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All Pakistan Security Agencies Association

Minutes of Executive Committee Meeting No. 1 of 2026-28

Date: 16th October, 2026 **Time:** 3:30 pm **Venue:** APSAA Head Office, Karachi / Video Link
Chair: Muffasar Atta Malik **Minutes taken by:** Hanan Shabib **Quorum met:** Yes

ATTENDANCE

#	Name	Company / designation	Present / Apologies
1	Muffasar Atta Malik, Chairman APSAA	Superior Security Guards	Present
2	Major (R) Zia Ul Hassan Butt, Senior Vice Chairman APSAA	Gasherbrum Security Systems	Present (via Zoom)
3	Major (R) Naveed Riaz, Vice Chairman APSAA	Spy Security Management	Present (via Zoom)
4	Col. (R) Nisar Sarwar Khara, Patron & Former Chairman APSAA (By Invitation)	Royal IPR Security Services	Present
5	Col. (R) Tauqir Ul Islam, Former Chairman APSAA (By Invitation)	Oqab Security Services	Present
6	Major (R) Munir Ahmed, Immediate Former Chairman APSAA	Pak Security Services	Absent – regrets received (illness)
7	Amir Aziz, Former Chairman APSAA (By Invitation)	Muhafiz Security Services	Present
8	Major (R) Ayyaz Bashir	Ghausia Guards & Management	Present (via Zoom)
9	Zubair Chhaya	Falcon Security	Present
10	Major (R) Javed Iqbal Bhutta	Vigilante Security Systems	Absent – regrets received (attending a friend's mother's funeral)
11	Saqib Waseem Kayani	Blitz Security Services	Present
12	Raja Rashid Mahmood	Rapid Security Guards	Present
13	Rana Mansoor Naeem	Spider Security Services	Absent
14	Syed Hamzah Meer	Meer Security Services	Absent
15	Rao M. Shafique	Sarimad Security Services	Present (via Zoom)
16	Mirza Abdul Hafeez Khan	PYX Security Services	Present (via Zoom)
17	Saad Mubashir	Strategic Guards & Security Solutions	Present (via Zoom)
18	Irfan Ali	Haris Security Agency	Present (via Zoom)
19	Hassan Fareed Ahmed	Parwest Pacific Security	Present (via Zoom)

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PROCEEDINGS

1. The meeting was called to order at 3:35 pm. Col. (R) Nisar Sarwar Khara, Patron APSAA, recited the Holy Quran.
2. Attendance was taken and the quorum was confirmed.
3. The Chairman welcomed all attendees and congratulated the newly elected EC members, particularly the Senior Vice Chairman, Major (R) Zia ul Hassan Butt, and the Vice Chairman, Major (R) Naveed Riaz, on their success in the APSAA elections for the year 2026-28. The Chairman then introduced himself, followed by brief introductions from all attendees.
4. The Chairman presented the minutes of the last General Body meeting, held at Hotel Movenpick, Karachi, on 30th September 2026. Mr. Saqib Waseem Kayani proposed that the minutes be confirmed, and Mr. Zubair Chhaya seconded the proposal. The Chairman also confirmed that the handing over/taking over of records, accounts and pending matters with the outgoing Chairman had been completed.
5. The Chairman discussed the current issues faced by APSAA and its members at large, including the new PPRA Rules as amended in 2026, Digital Invoicing Integration with FBR, PESSI, PWWF and WPPF, and SESSI. He assured the House that APSAA has already taken up most of these issues with the relevant authorities for redressal and that, if they remain unresolved, APSAA will take all possible measures to seek relief, even if this requires approaching the courts of law.
6. The Chairman further informed the EC that an understanding has been reached with FBR, although its written reply is awaited. In the meantime, all member companies providing services in the Islamabad Capital Territory (ICT) should complete their digital integration with FBR. APSAA has already negotiated with two vendors for this purpose, and the details have been conveyed to all members.
7. Mr. Hassan Fareed Ahmed, who has accepted responsibility for the follow-up, updated the EC on the letters sent to the Honourable Chief Minister, Punjab, the Chief Secretary, Punjab, and the President of the Lahore Chamber of Commerce and Industry regarding the irrational increase in the renewal charges of arms licences in Punjab. He assured the EC that every effort is being made to secure an appointment with the Chief Minister and the Chief Secretary.
8. The court case at Lahore regarding the arms licence fee was also discussed, and it was agreed that the Legal Affairs Sub-Committee of APSAA would follow it up.
9. It was also agreed that all letters written to various departments will be followed up diligently, by sending written reminders every 15 days and through personal visits by the conveners of the relevant sub-committees.
10. The Chairman informed the House that the Home Department, Sindh, has agreed that there will be no increase in renewal charges in Sindh. However, as written approval has not yet been received, this cannot be notified to the members. APSAA has been verbally assured that the proposed operating licence renewal fee of Rs. 100,000/- per year will not be applicable for the year 2027.
11. The Chairman informed the EC that APSAA has already signed an MOU with SINA, an NGO that will provide medical facilities, including medicines, to the staff of member companies. The modalities are being finalised and will soon be shared with the member companies. These facilities will initially be available to staff in Karachi only and will be extended to other parts of the country as SINA expands its presence there.

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12. The Chairman also informed the EC that another MOU is being signed with Elite Training School, a private training school in Karachi that provides professional training to security guards in accordance with the programmes, curricula, standards and requirements prescribed and approved by the Sindh Board of Technical Education (SBTE). The companies will bear no cost. All guards completing this training will be issued a certificate, which is expected to fetch a higher salary than that of guards without it. The financial impact will be borne by the individual guard, and only after he is employed. Details will also be shared with the members.
13. The Chairman noted that the main complaint raised by most members at the General Body meeting held at DHA Club, Block-J, DHA, Lahore, on 6th October 2026 was the delay in the issuance of training certificates by APSAA. He assured the members that this would be resolved and informed the EC that he has spoken to the IT services vendor and tasked them with developing a system under which, after verification of payment and successful completion of a guard's training, the certificate can be printed at the APSAA regional office in Lahore.
14. The Senior Vice Chairman raised the issue of regular visits by APSAA Training School staff to Islamabad. With the active participation of Major Ayyaz Bashir, the EC decided that the APSAA team may visit ICT whenever member companies can gather at least 100 guards and the SVC arranges a firing range through coordination with the ICT Police Department; 3-4 days' advance notice will be required. The Chairman expressed concern over APSAA's long-pending request to establish an APSAA Training School at Islamabad and requested the SVC to follow it up with the Ministry of Interior and the Commissioner, ICT, in coordination with Mr. Armoghan Tallat, Director, M/s. Piffers Security.
15. The SVC also highlighted the use of unauthorised uniforms in Islamabad. The Chairman briefed the House on the procedure followed in Sindh and requested member companies to photograph the guards concerned and compile a list of the companies violating the uniform code, so that it can be reported to the Commissioner's Office, ICT, and the ICT Police for appropriate action. The SVC also raised the non-compliance with minimum wage requirements by some security companies and urged the government to enforce these wages strictly, especially in government departments that openly advertise tenders in violation of labour laws without providing for minimum wages. The Chairman responded that APSAA has always supported compliance with minimum wage requirements and will continue to advocate for it.
16. The Chairman stressed that all members must follow the APSAA Code of Conduct, as amended with the approval of the outgoing Executive Committee and validated by the General Body meetings at Karachi, Lahore and Islamabad last year under the Chairmanship of Major (R) Munir Ahmed. He further informed the EC that the Code has been sent to the DGTO office for information and approval. Any violation of the Code of Conduct will be dealt with strictly in order to safeguard the interests of the members.
17. The Chairman pointed out that, although most security companies operating in Pakistan are APSAA members, a large number have still not taken membership. He stressed that all EC members should strive to bring these companies under the banner of APSAA so that uniform implementation of standard operating procedures and compliance with the APSAA Code of Conduct can be achieved.
18. The Chairman informed the EC that an ERP system has been purchased for the APSAA Finance Department so that accounts for both regions, i.e. APSAA South and APSAA North, are maintained online in real time. The system is currently under trial and will soon be fully functional. It will give APSAA a complete picture of its financial status at the touch of a finger.

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19. The Chairman apprised the EC that APSAA's membership renewal charges have remained unchanged for a few years, while the cost of running the Association smoothly has risen many-fold. He therefore proposed that the annual renewal charges be increased from Rs. 20,000/- to Rs. 25,000/-, and that the practice of separately charging members Rs. 1,000/- for printing their names on the APSAA calendar be discontinued. The net increase in membership cost would thus be Rs. 4,000/- annually, while members' names would continue to be printed on the official APSAA calendar each year. Mr. Hassan Fareed Ahmed proposed that the annual charges be increased to Rs. 50,000/- to strengthen APSAA financially. After detailed deliberation, the House unanimously approved the increase of the annual renewal charges to Rs. 25,000/-, effective from the year 2027.
20. The Chairman informed the EC that, as per the APSAA constitution, sub-committees need to be formed for various tasks, namely: Complaint Resolution Committee (one at central level); Home Department Liaison Committees (one each for South and North); Police Liaison Committees (one each for South and North); Taxation Committee (one at central level); Legal Affairs Committee (one at central level); and Media Management Committee (one each for South and North). He explained that every committee is to be headed by the Chairman, so each committee will have at least three members:
- a) Chairman
 - b) Convener
 - c) Member
- Conveners and members of these sub-committees should preferably be from the EC, although any member may be appointed. The term of these committees will be the same as that of the Executive Committee. The Chairman proposed Major (R) Munir Ahmed as Convener, and Col. (R) Tauqir Ul Islam as Member, of the Complaint Resolution Committee, which was approved unanimously.
21. The Chairman requested EC members to forward their names for the remaining sub-committees, and the formation of these committees was deferred until the next EC meeting.
22. The Chairman proposed that at least one meeting be held every month, preferably on the 1st Friday, with additional meetings to be called as and when required for important issues. After detailed discussion, the House unanimously approved monthly meetings on the 2nd Friday of each month. The Secretary General will prepare a schedule and share it with all EC members.
23. The Chairman informed the EC that two lady members are to be co-opted to the EC. The House unanimously approved the co-option of Ms. Qandeel Fatima Shahid, Managing Director, Shehzada Security Services (Pvt.) Ltd. The name proposed for the second lady member, Mrs. Nargis Bano, Director, M/s. Sarimad Security Services (Pvt.) Ltd., could not be approved because the company already has a representative on the EC. The co-option of the second lady member was therefore deferred, and the decision will be conveyed later.
24. The agenda for the next meeting will include the insurance of security guards, the facilities for members and their families offered by the Patron-in-Chief, Mr. Ikram Sehgal, and the establishment of an APSAA Training School at ICT.
25. Col. (R) Tauqir Ul Islam presented a vote of thanks to the Chair, and the meeting ended at 5:45 pm.

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Date and time of next meeting: Friday, 13th November, 2026

Action points

#	Action	Responsible	Deadline
1	Share Modalities of SINA with Members	Secretary General	31st October, 2026
2	Share Procedure for Elite Training School	Secretary General	15th November, 2026
3	Preparation of Schedule of EC Meetings for the year 2026-28	Secretary General	24th October, 2026

Prepared by: Hanan Shabib

Signatures: _____

Approved by the Chairman: Muffasar Atta Malik

Signatures: _____

Date: 17th October 2026

