 2022, the SSA 2022 event was held in conjunction with the 8th Security Industry Conference (SIC), organised by the Security Industry Institute (SII), a part of the Temasek Polytechnic.

A signature event in the Singapore's security industry, the SIC 2022 attracted overwhelming response from security professionals who registered a full-house attendance with all 350 seats filled in the Conference Room A.

Traditionally, the SIC series is a banner event to highlight the trends and issues in the security landscape in Singapore and beyond, featuring subject matter experts in the diverse security fields and sectors.

Addressing the theme of the conference, "Revolutionising the Security Industry: Sustainability & Efficiency," Mr Alfred Fox, CEO of AETOS, delivered the keynote presentation on "Rethinking Security: Transformation through Sustainability" in the morning session.

Mr Fox spoke passionately about creating value through changing mind-sets, going beyond security and building

eco-systems in order to attain sustainability in the security industry. He highlighted the need for upskilling and reskilling the manpower pool, increasing productivity in output, and improving the well-being of all rank and file.

Another speaker, Ms Beverly Roach from the Singapore University of Social Sciences (SUSS), provided a fresh perspective on "Rethinking Security through a Sustainability Lens".



Ms Roach had described "sustainability" as "efforts to preserve certain resources" in terms of four pillars – human, social, economic and environmental.



She felt that “Sustainable Security” would involve reviewing and addressing the “security gap” in national security policies; as well as creating a new paradigm for security with varied definitions, some specific to countries.

Officiating the opening of the SIC 2022 and SSA 2022 in the afternoon, Ms Sun Xueling, Minister of State for Home Affairs, affirmed that Outcome-Based Contracting offer the potential for buyers to achieve better security outcomes at lower long-term costs and that there have been multiple success stories in the OBC journey.

Said Ms Sun: “In hope of inspiring more success stories, I am proud to announce the launch of a one-stop OBC online resource portal, hosted on the Singapore Police Force (SPF) website.”

In line with the adoption of more technologies in the security industry, the SPF would be raising the initial paid-up capital requirement for new security agency licence applicants to \$500,000, with effect from 1 July 2023. This would be the first adjustment since 2013.

A major highlight of the opening ceremony was the presentation of the 13th Merlion Awards 2022 to some of the most deserving security producers and distributors by MOS Sun Xueling.

For the Access Control category, the winner is Interlock Security & Investigation Services Pte Ltd (Integrated Visitor Management & Parking Management System), followed by two runners-up in Coselec Pte Ltd (Commander Connected System) and OwlLab Limited (Cloud ID Authentication Platform and Access Control).

For the second category on Security Robotics, there were two joint-winners, viz Interlock Security & Investigation Services (Mobile Patrol Robots) and Kabam Pte Ltd (Autonomous Mobile Robot and Smart + Command Centre). The winner of the third category on Surveillance Camera was won by Interlock Security & Investigation Services with its Smart Video Analytics System.

We are indeed grateful to the voluntary services of eight distinguished judges who spent time analysing the technologies and their effectiveness of their devices and applications.

The panel of judges comprised Andy Tan of Centre for Protective Security Studies (CPS) of Singapore Police Force, Raj Joshua Thomas of Security Association Singapore (SAS), Faizal Zainal of Security Industry Institute (SII), Steve Tan of Union of Security Employees (USE), William Seak

of Association of Certified Security Agencies (ACSA), Yong Hwee Fong of ASIS International (Singapore Chapter), John Vijayan of Weavepact Security Services and Jeffrey Seah of Temasek Polytechnic and former Head of SII.

On Day Two, 17 Nov 2022, saw the launch of the inaugural ASIS-ISRM Singapore Conference 2022, curated and co-hosted by the ASIS and ISRM Singapore Chapters. The Guest-of-Honour was none other than the President of the Security Association Singapore (SAS), Mr Raj Joshua Thomas.

In his Opening Address to some 150 security and risk professionals from Singapore and the region, Mr Thomas articulated three versions of the Enterprise Risk Management (ERM) and opined that a successful company should integrate risk management into its activities at all levels!



A Nominated Member of Parliament (NMP), Mr Thomas felt that there were four key pillars for the successful execution of an ERM strategy – viz leadership, communication, foresight and creativity. His opening speech was indeed a tour de force and set the tone for the theme of the conference – “Sustaining the Future – Beyond Risk and Resilience”.

In conclusion, the 8th Architecture & Building Services (ABS) 2022, incorporating seven exhibition titles, including the Safety & Security Asia (SSA) 2022 and nine specialised conferences such as the SIC 2022, was a qualified success, as the MICE industry emerged from the Covid pandemic. With 139 Singapore and international exhibitors from 20 countries and some 5,895 conference delegates and trade visitors from 44 countries, the 8th ABS 2022 had surpassed expectations.

The next edition, 9th Architecture & Building Services (ABS) 2023, would be held at the Marina Bay Sands Singapore Expo Centre from 15-17 Nov 2023. See you there!

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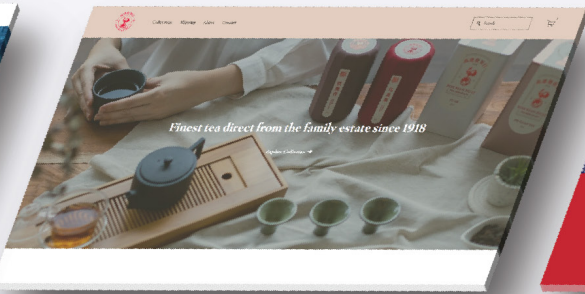
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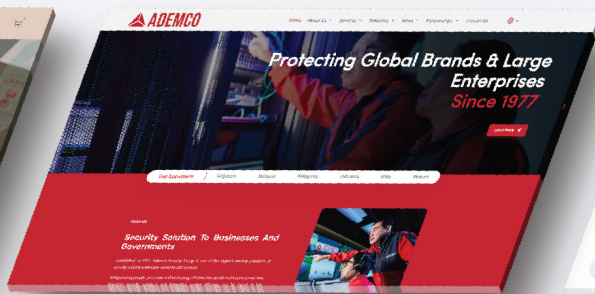
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## Our Portfolio

KKH Tea Collection | Website (eCommerce)



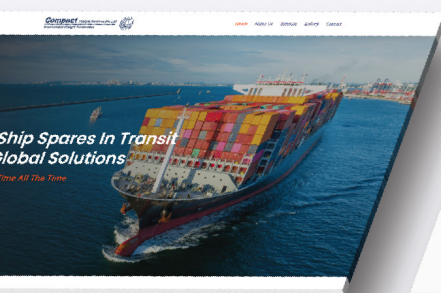
ADEMCO Security | Website (with regional microsites)



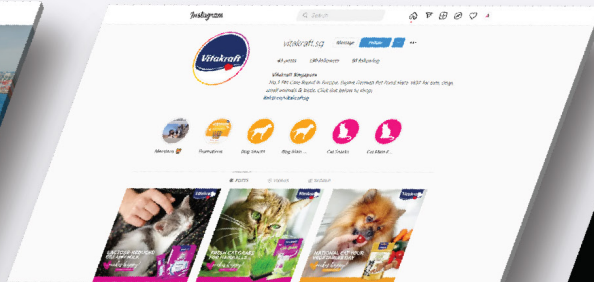
Wee Swee Teow LLP | Brand Kit



Compact Freight Services | Website



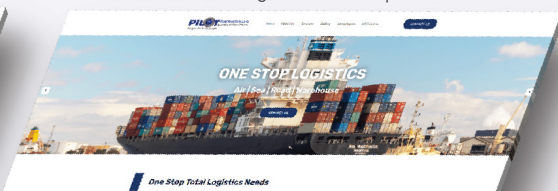
Vitakraft Singapore | Social media posts



Soteria | Quarterly magazine



Pilot Logistics Services | Website



Cock & Bull | Logo design



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Fully customized design	✓	✓	✓
Homepage Conceptualization, Inner Page Theme Design and Content Population	✓	✓	✓
Home page Design Mock up versions	2 mock ups	2 mock ups	3 mock ups
Live chat integration	✗	✓	✓
Customised Thank You Page	✗	✓	✓
Contact form setup	✓	✓	✓
CMS User Guide	✓	✓	✓
Google Analytics Configuration	✗	✗	✓
Domain Registration	✗	✗	✓
Facebook Pixel / Google Analytics Code Injection	✓	✓	✓
Custom Email Configuration	✗	✓	✓
Maintenance & Support	1 month	3 month	1 year
E-Commerce Plugin Configuration	✗	✗	✓*
Freebies	1 year Cloud hosting (worth \$120)	1 year Cloud hosting Logo design (worth \$335)	1 year Cloud hosting Logo design with animation Brand kit (worth \$750)

\*Excludes uploading of SKUs

## Connect with us!



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