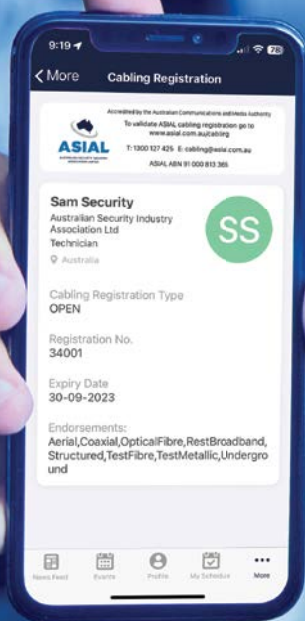


INSIDER

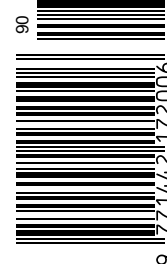
THE MAGAZINE FOR SECURITY PROFESSIONALS

ASIAL LAUNCHES DIGITAL CABLING REGISTRATION CARD

Page 24 →



PP255003/02390



IN THIS ISSUE

**ASIAL 2026
FUTURE
FORWARD FOR
THE SECURITY
INDUSTRY**

Page 16 →

**2023
AUSTRALIAN
SECURITY
AWARDS
RECIPIENTS**

Page 22 →

**INDIVIDUAL
SPOTLIGHT**

Page 26 →

**LABOR'S 3RD
TRANCHE OF
INDUSTRIAL
RELATIONS
CHANGES**

Page 28 →

GUARDHOUSE IS PROUD TO BE A STRATEGIC PARTNER OF ASIAL

GUARDHOUSE



ASIAL
Strategic Partner



Our Strategic Partnership with ASIAL will continue to drive our innovation, connecting with key industry stakeholders, as well as stay across the latest changes to the Security Industry so we can ensure that our clients are staying compliant and efficient in everything that they do.

Guardhouse is an end-to-end workforce management system custom built for Australian Security companies. Our values that drive our customers' success are customer obsessed, developing unique partnerships, simple yet powerful product design and consistent innovation and R&D.

Members of ASIAL get an exclusive 60-day free trial with full setup and implementation included.

**Book a demo today by
scanning the code**



 guardhousehq.com

 **0482 070 074**

Contents

Vol.29 | Issue 4 | **October–December 2023**



**2023 ASIAL ANNUAL
& FINANCIAL REPORT**



**2023 AUSTRALIAN SECURITY
AWARDS RECIPIENTS**



**ASIAL GRADED SECURITY
MONITORING CENTERS**

04 PRESIDENT'S MESSAGE	26 INDIVIDUAL SPOTLIGHT - ASH REID, NPS
05 INDUSTRY NEWS	28 LABOR'S 3RD TRANCHE OF INDUSTRIAL RELATIONS CHANGES
14 2023 ASIAL ANNUAL & FINANCIAL REPORT	31 ASIAL GRADED SECURITY MONITORING CENTRES
16 ASIAL 2026	32 WELCOME TO OUR NEW MEMBERS
18 2023 SECURITY EXHIBITION & CONFERENCE	33 ASIAL MEMBER RECOGNITION PROGRAM RECIPIENTS
22 2023 AUSTRALIAN SECURITY INDUSTRY AWARDS RECIPIENTS	34 ASIAL 2024 CALENDAR
24 ASIAL DIGITAL CABLING CARD	

ASIAL STRATEGIC PARTNERS



President's Message

It was great to see our industry come together again during our annual Security Exhibition & Conference, with over 5,000 security professionals attending.



The exhibition showcased some of the latest technologies and advancements in security, from products with artificial intelligence (AI), to the latest detection devices. This new wave of security solutions will continue to further keep businesses and communities safe, while also improving business efficiencies.

The ASIAL Security Conference was a great success yet again. Conference participants enjoyed a compelling line-up of experts and industry practitioners who shared their insights on how to protect businesses, brand reputation, and crucial assets, along with mitigating risk and vulnerability. I particularly enjoyed hearing Andrew Cooke's presentation on how his team delivered a safe and secure FIFA Women's World Cup in Australia. This presentation reinforces the important role performed by the private security industry in safeguarding our nation. And after a long day, over 500 from our industry enjoyed great company, food and entertainment at the annual ASIAL Gala Dinner.

During my address to the ASIAL Gala Dinner, I reinforced ASIAL's opposition to the federal governments 'Same Job – Same Pay' proposal, sharing the reasons why we oppose it. For example, the fact that the provision already exists in legislation and regulatory bodies to address abuse where it exists. And then there is the fairness test; why should people without skills and experience be entitled to the same wages and conditions as highly skilled and dedicated Security Officers and Technicians with years and years of experience? ASIAL will continue to speak up and advocate the interests of the security industry to government.

During my address I also raised

the ethical framework around new technologies such as AI and Automated Facial Recognition (AFR) and the need for an ethical framework. To this end, ASIAL has drafted its own ethical guideline for the use of AFR and other emerging security technologies. The guideline can be viewed on the ASIAL website.

The ASIAL Board, in conjunction with the ASIAL Secretariat, also developed and released ASIAL's strategic plan for the next three years. The strategic plan focusses on 16 strategic priorities, to deliver four strategic outcomes for the association:

1. Enhanced member services;
2. Enhanced industry profile;
3. Enhanced advocacy; and;
4. Enhanced organisational resilience.

My sincere thanks to the entire ASIAL Board and Secretariat for their hard work and contribution in developing the strategy. An additional thanks to Tamara Bayly, Brian Foster, Kevin McDonald, and Michael Smith, who have volunteered additional time on an ongoing basis as Board champions for each of the four strategic outcomes.

Until next time, thanks for supporting ASIAL, let's continue to play our part in keeping **'A safe and secure Australia'**.

John Gellel
President

Editorial and Advertising

Security Insider is published by The Australian Security Industry Association Limited

PO Box 1338 Crows Nest, NSW 1585

Tel: 02 8425 4300 | Fax: 02 8425 4343

Email: communications@asial.com.au

Web: www.asial.com.au

Publisher



Editor

Bryan de Caires

Editorial Enquiries

communications@asial.com.au

Advertising

Marketing Communications
advertising@asial.com.au

Graphic Design + Digital

Mitch Morgan Design

0402 749 312

mitch@mitchmorgandesign.com

www.mitchmorgandesign.com

Editorial Contributors

Bryan de Caires, Rizky Anugerah and Chris Delaney.

Print + Distribution

CMYKHub Pty Ltd

Published quarterly

Estimated readership of 10,000

Views expressed in Security Insider do not necessarily reflect the opinion of ASIAL. Advertising does not imply endorsement by ASIAL, unless otherwise stated with permission.

All contributions are welcomed, though the publisher reserves the right to decline to publish or to edit for style, grammar, length and legal reasons. Press Releases can be emailed to:

communications@asial.com.au.

Internet references in articles, stories and advertising were correct at the time of printing. ASIAL does not accept responsibility for leading views.

Copyright©2023 (ASIAL) All rights reserved. Reproduction of Security Insider magazine without permission is strictly prohibited.

Security Insider is a subscription-based publication, rates and further details can be found at www.asial.com.au.

NEXT ISSUE:

JANUARY - MARCH 2024

Printed ISSN 1442-1720

Digital ISSN 2207-8282



ASIAL hosts security delegation from Botswana

On the 10th October, ASIAL hosted a security delegation from Botswana for a presentation by ASIAL CEO Bryan de Caires on the Australian security industry.

In attendance included representatives from the Botswana Defence Force, Private Security Services Licensing Board (Ministry of Defence and Security), Security Association of Botswana, Bank of Botswana, G4S Security and the Botswana High Commission.



New South Wales Police Force SHIELD launched

NSW Police has launched NSW Police Shield, a real time information sharing initiative that includes terrorism Incident Reports, Protective Security Advice, and Situational Awareness Reports. Access to NSWPF Shield has been extended to include security industry consultants, managers and team leaders.

Commenting on the launch, ASIAL CEO, Bryan de Caires said "The launch of NSWPF Shield is an important initiative that further strengthens the relationship between police and the private security industry."

Please note only registrations from company emails are accepted, and may, where required, need verification.



Visit shorturl.at/vBPT0
or scan here to register

QLD DIGITAL LICENCE APP TRIAL

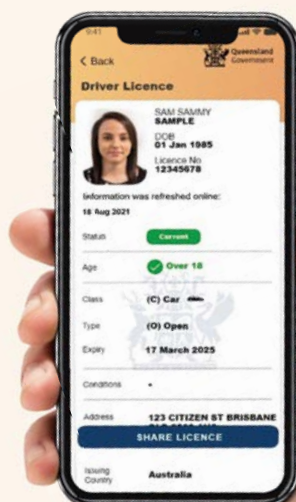
The QLD Digital Licence app has been trialled in Townsville and the wider Fraser Coast. Business owners with security personnel who check identification are reminded that they will start to see customers using the Digital Licence app. A series of 'How to' videos and a 'How to guide for business' have been made available to assist security providers to recognise, trust and incorporate the app into their business processes.

You can find out more about the Digital Licence online or you can contact the Digital Licence team at digitallicence@tmr.qld.gov.au.

If your home postcode is listed as Eligible, you are eligible to download and use the app.



Visit shorturl.at/jGJQ4
or scan here to
download the app





ASIAL SECURITY CAREERS PORTAL

The ASIAL Security Careers Portal has been developed to promote and profile the diverse and rewarding range of careers available in our industry.

Featuring 31 easy to use fact files covering the Protective and Electronic Security sectors, along with tailored videos, the microsite provides careers advisors and those seeking a career in security with information on available roles and career pathways.

MORE INFO

View the ASIAL Careers Portal at asial.com.au/Careers

ASIAL Small Business Compliance Handbook 2023

The ASIAL Small Business Compliance Handbook is a new resource available free and exclusive to ASIAL members.

Developed to assist members in meeting their compliance obligations, the handbook includes regulatory compliance information and a manual providing guidance on Standard Operating Procedures.



Visit shorturl.at/xEHN7 or scan here to download the Handbook

ASIAL Small Business Human Resources Handbook 2023

A new edition of the ASIAL Small Business Human Resources Handbook is now available featuring updates to reflect recent amendments to workplace relations obligations.



Visit shorturl.at/oqvMR or scan here to download the Handbook



LABOUR HIRE LICENSING TO GO NATIONAL

In an agreement between State Industrial Relations Ministers and the Federal Government, a working group of State and Federal government officers has been tasked with setting up a National Labour Hire Model by late October 2023, ready to be presented to Parliament in early 2024.

According to the Department of Employment and Workplace Relations (DEWR), the national model will be based on current legislation in QLD, VIC, SA and the ACT and is to include a process for mutual recognition of labour hire licences across jurisdictions.

ASIAL has consistently argued that the definition of Labour Hire in Queensland and Victoria is broader than what is commonly understood to be 'labour hire' and captures traditional outsourcing and contracting arrangements with service providers. In ASIAL's view most contractual arrangements between security businesses and their clients are not traditional labour hire and should not be included.

However, it is expected that the National Scheme will be broad in its application. If National Labour Hire is to be introduced, ASIAL would prefer a nationally harmonised approach with mutual recognition and not a patchwork of differing state-run schemes.

ASIAL will keep members informed of progress on this issue and other major changes set to be introduced in the next tranche of IR changes.





SIMPRO®
WORK. SMARTER.

**WORK.
SMARTER.**

TOTAL BUSINESS SOFTWARE FOR THE TRADES.

Manage your business like you mean business with one software for job quoting, scheduling, inventory tracking, invoicing, workflow management and more. Plus, meet the hardest working crew you'll ever hire - with expert long-term support and coaching to help you build, repair and grow your business.

ASIAL members can get 20% off the initial implementation costs when signing up as a new simPRO customers.

READY TO GET TO WORK?
simprogroup.com/asial23

START HERE





CONGRATULATIONS

to National Electronic Security NES for attaining ASIAL Platinum Membership

Congratulations to Ged Curtin (pictured right), Managing Director at National Electronic Security NES, who was recently presented with an ASIAL Platinum membership recognition certificate (25+ years of membership) by John Fleming, GM, ASIAL.



Federal Government Introduces Further Workplace Changes

In early September the Federal government introduced to the parliament the Fair Work Amendment (Closing Loopholes) Bill 2023 (formerly known as the Same Job Same Pay Bill).

The Bill, among other things, includes a change to the definition of a casual, a new criminal offence for wage theft and industrial manslaughter, protecting bargained wages in enterprise agreements from being undercut by the use of labour hire workers who are paid less than those minimum rates and allowing supported bargaining and single interest employer agreements to be replaced by single-enterprise agreements at any time if certain conditions are met.

Turn to page 28 for more information. →



ASIAL 2026 Future forward for the Security Industry

ASIAL 2026 forms the foundation of ASIAL's strategic focus over the next three years and provides a blueprint for developing enhanced member offerings and providing greater advocacy for the industry.

The four key strategic priorities identified include:

- **Enriching the member experience** – to deliver service excellence and tailor value-added benefits to exceed member expectations.
- **Leveraging ASIAL's market positioning** – to consolidate ASIAL's position as the trusted resource for industry information, best practice and professional development.
- **Enhancing advocacy** – to drive and influence government on security related policies and standards.
- **Strengthening organisational resilience** – to forge a resilient and sustainable organisation capable of meeting the future needs of members.

ASIAL 2023 YEAR-IN-REVIEW

If a picture is worth a thousand words, then a video is worth a million! At the ASIAL Security Exhibition & Conference Gala Dinner, we used the power of a 2-minute video to communicate some of our achievements over the past 12 months, including key member and association events, milestones and exciting innovations. And there is more to come, as highlighted in our three-year strategic plan, ASIAL 2026 – Future forward for the Security Industry.



Visit youtube.com/watch?v=dM1c4ZCxs9U
or scan here to view
the video



Your future,
your super.

You work hard for your money – and that includes your super too.
So, you want to make sure it's working to help deliver your best future.

Our core purpose is to help members achieve their best retirement outcome, and that's why AustralianSuper focuses on delivering strong, long-term investment performance. Members in our Balanced investment option have received an average yearly return of 8.60% over the last 10 years¹.

Members first

With 3.1 million members and \$289 billion in member assets managed², AustralianSuper is the country's largest super fund. We're also an industry super fund, so profits go back into the Fund to benefit members.

With investment teams in Australia, London, Beijing and New York, we uncover world-wide investment opportunities to help grow your super. And with our local and international investment strategy, AustralianSuper is now the world's 20th largest pension fund³.

It's Australian. It's super. And it's yours.

Find out more today

Visit: australiansuper.com/join-today
or scan the QR code for more info.



1. AustralianSuper Balanced investment option compared to the SuperRatings Fund Crediting Rate Survey - SR50 Balanced (60-76) Index to 30 June 2023. Investment returns are not guaranteed. Past performance is not a reliable indicator of future returns. Returns from equivalent investment options of the ARF and STA super funds are used for periods before 1 July 2006.

2. AustralianSuper has a total of 3.14 million members and \$289 billion in member assets as at 31 March 2023.

3. Thinking Ahead Institute and Pension & Investments joint study, September 2022.

Sponsored by AustralianSuper. This may include general financial advice which doesn't take into account your personal objectives, financial situation or needs. Before making a decision consider if the information is right for you and read the relevant Product Disclosure Statement, available at australiansuper.com/pds or by calling 1300 300 273. A Target Market Determination (TMD) is a document that outlines the target market a product has been designed for. Find the TMDs at australiansuper.com/tmd. AustralianSuper Pty Ltd ABN 94 006 457 987, AFSL 233788, Trustee of AustralianSuper ABN 65 714 394 898.



ASIAL 2023 Annual & Financial Report

ASIAL's 2023 Annual & Financial Report is now available at www.asial.com.au. The report provides a comprehensive overview of the Association's performance, operational highlights and achievements throughout the year.

The 54th ASIAL Annual General Meeting will be held at the Rydges Hotel, Parramatta, Sydney on Wednesday 29th November 2023 from 7.30am. Further information on the AGM is available in the members area of the ASIAL website.



ASIAL launches first ACMA DIGITAL CABLING REGISTRATION CARD

ASIAL is the first Australian Communications and Media Authority (ACMA) to issue a Digital Cabling Registration Card!

Launched in September, ASIAL registered cabling will now receive (in addition to a printed version) a digital cabling registration card through the ASIAL GO App - at no additional cost.

The App is available for both iOS and Android operating systems.

MORE INFO

View asial.com.au

SECURITY EXHIBITION & CONFERENCE 2023 SUCCESS

The 2023 Security Exhibition & Conference, co-located with the Integrate Exhibition was a tremendous success, with a combined attendance of just under 11,000 people.

Turn to page 18 to view some of the highlights of the event. A short highlights video has also been produced for the event.

The Security 2024 Exhibition and Conference will be held at the ICC Sydney from 21-23 August 2024.



Security 2023 ASIAL Stand Survey Feedback

Thank you to all those who came to see us at the ASIAL stand at Security 2023. We are delighted to have played our part in promoting and educating visitors about the security industry and the diverse and exciting roles that exist within it.

An impressive 100% of our stand survey respondents who watched our promotional video program thought it was Informative (41%), More than informative (33%) and Highly informative (26%).

We'd love to hear what you think, so drop us a line at contactus@asial.com.au



Visit youtube.com/watch?v=9GjR-2hG0v4 or scan here to view the video





THE SECURITY **INSIDER**

P O D C A S T

ASIAL's Security Insider Podcast Series

The ASIAL *Security Insider* Podcast series explores some of the issues and challenges facing the security industry.



EPISODE 95

The State of AI in Security

In this episode of the ASIAL Security Insider Podcast, we speak with Michael Lang, Solutions Architect at NVIDIA, about the current state of AI and its potential uses in security.



EPISODE 96

AI, Robots and the Future of Security

In this episode of the ASIAL Security Insider podcast, we speak with Roman Quaedyvlieg. We spoke with Roman about the role of robots, drones and AI in the future of security.



EPISODE 97

Contractors vs employees, using casuals and what is same job, same pay?

In the latest episode of the ASIAL Security Insider podcast, we speak with ASIAL industrial relations expert Chris Delaney about the current tranche of industrial relations changes before Parliament. We explore the difference between contractors and employees, the challenges of same job, same pay, changes to wage theft and industrial manslaughter legislation and why you need to be careful when using casuals.

Visit www.asial.com.au/asial-podcasts

Subscribe on



Apple Podcasts

Google Podcasts



blubrry podcasting



android



SOLID PROTECTION

AON & ASIAL Combined Security Liability

Security and the safety of other people's property is your business. Protecting your business is equally important. AON has over thirty (30) years' experience working with the Security Industry and has designed specific insurance cover that aims to meet the needs of security businesses. We have an in-depth knowledge of the risks associated and the insurance programs required to help reduce your exposure.

The difference is clear, speak to Michael Pham your AON Relationship Manager for ASIAL Members for an obligation free quote and get the peace of mind you deserve.

Michael Pham
AON Security Client Manager

02 9253 7326
Michael.pham@aon.com



GENERIC SECURITY LIABILITY

- Standard \$10 Million Public & Products Liability
- Significant excess for contractor and or sub-contractors (\$25,000)
- Exclusion for use of guns and dogs
- No cover for Financial Loss
- Loss of Keys not included
- Loss of Money not included
- No Cover for Cash In Transit / Cash in Safe
- Limited Business Activity available to be covered.

AON & ASIAL POLICY HIGHLIGHTS

- ✓ Designed specifically for security organisations and Approved by the Australian Security Industry Association
- ✓ APRA (Australian Prudential Regulation Authority) authorised insurer – Liberty International Underwriters.
- ✓ Tailored Business Activity to capture your risk associated to your unique security activities
- ✓ Financial Loss Liability (Errors & Omissions) is Automatically included up to \$2,000,000
- ✓ Loss of Keys Cover Automatically included up to \$500,000
- ✓ Loss of Money Cover Automatically included up to \$100,000
- ✓ Cover for the use of guns and dogs automatically included
- ✓ \$1,000 excess for crowd control/assault claims, our competitors impose a \$5,000 excess for claims of this nature
- ✓ No injury to contractors/sub-contractors excess, otherwise known as worker to worker excess, our competitors impose a \$25,000 excess for claims of this nature
- ✓ Civil Liability Professional Indemnity included as an optional extension
- ✓ Statutory Fines & Penalties included as an optional extension
- ✓ Cover for Cash in Transit / Cash in Safe optional extension



CYBER INSURED vs NO INSURANCE

ONGOING PREMIUM, LESS RISK

A cyber attack can occur simply by someone clicking a link or attachment in an email, posing as a company you trust. Combined with a good cyber response plan – insurance can provide extra support.

#1

Cybercrime is the number 1 economic crime in Australia

63

Data breach notifications made in the first 3 months of new laws

\$2.1m

The maximum fine per breach

NO ONGOING COST, HIGH RISK

Not having insurance can save a SME \$10,000 to \$15,000 over 5 years. But ask yourself, in the event of an attack will you have funds to cover costs like detection, recovery and lost revenue due to interruption?

52%



Over half your data breach costs can come from internal causes like human error and IT or process failure – not just external hackers.

SMES ARE NOT IMMUNE



2 out of 5 cyber attacks are on small business

60%

Small businesses go out of business in the first 6 months of a cyber attack



THE STAKES ARE HIGH

\$1Bn **ANNUAL COST**

Cyber attacks in Australia alone cost businesses a huge amount every year

DATA IS AN ASSET

If it is valuable to you, a clever hacker can hold it hostage. This includes payment systems, client data etc.

\$276,323

The average cost of a cyber attack. **53%** of this is detection and recovery.

COVER TO HELP WHEN YOU NEED IT MOST

\$1M



Turnover

\$1M



Cover

\$1,570*



Typical premium

* Contact your Aon broker for a personalised quote

BUSINESS INTERRUPTION IS REAL & EXPENSIVE

60%



Small businesses go out of business 6 months after an attack

DAYS



Average time to resolve an attack

DAYS



To resolve an attack if it was a malicious insider – employee/contractor



By having a good cyber response plan and cyber insurance, you can receive expert support when your business is most vulnerable, with minimal interruption, react quickly and get back to being operational at the earliest.



You have a choice – you could decide to take the risk. Remember to ask yourself, in the event of a cyber incident do you have the resources and funds to recover? Consider if you can rebuild or continue without your intellectual property.

At Aon, we take a fresh approach to insurance broking and risk advice. We draw on our local, national and global knowledge and industry expertise, and invest time getting to know you and your business.

We understand your unique risks and work with you to deliver the best combination of service, advice and cover for your business.

**Want to know what cyber cover could look like for your business?
Contact an Aon cyber specialist for a no-obligation quote today!**

Michael Pham
Client Manager
Michael.pham@aon.com
t +61 2 9253 7326

aon.com.au/smecyber

AFF0992C 0519

AON
Empower Results®



2023 ASIAL ANNUAL AND FINANCIAL REPORT

During 2022 – 2023 ASIAL reinforced its commitment to members by meeting their needs by providing high levels of advice and customer service, and implementing a number of new exciting initiatives. The association worked hard to ensure it was profitable whilst responding to 397,007 phone and email enquiries.

Over the past year here are some of the activities that ASIAL performed:

- Launch of the ASIAL GO app - the first app of its kind for the security industry in Australia.
- Producing a guidance document for the ethical use of AFR technologies.
- Drafted a model National Private Security Act which seeks to advance development of nationally consistent security regulation.
- Took a stand on Same Jobs Same Pay.
- Security Careers initiatives:
 - Development of the ASIAL Security Careers web portal, a comprehensive online resource on security career pathways and roles.
 - Exhibiting at the Western Sydney Careers Expo to promote the wide range of exciting career opportunities that exist in the security industry.
 - Worked with the Department of Employment and Workplace Relations to facilitate a Security Industry Jobs briefing attended by employment services providers.
- Development of the ASIAL Digital Cabling Registration Card – the first of its kind for any Australian Communications and Media Authority Cabling Registrar.
- Gained media exposure with a potential reach of over 63 million.
- Further enhancements to the ASIAL Customer Relationship Management system to improve the member experience.
- 2023 ASIAL Australian Security Licensing Report.
- 2023 ASIAL Australian Security Confidence Index.
- Small Business Compliance Handbook with SOPs template.
- Updated the Small Business Workplace Relations Handbook.

Among the many activities that ASIAL undertook is promoting International Security Officers' Day, producing compelling and informational podcasts on security issues, professional development, a range of events and a range of communications touch points to keep members informed.

This includes over 1,500 social media posts, 4 Security Insider magazines, eNewsletters, member bulletins, eLearning and the Safe Workplace Management System. ASIAL continues to support members and advocate on their behalf. [f](#)

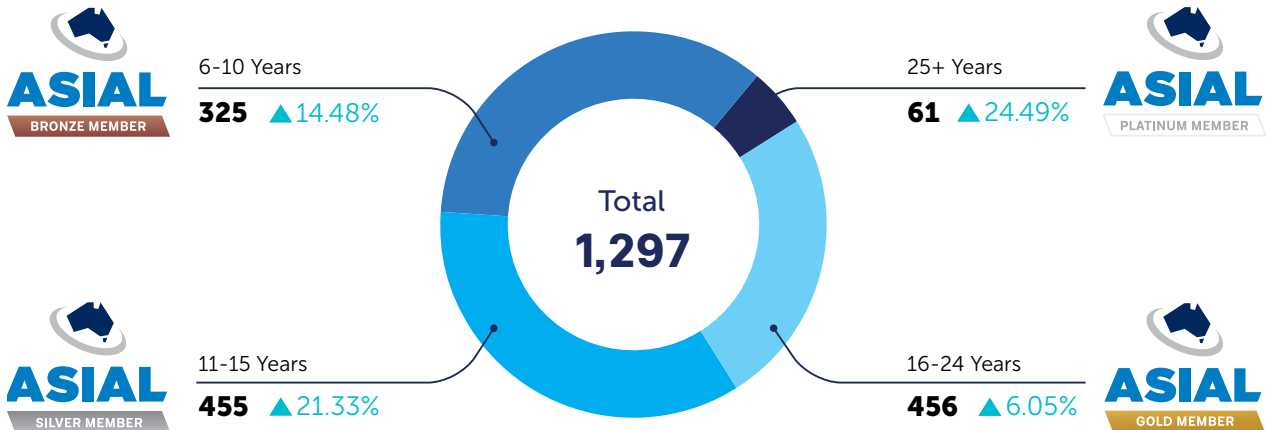
5-Year Performance Summary





ASIAL Member Recognition Program

Participants at 30 June 2023



2022 - 2023 at a Glance



Website
Page Views

305,710



Social Media
Posts

1,500+



Podcast
Downloads

6,524



Inbound & Outbound
Calls/Emails

397,007

Face-to-Face
/Event Attendees

9,839



8,800 Security Exhibition
and Conference



1,039 Other Event Attendees



ASIAL 2026

FUTURE FORWARD FOR THE SECURITY INDUSTRY

In September 2021 ASIAL published a seminal research report – *Security 2025: A Roadmap for the future* to provide direction to drive future industry growth and development.

The security industry plays a vital role as part of Australia's national security mix. With annual revenues in excess of \$11 billion and a workforce of over 200,000, a strong and professional security industry is important for our country. Achieving this requires the industry's peak body - ASIAL – to have a clear focus and to be appropriately resourced.

As a follow up to the Security 2025 Report, earlier this year the ASIAL Board and Secretariat commenced work on development of a strategic priorities document setting out the key focus for the Association to 2026.

The ensuing document, ASIAL 2026 – Future Forward forms the foundation of our strategic focus over the next three years. It provides a blueprint for developing enhanced member offerings and providing greater advocacy for the industry.



Our focus

- To champion growth and development of a stronger, more skilled and professional industry with the capability and capacity to deliver improved outcomes.
- To deliver member value through being an innovative, forward looking association.
- To play a key role in driving Australian Standards, developing codes of conduct and raising the level of professionalism within the industry.
- To be the voice of the industry in advocating for demonstrable and enduring change by influencing government policies on security-related matters and standards.

HOW WE'LL GET THERE

ASIAL 2026 forms the foundation of our strategic focus over the next three years. It provides a blueprint for developing enhanced member offerings and providing greater advocacy for the industry.



ASIAL 2026 FUTURE FORWARD

VISION

A safe and secure
Australia

MISSION STATEMENT

To be the leading security association where membership is a mark of distinction, valued by our members, the public and government.

VALUES

ASIAL's five core values provide a framework for how we behave and relate to each other.

We act with
INTEGRITY at
all times

We are
RESPECTFUL

We are
CUSTOMER
focused

We are
PASSIONATE
about what we do

We are committed
to **QUALITY**
outcomes

ASIAL 2026 STRATEGIC SUCCESS PILLARS



ENRICH MEMBER EXPERIENCE

To deliver service excellence and tailor value-added benefits to exceed member expectations.



LEVERAGE MARKET POSITIONING

To consolidate ASIAL's position as the trusted resource for industry information, best practices, trends, education and professional development.



ENHANCE ADVOCACY

To drive and influence government on security-related policies and standards.



STRENGTHEN ORGANISATIONAL RESILIENCE

To forge a resilient and sustainable organisation capable of meeting the future needs of members.

ASIAL 2026 STRATEGIC PRIORITIES

To be the security industry association of choice - the home of professionalism and best practice.	To be an advocate for the industry through consumer awareness campaigns and media engagement.	To champion the introduction of nationally consistent security licensing standards through promotion of the National Private Security Act.	To provide responsible and sustainable management practices to deliver effective systems, policies, procedures and budgets.
To develop more creative ways of communicating information with members to encourage increased engagement.	To grow and deepen awareness of the ASIAL value proposition.	To advocate for improvement in security legislation and policy.	To manage the Association's assets (including Security Industry House) to optimise investment returns.
To deliver high quality, enhanced benefits and services to members.	To promote career pathways in the industry to attract and retain talent.	To strengthen collaborative partnerships with government and like-minded industry groups.	To ensure the Association's digital transformation strategy delivers improved member services in a secure environment.
To identify and nurture the next generation of industry leaders.	Leverage technology to deliver tailored member content and communications.	Develop strategies to promote greater diversity, equity and inclusion in our industry.	To be an advocate for governance excellence.

STRATEGIC OUTCOMES

Enhanced member
services

Enhanced industry
profile

Enhanced advocacy

Enhanced organisational
resilience

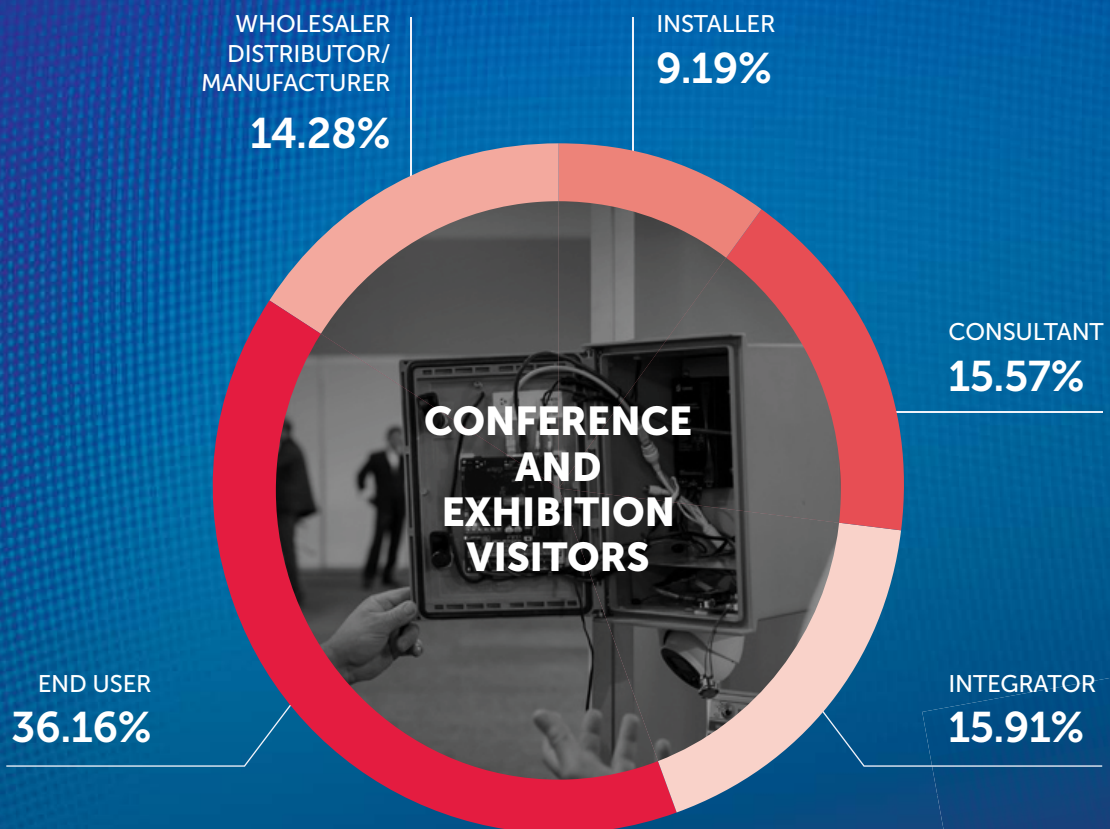


2023 SECURITY EXHIBITION & CONFERENCE





Security 2023 was a great success with attendee numbers up 29% to 5,100. The combined security 2023 and Integrate exhibitions attracted 10,800 visitors.



HEADLINE STATS

10,800+

COMBINED TOTAL
ATTENDANCE*
5,100 FOR SECURITY

96%

OVERALL
SATISFACTION RATE
OF EXHIBITORS

200+

EXHIBITORS
ACROSS COLOCATE

**100%
SOLD OUT**

GALA DINNER



The Gala Dinner a prestigious night of nights sponsored by MSS Security was a sell-out success. The Best New Product was awarded to Motorola Solutions for the Motorola Solutions Orchestrate. The runner-up was Integrated Control Technology (ICT) for the Protege X.

Lead Sponsor



The 38th ASIAL Security Conference featured an exceptional line-up of high calibre, local and international security experts.







CONGRATULATIONS


to the 2023 Australian Security Industry Awards Recipients!



At a special industry awards night held at the Park Hyatt Melbourne on the 19th October, recipients of the 2023 Australian Security industry Awards for Excellence, the Australian Outstanding Security Performance Awards and the Australian Security Medals Foundation Awards were announced. Congratulations to all of the recipients and all of the shortlisted finalists.

ASIAL WOULD LIKE TO ACKNOWLEDGE THE SUPPORT OF

Lead Sponsor:  **TEAM Software**

Entertainment Sponsor:  **Access**
GROUP SOLUTIONS
strength in service

Award category sponsors:

 **TEAM Software**

GUARDHOUSE

SIMPRO
WORK. SMARTER.

 **Access**
GROUP SOLUTIONS
strength in service

 **GALLAGHER**

 **Aon**

 **ECU**
EDITH COWAN
UNIVERSITY

 **AustralianSuper**

 **MSS**
security
An ASIAL Group company

 **Wilson Security**

Media Partners:

 **MYSECURITY**
MEDIA

 **MYSECURITY**
MARKETPLACE

 **SECURITY**

 **SECURITY**
INSIDER



2023 ASIAL AUSTRALIAN SECURITY INDUSTRY AWARDS FOR EXCELLENCE

- **Electronic Security Installation Under \$100,000**
Wolftey Pty Ltd
- **Electronic Security Installation Over \$100,000**
Wilson Security
- **Integrated Security Solution Over \$100,000**
Honeywell
- **Integrated Security Solution Under \$100,000**
Securitas Australia - Remote Services
- **Product of the Year - Access Control**
Integrated Control Technology
- **Product of the Year - Alarm**
Ajax Systems
- **Product of the Year - CCTV Camera**
Bosch Security Systems
- **Product of the Year - CCTV IP Systems/Solution**
Joint winners: Sprightly Transport Solutions and Veesion Australia/ New Zealand
- **Product of the Year - Physical Security**
Protective Fencing
- **Indigenous Employment**
EON Protection
- **Gender Diversity**
ACESGroup
- **Individual Achievement Technical Security**
Vlado Damjanovski (Optic Security Group)
- **Individual Achievement - Protective Services**
Sahil Hashmi (Citadel Security)
- **Unsung Hero Electronics**
Stuart Norton-Bakerr (Optic Security Group)
- **Unsung Hero Protective Services**
Abdulwahab Hajj (Access Group Solutions)
- **Security Equipment Manufacturer/Distributor**
Gallagher Security



2023 OUTSTANDING SECURITY PERFORMANCE AWARDS (OSPAS)

- **Outstanding Female Security Professional**
Lacey Shields, NDIS Quality and Safeguards Commission
- **Outstanding Guarding Company**
Certis Security Australia
- **Outstanding In-house Security Manager/Director**
Marie Patane (Sydney Metro)
- **Outstanding Security Consultant**
Intelligent Risks
- **Outstanding Security Partnership**
Monash Health and Siemens
- **Outstanding Security Team**
Team Casuarina (Access Group Solutions)
- **Outstanding Training Initiative**
Queensland Rail



2023 AUSTRALIAN SECURITY MEDALS FOUNDATION

Australian Security Medal of Valour

- Beau Ryan Paul McNamara, Security Guard, Border ID Security
- Jacques Roux, Covert Security Officer, Wilson Security

ST JOHN SAVE A LIFE AWARDS

Steve Morton	Wilson Security	Adel Dzambic	Certis Security Australia
Jimmy Tuan Lam	Wilson Security	Jack Smyth	Access Group Solutions
Rohit Suthar	Wilson Security	Riley Innes	Access Group Solutions
Matthew Taylor	Wilson Security	Elvino Maroulis	Access Group Solutions
Brenton Elliott	Wilson Security	Mark Holmes	Access Group Solutions
Akshay Sharma	Securecorp	Bishesh Rana	Access Group Solutions
Joydeep Ghosh	Securecorp	Abdullah Mefleh	Access Group Solutions
Fadi Aoun	Vicinity Centres/Securecorp	Richard Sparrow	Access Group Solutions
Gagandeep Singh	Vicinity Centres/Securecorp	Jaffar Naqvi	Access Group Solutions
Al Shaharia Jihad	Vicinity Centres/Securecorp	Daniel Edmonds	Millennium
Jason Muir	Certis Security Australia	Christian Ball	Millennium
Aaron Monaghan	Certis Security Australia	Ryan McFarlane	Millennium
Darren Ratcliffe	Certis Security Australia		



ASIAL GO DIGITAL CABLING REGISTRATION CARD

▶▶ NOW AVAILABLE!

ASIAL has launched its new Digital Cabling Registration Card!

In a first for ACMA registered cablers, the ASIAL Digital Cabling Registration Card is now available for download to smartphone devices via the ASIAL GO app (available on both iOS and Android app stores). ASIAL registered cablers will continue to receive a physical copy of their cabling card, along with the digital version at no additional cost.

10 benefits of the ASIAL Digital Cabling Registration Card

1. Convenience: Digital cards on your smartphone eliminates the need to carry a physical card, making it more convenient to access your credentials whenever required.

2. Reduced Risk of Loss: Physical cards can be lost or damaged, leading to potential security issues and the need for replacements costing you time and money. Having a digital copy at your fingertips reduces this risk significantly.

3. Accessibility: ASIAL registered cablers can quickly access their digital card on their smartphones, enabling them to show their credentials promptly during site visits and to employers.

4. Environmentally Friendly: Transitioning to digital cards reduces the consumption of physical materials like plastic, contributing to a more sustainable and eco-friendly approach.

5. Enhanced Security: Digital cards can be password-protected or secured with biometric measures on your smartphone, adding an extra layer of security to prevent unauthorised access.

Have your
cabling
registration
with you at all
times in the
palm of your
hand

6. Easier Updates: Whenever there are changes to your cabling credentials, such as renewals or updates to qualifications, your digital card can be easily updated.

7. Contactless: Digital Cabling Registration Cards can be used for contactless proof of registration contributing to a smoother and safer user experience.

8. Registration: Making compliance with legislation easier by having access to your verified updates on your digital registration card.

9. Space saving: Eliminate the need for carrying plastic cards in your wallet.

10. It's so easy: Just download the app and you will be able to access your ASIAL Digital Cabling Registration Card in less than a minute (if your registration has already been approved with us).



HOW TO DOWNLOAD YOUR ASIAL DIGITAL CABLING REGISTRATION CARD

- 1 Go to the Apple app store or Google Play
- 2 Search for 'ASIAL GO'
- 3 For IOS users click 'GET' and for Android users click 'Install'
- 4 Open and log into your account using your ASIAL portal login
- 5 Once you have successfully logged on, **IOS users** select 'More' at the bottom right of screen and then select 'Cabling Registration'. **Android users** go to the dropdown menu button at the top left of screen and select 'Cabling Registration'.

Forgot your password?

Go to www.asial.com.au/SignIn enter your email address as the Username and select 'Forgot password?'. You will receive an email with a link to reset your password.

If you need assistance email contactus@asial.com.au or call us on **1300 127 425**.

Download your ASIAL Digital Cabling Registration Card to your smartphone today!

A more efficient and secure approach to credential management.





INDIVIDUAL SPOTLIGHT

Ash Reid, Security Officer, Northern Protective Services

We also believe that everyone, regardless of their origin, should have the same opportunity for growth and development.

ASIAL Member Northern Protective Services believes in equal-opportunity employment. We recognise that not everyone is the same and we always endeavour to learn more about our diverse team who come from different backgrounds.

We also believe that everyone, regardless of their origin, should have the same opportunity for growth and development. As an illustration of this, one of our valued security officers, Ash Reid, excels in his position because he values his background and uses it to his advantage when establishing positive relationships with the community he serves. Ash's success is the consequence of his compassion as well as dedication to self-improvement and excellence.

In the beautiful landscape of Kununurra, a small town nestled in the north of Western Australia, Ash Reid stands tall as a security officer with Northern Protective Services. Ash dedicates himself to protecting the community he cherishes dearly. He is proud of the role he performs as a security officer because it gives him the opportunity to provide a safer environment for the community. This allows him to connect with the residents of Kununurra on a personal level, earning their trust and respect.

Ash embraces his duties with professionalism and dedication every day. His co-workers admire his work ethic, and his superiors recognise the value of his contribution to the team. Ash is renowned for going the extra mile to address every security concern with compassion and care.

As a company, we have recognised Ash's potential and the commitment he displays through his work. As an equal opportunity employer, we have invested in Ash's growth and development. Ash has seized these opportunities with enthusiasm, constantly striving to improve his skills and knowledge. He embraces every opportunity to expand his capabilities, and his passion for his work grows stronger every day.

Ash's outstanding performance and positive impact represent the values of local expertise, professionalism, and commitment to security that we as a company are committed to. With the right combination of passion, dedication, and a commitment to learning, Ash has become a highly valued member helping to keep Kununurra safe.

As a company we are always looking for motivated and professional security officers to join our team. To achieve this, we strongly encourage individuals with Aboriginal and Torres Strait Islander backgrounds to apply for roles with us. When they do, we support them through the provision of traineeships to help kick-start their career in the security industry.



OUT
NOW

FROM LIGHT TO INTELLIGENT PIXELS

A Manual for Digital Video Surveillance and AI Applications

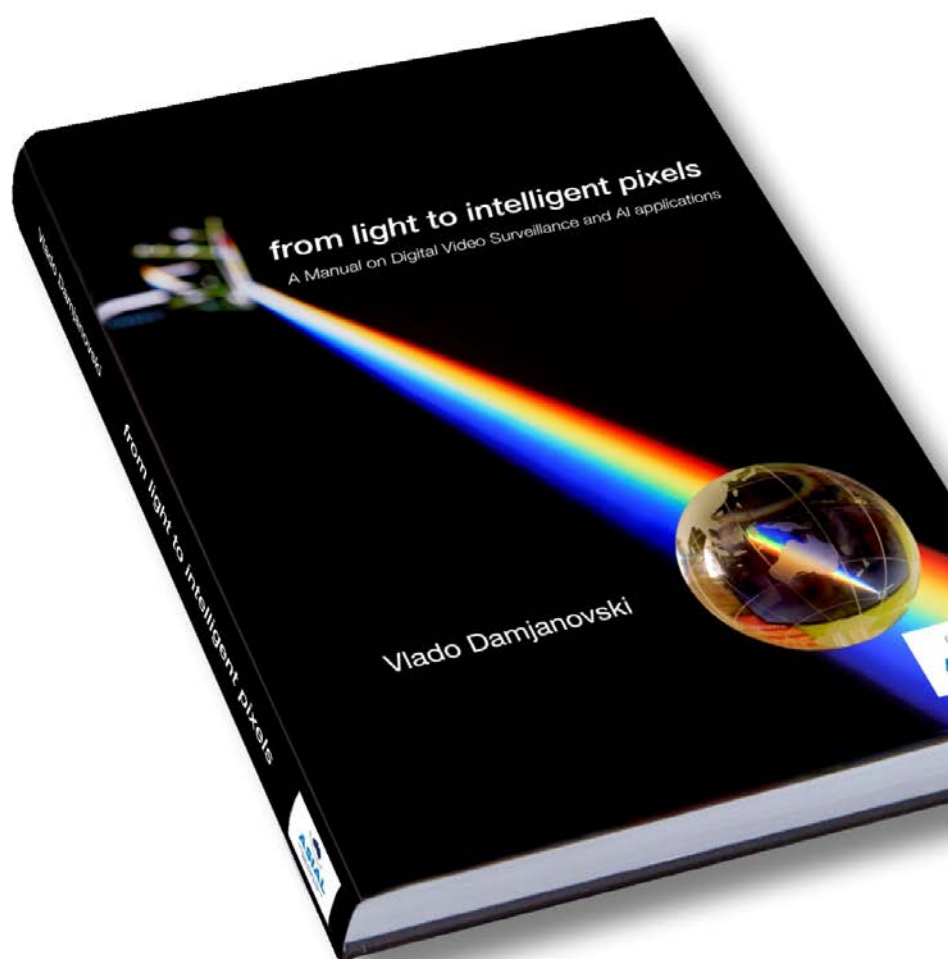
by world renowned CCTV expert

Vlado Damjanovski

Following on from the international success of his previous works, ASIAL has commissioned world renowned CCTV expert Vlado Damjanovski to prepare a new reference manual on IP video surveillance systems and CCTV technology. The new manual will cover, as well as well-explained and illustrated material of the basic concepts, additional material on video management software and the cloud concepts, video analytics with artificial intelligence, the new AS/NZS 62676 standards, compression algorithms, thermal imaging and much more.

Available at the ASIAL shop: asial.com.au

Published by



A comprehensive 689 page manual covering digital video surveillance and AI applications, including:

- Units of measurement Light
- Optics in CCTV Television
- CCTV cameras Displays
- Recognising objects Digital CCTV
- Video management systems
- Video content analytics and AI
- Transmission media
- Networking in IP CCTV Auxiliary equipment in CCTV
- System design
- The new IP VSS Standards Test chart for objective analysis



LABOR'S 3RD TRANCHE OF INDUSTRIAL RELATIONS CHANGES

By Chris Delaney ASIAL Workplace Relations Advisor

While many employers are still trying to come to understand 1st and 2nd Tranche IR reforms, the Federal Government's 3rd Tranche, the Fair Work Legislation Amendment (Closing Loopholes) Bill 2023 (the Bill), was introduced into Parliament in early September.

It is now held up in the Senate until at least early 2024. However, employers should not expect too much change before the Bill becomes law, bringing with it a very significant set of challenges to employers large and small.

The Bill intends to "close loopholes" by reviewing the definitions of Casuals and Contractors providing more power to unions and the Fair Work Commission (FWC), criminalising "wage theft" and introducing fines and imprisonment for those found guilty of industrial manslaughter.

While we do not know exactly what the final Bill will look like or how it will be interpreted by the FWC or the Courts. We can, however, offer the following insights into the main elements affecting employers:

CASUAL EMPLOYMENT

Changing the definition of a "casual employee".

From what we know so far, for Security businesses, at least some of the changes will undoubtedly have the most impact. For Protective Services one change will be the new casual employee definition and conversion to permanent full time or part time.

Casual Workers

The new definition states that an employee is a *casual employee* of an employer only if:

- the employment relationship is characterised by **an absence of a firm advance commitment to continuing and indefinite work; and**
- the employee would be entitled to a casual loading** or a specific rate of pay for casual employees under the terms of a fair work instrument **if the employee were a casual employee, or the employee** is entitled to such a loading or rate of pay under the contract of employment.

To determine whether a person fits the definition of a casual, the Fair Work Commission (FWC) will have the power to assess the status based on:

- the inability of the employer to offer work or an inability of the employee to accept or reject work (and whether this occurs in practice);
- having regard to the nature of the employer's business, whether it is reasonably likely that there will be future availability of continuing work of the kind usually performed by the employee;
- whether there are full time employees or part time employees performing the same kind of work in the employer's enterprise that is usually performed by the employee;
- whether there is a regular pattern of work for the employee. Note **a pattern of work is regular even if it is not absolutely uniform and includes some fluctuation or variation over time.**

Casual employees will have the right to give an employer written notification that they wish to be converted to full time or part time if they believe their employment no longer meets the definition of casual, if:

- The employer is a small business employer and the employee has been employed for a period of at least 12 months beginning the day the employment started; or
- The employer is not a small business employer and the employee has been employed by the employer for a period of at least 6 months beginning the day the employment started.

The employer must, before giving a response, consult with the employee and discuss the grounds for accepting or rejecting the request.

The employer must give an employee a written response to a notification within 21 days, either stating that the employer:



- accepts the notification; or
 - does not accept the notification on one or more grounds; and
- if the employer accepts the notification it must inform the employee:

- whether the employee is changing to full time employment or part time employment;
- the employee's hours of work after the change takes effect;
- the day the employee's change to full time employment or part time employment takes effect;

if the employer does not accept the notification it must provide detailed reasons for the employer's decision; and a statement advising that the employee may:

- attempt to resolve the dispute through consultation and discussion at the workplace level; and
- if the dispute is not resolved in accordance with that section apply to the FWC for the FWC to make an order in relation to the employee.

Fortunately, for employers, the Government has retained the existing offsetting requirements for backpay, so there should be no opportunity for a casual employee to "double dip" on leave provisions.

SHAM CONTRACTING AND UNFAIR CONTRACT TERMS.

The Bill introduces a new definition of employment into the Act to overcome some of the difficulties of determining the difference between an independent contractor and an employee which arose from Court decisions indicating the previous multi-factorial tests were irrelevant and the contract terms should prevail.

The definition of employee in the Bill requires the FWC to:

- determine the real substance, practical reality and true nature of the relationship between the individual and the person by examining:
 - the totality of the relationship between the individual and the person must be considered; and
 - taking into account, the terms of the contract and other factors relating to the totality of the relationship including but not limited to how the contract is performed in practice. In other words reintroducing the Multi-Factorial Test.

The Bill indicates that 'Back-pay' for unpaid entitlements will not be available for those workers who were contractors under the current Fair Work Act, although those found to be workers once the Bill becomes law, may have an opportunity to claim the conditions and benefits of employees if their status is determined to be that of an employee and not

an independent contractor.

LABOUR HIRE OR SAME JOB SAME PAY

The terms used in the Bill concern applications to the FWC for 'Regulated Labour Hire Arrangement Orders'.

'Regulated Labour Hire Arrangement Orders' (Orders) are orders issued by the FWC requiring the employer providing labour to pay the applicable rate of pay under the host employer's enterprise agreement to their employee, regardless of any EBA or other arrangement between the employee and the employer.

Orders can only be made by the FWC after a successful application from an employee or Union. Small business Hosts are exempt.

When determining whether to issue Orders the FWC must give consideration to:

- the pay arrangements that apply to employees of the host (or related bodies of the host) and the employees;
- who the enterprise agreement applies to and the rate of pay payable;
- whether the performance of the work is or will be wholly or principally performed for the provision of a service rather than the supply of labour to the host; and
- the specific circumstances in each case underpinning the work being performed.

It is not yet clear how and whether the FWC will be able to determine the difference between traditional labour hire and the provision of business to business services, which is the predominant model in all sectors of the Security Industry.

The Regulated Labour Hire Arrangement Order regime comes into force from 1 November 2024, although applications can be made from the day the legislation is passed.

Under an Order employers will be required to pay the 'Protected Rate of Pay' i.e. the full rate of pay (including loadings, allowances, overtime and penalty rates etc.) that would be payable to the employee if the host employment instrument applied to the employee. Arguments over whether the provision of the service to the host is actually labour hire and or what rate of pay should apply are inevitable.

WAGE THEFT

The Bill makes 'Wage Theft' by employers a criminal offence if the employer's behaviour results in an intentional failure to pay the required amount to the employee in full on or before the day when the required amount is due for payment.

Failure to pay superannuation, long service leave, or jury or paid emergency service leave is excluded.

Criminal proceedings may only be

The Bill intends to "close loopholes" by reviewing the definitions of Casuals and Contractors providing more power to unions and the Fair Work Commission (FWC),

Continues over page >



commenced by the Director of Public Prosecutions (DPP) or the Australian Federal Police (AFP) anytime within 6 years after the offence, generally on referral from the Fair Work Ombudsman.

An employer convicted of wage theft may face:

- for an individual a term of imprisonment of not more than 10 years or not more than the maximum fine of \$1.56m, or both; and
- for a body corporate a fine of not more than \$7.8m.

A Voluntary Small Business Wage Compliance Code will be published in the Fair Work Regulations to be followed by employers with less than 15 employees.

If the FWO is satisfied a small business complied with the Code, but underpaid the employee(s), the FWO must not refer the small business for criminal prosecution.

The Bill allows the FWO to enter into a cooperation agreement with a person reported to the FWO of possibly committing an offence.

Where a co-operation agreement is in force, the FWO is prevented from referring the parties to the DPP or AFP for prosecution.

FWO must have regard to several criteria before entering into a co-operation agreement, including but not limited to:

- whether a person has made a voluntary, frank and complete disclosure of the conduct, and the nature and level of detail of the disclosure;
- whether the person has cooperated with the FWO in relation to the conduct;
- the nature and gravity of the conduct;
- the circumstances in which the conduct occurred;
- the person's history of compliance with the Act; and
- any other matters prescribed by the regulations.

WORK HEALTH & SAFETY – INDUSTRIAL MANSLAUGHTER

The Bill proposes to include in the Work Health and Safety Act 2011:

- a Commonwealth industrial manslaughter offence with penalties of \$18 million for a body corporate and 25 years' imprisonment for an individual;
- significant increases to the Category 1 offence penalties from \$3 million to \$15 million for a body corporate, from \$600,000 to \$3 million for a person conducting a business or undertaking or an officer, and from \$300,000 to \$1.5 million for any other person; and
- a 39.03% increase to all other penalties in the Work Health and Safety Act 2011.

UNION RIGHT OF ENTRY

Permit holders will be able to enter a workplace to investigate suspected wage underpayments, without providing 24 hours' notice provided they have secured an exemption certificate from the FWC. What factual information the FWC needs to issue an exemption certificate is not clear.

WORKPLACE UNION DELEGATE

Employees appointed as workplace representatives (Union Delegates), will have specific rights under the general protections provisions of the Fair Work Act 2009 to:

- represent the industrial interests of union members and potential members, including in disputes with their employer; and
- have reasonable access to communicate with members and potential members about matters of industrial concern and access to workplace facilities.

An employer must not:

- unreasonably fail or refuse to deal with the workplace delegate; or
- knowingly or recklessly make a false or misleading representation to the workplace delegate; or
- unreasonably hinder, obstruct or prevent the exercise of the rights of the workplace delegate.

The FWC will also prepare modern award terms to ensure that delegate rights are appropriately adapted for particular industries and organisations.

GIG OR "EMPLOYEE – LIKE WORKERS"

The proposed amendments will empower the FWC to set minimum standards for "employee-like" workers performing digital platform work. The FWC will have broad discretion to determine what terms and conditions will be set as minimum standards, but could include terms about payment terms, deductions, working time and insurance.

The amendments would also introduce a consent-based collective agreements framework and access to dispute resolution for unfair deactivation from a digital labour platform. [f](#)

CONCLUSION

The proposed changes are the most substantial and complex sought by a government in decades and will likely have an enormous impact on all Australian workplaces.

It is self-evident that when laws like those proposed in the Bill are introduced, there will be an increase in disputation between employers and employees. The FWC will be expected to exercise its power to resolve those disputes and provide guidance to unions and employers on how to interpret the changes.

ASIAL will follow the Bill's passage through the Senate and report on any significant amendments. It is our prediction, however, that the Bill will be passed into law in the first quarter of 2024 without significant change.

MORE INFO

If you have any questions regarding this or any other workplace issue contact ir@asial.com.au

Note: The information provided above is for convenient reference only. ASIAL and Chris Delaney & Associates Pty Ltd provide this information on the basis that it is not intended to be relied upon in any cases, as the circumstances in each matter are specific. Accordingly, we provide this information for general reference only, but we advise you to take no action without prior reference to a workplace relations specialist.



ASIAL GRADED SECURITY MONITORING CENTRES*

List current as at 11 October 2023

COMPANY	STATE	CERTIFICATE NO.	GRADE	STANDARD VERSION	GRADING EXPIRY DATE
ADT Security	NSW	604	A1	2004	11 Apr 2025
ADT Security (Data Centre)	NSW	605	A1	2004	11 Apr 2025
ARM Security Systems	WA	603	A1	2022	27 Mar 2025
ART Security	VIC	589	A1	2004	30 Sep 2024
Back2Base	QLD	588	A1	2004	28 Sept 2024
BENS Wholesale Monitoring	NSW	594	A1	2004	30 Jul 2024
Central Monitoring Services	NSW	606	A1	2004	14 April 2025
Chubb Monitoring Centres	NSW	602	A1	2022	25 Mar 2025
Coastcom Security	VIC	571	A2	2004	24 Mar 2024
Energize Australia	VIC	600	C2	2004	19 Aug 2024
Executive Security Solutions (Monitoring)	VIC	580	A1	2004	31 May 2024
Golden Electronics	TAS	591	A1	2022	14 Sept 2024
Instant Security	QLD	567	A1	2004	22 Nov 2023
Linfox Armaguard	VIC	581	A1	2004	14 Aug 2024
Mekina Technologies	TAS	570	A1	2004	21 Dec 2023
Monitoring Excellence	NSW	597	A1	2004	26 May 2024
Paul-Tec (Australia)	NSW	610	A1	2004	28 Feb 2024
Proforce Security	VIC	607	A1	2004	2 Jun 2025
Protection Pacific Security Ltd	VIC	585	C2	2004	01 Aug 2024
SA Security Monitoring	SA	568	A1	2004	03 Feb 2024
Sapio – Hamilton	NSW	611	A1	2004	13 Aug 2024
Sapio – West Ryde	NSW	582	A1	2004	13 Aug 2024
Secom Australia	NSW	569	A1	2004	14 Dec 2023
Securemonitoring	VIC	566	A1	2004	23 Nov 2023
Securitas Australia Remote Services	VIC	596	A1	2004	03 Dec 2024
Security 1	ACT	599	A1	2004	14 Feb 2025
Security Alarm Monitoring Service	SA	579	A1	2004	23 Jun 2024
Security Control Room	VIC	612	A1	2004	18 Aug 2025
SMC Australia	QLD	601	A1	2004	06 May 2025
Ultimate Security Australia - Moorebank	NSW	613	A1	2004	18 Sep 2024
Ultimate Security Australia – Greenacre	NSW	614	A1	2004	31 Dec 2025
Unifyd Technology	NSW	593	A1	2004	11 Nov 2024
Valour Security Services	QLD	615	A1	2004	09 Jul 2025
Vision Intelligence Pty Ltd	NSW	590	C2	2022	30 Sept 2024

The ASIAL Graded monitoring centres above have been inspected and graded for compliance with the applicable Australian Standard: AS 2201.2 – 2004 or AS 2201.2 – 2022.

PLEASE NOTE: ASIAL takes no responsibility for companies which may change the nature of their operations subsequent to Grading.



ASIAL CERTIFIED REDUNDANT MONITORING CENTRES

List current as at 11 October 2023

CORE CENTRE	GRADE	CERTIFICATE	REDUNDANT LEVEL	EXPIRES
Chubb Monitoring Centres, Rydalmere	A1	R11	R1A	25 Mar 2025
Security Monitoring Centres Australia, Salisbury	A1	R10	R1A	25 Mar 2025
Ultimate Security Australia, Greenacre	A1	R9	R2A	22 Sep 2023

These Centres have been certified as Redundant Monitoring Centres in accordance with the current versions of the ASIAL documents: 'Redundant Centres – Background' and 'Redundant Centres – Requirements and Testing'.

WELCOME TO OUR NEW MEMBERS

ASIAL welcomes the following members who have recently joined the Association.

NEW CORPORATE MEMBERS

Active Security Group	QLD
BDI Technologies Australia	QLD
BGA Security	NSW
Dahua Technology Australia Pty Ltd	NSW
DBS Group Management Pty Ltd	NSW
Elite Security & Electrical Services Pty Ltd	VIC
Fields Security and Data	SA
Glenorie Security Services	NSW
LOX Locking Pty Ltd	NSW
Nationwide Protection Pty Ltd	VIC
Pantac Security & Communications Pty Ltd	VIC
Platinum Management Services Pty Ltd	NSW
Safe & Sure Security Pty Ltd	WA
Security Concepts Services Pty Ltd	VIC
Special Force Security Services	QLD
Task Force Security	WA
Tiaki Security Pty Ltd	NSW
Velox Security	NSW

NEW PROVISIONAL CORPORATE MEMBERS

9 Point Security	QLD
Abs7group Pty Ltd	NSW
Ace Guarding Services	VIC
Allsecure Security Systems Pty Ltd	QLD
APT Security Services Pty Ltd	NSW
Armatec Global Pty Ltd	NSW
Aus Sec Smart Pty Ltd	NSW
Austco Services Pty Ltd	VIC
Australian Trade Academy Pty Ltd	VIC
AV Booth Pty Ltd	QLD
BAMS Security Pty Limited	NSW
Bavi Tech Pty Ltd	ACT
Bravo Security Services Pty Ltd	VIC
CBR Security	ACT
Chubb Security Group Pty Ltd	QLD
Concept IT Systems Pty Ltd	QLD
D&G Security Services Trading Pty Ltd	VIC
Dawa Cabling Solutions Pty Ltd	ACT
Early Detection Innovations Pty Ltd	VIC
E-Tec Pty Ltd	VIC
Extreme Protective Group Pty Ltd	VIC
Ferrari Logistics (Australia) Pty Ltd	NSW
Finesse Security	QLD
First Nations Security, Safety and Risk	QLD
Fortified Data and Security Pty Ltd	QLD
Fortified Systems Pty Limited	VIC
Full Force K9 Security	QLD

Gage Security Group	QLD
Generation-e Productivity Solutions Pty Ltd	VIC
Guztech Group Pty Ltd	NSW
HSS Management Services Pty Ltd	NSW
Inertech Pty Ltd	QLD
Inland Security Services	WA
Kimberley Security Systems	WA
Lonsdale Services Group Pty Ltd	ACT
Luxriot Asia Pacific Pty Ltd	QLD
Meridian Rapid Defense Group Australia Pty Ltd	VIC
Mildura Base Public Hospital	VIC
MSDH Group Pty Ltd	WA
NAAS Protection Group Pty Ltd	ACT
Nastan Pty Ltd	VIC
National Integrated Services Pty Ltd	NSW
Noble Integrated Services	NSW
Onyx Tech Services	VIC
Orion Investigations Pty Ltd	ACT
Ozi Security Services Pty Ltd	QLD
Paladin Security Pty Ltd	QLD
Pride of Lionheart Pty Ltd	QLD
Protective Security Advisory Pty Ltd	VIC
Public Safety Training & Response Group Pty Ltd	QLD
Quality 1 Security Group	NSW
Rapid Protection Services Pty Ltd	NSW
Region Security Pty Ltd	NSW
Sanjib Kumar Debnath	ACT
Saraj Security Services Pty Ltd	NSW
Secure City Protective Services Pty Ltd	WA
Security Specialists Global Services Pty Ltd	VIC
Service Tdy Pty Ltd	NSW
Sigma Security	ACT
Sitesec Pty Ltd	QLD
SJC Security and Electrical Pty Ltd	QLD
Skyview Security Pty Ltd	NSW
Steele Electrotechnology	NSW
Summit Security Group Pty Ltd	VIC
Sunrisers Protection Group Pty Ltd	VIC
Tactic Industries Pty Ltd	QLD
Tailored Security Solutions	TAS
Techtidy Pty Ltd	QLD
TRU Recognition Holdings Limited	VIC
Vigilant Security and Investigation	QLD
VSG Solutions Group Pty Ltd	VIC
Wales Security Services Pty Ltd	QLD
Western Down Security	QLD
Z Plus Group Pty Ltd	NSW

Continues over page >

UPGRADES TO FULL CORPORATE MEMBERSHIP

4Site Security Group Pty Ltd	NSW
Auzwide Enterprises Pty Ltd	NSW
Bacchus Marsh Security Services	VIC
Baysec Group Pty Ltd	VIC
Bennelong Energy Services Pty Ltd	NSW
Boosst Electrical, Data & Security Pty Ltd	VIC
Complete Security Protection Pty Ltd	VIC
Essential Security Providers Pty Ltd	QLD
Event Tech Aust	QLD
Evolve Security and Automation	QLD
Glad Indigenous Pty Ltd	NSW
GPS Geo Guard Pty Ltd	QLD
Insight Security Australia Pty Ltd	NSW
Invictus Security Services Pty Ltd	QLD
Ironforge Security Pty Ltd	QLD

Mansfield Security	VIC
O'Neill & Brown Electrical Services Pty Limited	ACT
Ozland Group Services Pty Ltd	NSW
Proguard Security Services Pty Ltd	VIC
R D Security Services	NSW
Security Services	NSW
SKLD Security	QLD
Smokeshield Pty Ltd	VIC
Trident Services Australia Pty Ltd	QLD
TxRx Technologies Pty Ltd	SA
Universal Communications Group Pty Ltd	QLD
Viden Labs Pty Ltd	ACT
Watchcorp Security Services Australia	VIC
World Link Security Pty Ltd	NSW

RECOGNITION PROGRAM

The ASIAL member recognition program acknowledges longstanding members of the Association. We would like to congratulate the members to have recently achieved the following recognition levels:

● **PLATINUM** – 25 YEARS +
 ● **GOLD** – 16 – 24 YEARS
 ● **SILVER** – 11 – 15 years
 ● **BRONZE** – 6 – 10 years



SILVER

ATR Communications Pty Ltd	VIC
BlueCorp Group Pty Ltd	VIC
Casa Security Pty Ltd	WA
Conceptual Technology Solutions Pty Limited	NSW
Guardian Alarms	NSW
Hall Security	NSW
MasterCall Electronics Pty Limited	NSW
North State Security	VIC
Scope Protective & Data Solutions Pty Ltd	VIC
That's All Protection	NSW
Tyco International Security Group Pty Limited	NSW
Vice Security Port Lincoln	SA



GOLD

Access Datacom Pty Ltd	SA
AI Security Group Pty Ltd	VIC
Allman Services Pty. Ltd.	VIC
APAC Security (Holdings) Pty Ltd	NSW
Australian Electronic Maintenance Services Pty Ltd	QLD
Coastal Screens & Glass Pty Ltd	NSW
D.W. Security Pty Ltd	VIC
G4S Australia Holdings Pty Ltd	VIC
Group A Security	VIC
Hervey Bay Security & Fraser Coast Security	QLD
HRC Security	NSW
Independent Security Services Australia Pty Ltd	VIC
Infront Static Services	QLD
Integrated Business Security Pty Ltd	NSW
ITD Security Pty Ltd	VIC

National Management Group Trust	QLD
NCI Protective Services Pty Ltd	NSW
Omnisystems Engineering Consultants	VIC
Pickwick Group Pty Ltd	QLD
Rotti Security	VIC
Sawtell Communicatio Services Pty Ltd	NSW
Smartfox Security Pty Ltd	NSW
Worldsmart Retail	SA



PLATINUM

ADACS Systems Pty Ltd	VIC
Brink's Australia Pty Ltd	NSW
Fredon Industries Pty Limited	NSW
Gary Baker Electrical & Security Pty Limited	NSW
Vibrant Services Group Pty Ltd	NSW

2024 ASIAL Events Calendar

JAN-MAR



INDUSTRY BRIEFING – HOBART

Time: 7.30am-9.00am
Venue: Rydges North Hobart

29 Feb
2024



INDUSTRY BRIEFING – BRISBANE

Time: 7.30am-9.00am
Venue: Victoria Park Golf

6 Mar
2024



INDUSTRY BRIEFING – MELBOURNE

Time: 7.30am-9.00am

12 Mar
2024



INDUSTRY BRIEFING – SYDNEY

Time: 7.30am-9.00am
Venue: Pullman Sydney Olympic Park

13 Mar
2024



INDUSTRY BRIEFING – CANBERRA

Time: 7.30am-9.00am
Venue: Ramada Diplomat, Griffith

14 Mar
2024



INDUSTRY BRIEFING – ADELAIDE

Time: 7.30am-9.00am
Venue: Rydges South Park

20 Mar
2024



INDUSTRY BRIEFING – PERTH

Time: 7.30am-9.00am
Venue: DoubleTree Hilton

21 Mar
2024

APR-JUN



INDUSTRY BRIEFING – BRISBANE

Time: 7.30am-9.00am
Venue: Victoria Park Golf

30 May
2024



INDUSTRY BRIEFING – SYDNEY

Time: 7.30am-9.00am
Venue: Pullman Sydney Olympic Park

12 Jun
2024



INDUSTRY BRIEFING – MELBOURNE

Time: 7.30am-9.00am

19 Jun
2024

JUL-SEPT



SECURITY EXHIBITION & CONFERENCE

21-23 AUGUST 2024

Venue: ICC Sydney



INDUSTRY BRIEFING – HOBART

Time: 7.30am-9.00am
Venue: Rydges North Hobart

5 Sept
2024



INDUSTRY BRIEFING – ADELAIDE

Time: 7.30am-9.00am
Venue: Rydges South Park

19 Sept
2024



INDUSTRY BRIEFING – PERTH

Time: 7.30am-9.00am
Venue: DoubleTree Hilton

20 Sept
2024



INDUSTRY BRIEFING – CANBERRA

Time: 7.30am-9.00am
Venue: Ramada Diplomat, Griffith

25 Sept
2024

OCT-DEC



2024 SECURITY AWARDS – MELBOURNE

24 OCT 2024



INDUSTRY BRIEFING – BRISBANE

Time: 7.30am-9.00am
Venue: Victoria Park Herston

8 Nov
2024



AGM & NSW INDUSTRY BRIEFING SYDNEY

Time: 7.30am-9.00am
Venue: Pullman Sydney Olympic Park

27 Nov
2024



INDUSTRY BRIEFING – MELBOURNE

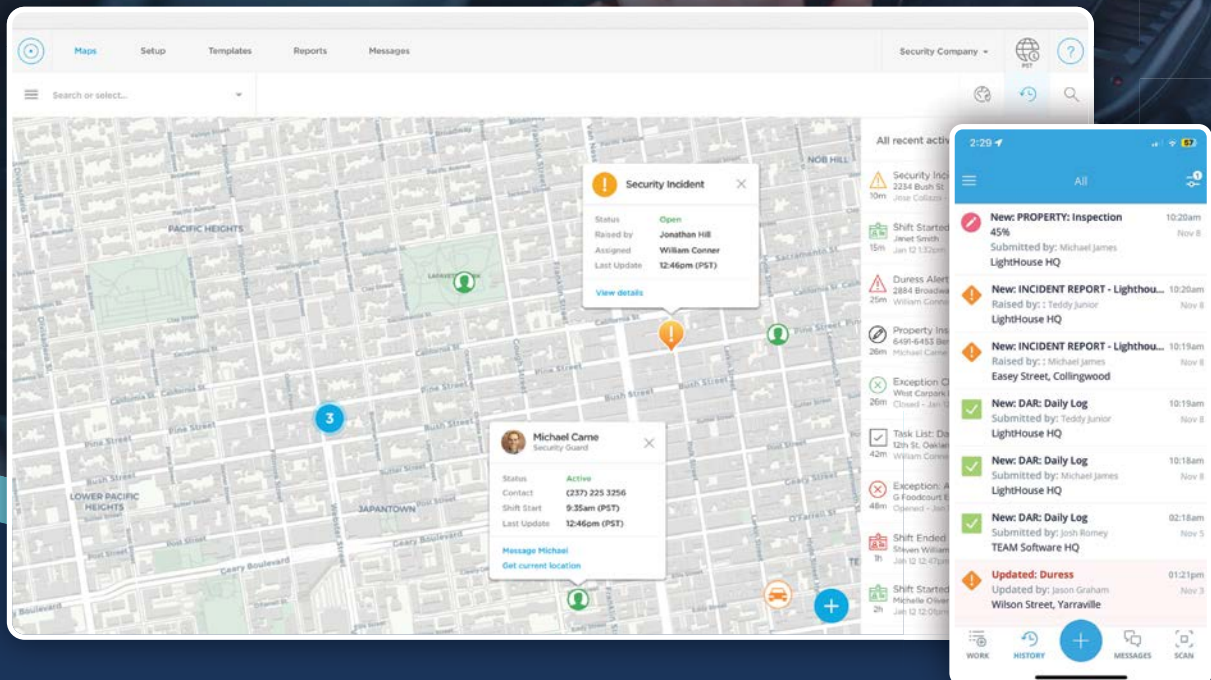
Time: 7.30am-9.00am

4 Dec
2024



TEAM Software
by WORKWAVE®

Managing your security workforce **JUST GOT EASIER**



Lighthouse is a mobile-first guard tour solution that enables you to prove service, manage incidents and improve guard safety.

TRANSFORM YOUR OPERATIONS



SCAN TO LEARN MORE ABOUT LIGHTHOUSE

teamsoftware.com | 03 8899 6683 | sales.apac@teamsoftware.com

ASIAL eLEARNING PLATFORM

FLEXIBLE AND
AFFORDABLE
PROFESSIONAL
DEVELOPMENT



ASIAL's elearning platform uses ELMO Software to make best-in-class technology available to all security workplaces. The platform offers access to over 100 quality short courses to help members meet the ongoing professional development needs of their workforce in a cost-effective way.

The extensive online course catalogue includes categories covering business management, communication and personal development, customer service, ethics and conduct, through to finance, IT, workplace and health, and leadership.



**WIDE RANGE OF
TOPICS**

As an ASIAL Member you have access to more than 100 quality short courses covering a broad range of topics.



**CONVENIENT
ONLINE DELIVERY**

The user-friendly online courses (which include a short quiz at the end) enables users to complete the courses at a time and place convenient for them.



**MAINTAIN EMPLOYEE
ENGAGEMENT**

Actively pursuing professional development ensures that the knowledge and skills of your workforce stay relevant and up-to-date. It also demonstrates your commitment to the ongoing development of employees.



COST EFFECTIVE

Starting at less than \$25 per course, the ASIAL elearning platform offers exceptional value for money. Plus, for an additional fee courses can be customised for your organisation.

For more information visit www.asial.com.au/CPD or email security@asial.com.au

1300 127 425