



Since 1992

All Pakistan Security Agencies Association

MINUTES OF EC MEETING HELD ON NOVEMBER 18, 2025

APSAA EC meeting was held on November 18, 2025 at APSAA head office in Karachi chaired by Chairman APSAA. Following attended the meeting:

1. Col. Nisar Sarwar (R)
2. Mr. Muffasar Atta Malik
3. Col. Tauqir ul Isalm (R)
4. Col. Khalid (R)
5. Mr. Aamir Aziz
6. Mr. Atiq ur Rehman
7. Brig. Mukhtar (R) (EC Member from north who was on a visit to Karachi from Lahore)
8. Maj (R) Ayyaz Bashir (On Zoom from Lahore)
9. Major Qaiser Nawaz Gandapur (R) (On Zoom from Islamabad)
10. Mr. Armoghan Tallat (On Zoom from Islamabad)

The meeting started with recitation of holy Quran. Major Munir Ahmed (R) Chairman APSAA welcomed the participants. Following points were discussed:

1. Chairman informed the EC members that in a meeting held with MD PPRA Islamabad he had requested the MD PPRA that there should be a separate tender for Security Services to which the MD agreed and asked the Chairman to send the points that should form the basis of this tender document. Draft points (Copy attached) were discussed in detail and it was decided that after a few amendments the draft should be shared with MD PPRA.
2. The committee members were informed that a proposal from SSU police for training of guards was received. After discussion it was decided that the proposal can be shared with the companies and all those who can afford to pay the training amount and spare their guards can contact Aamir Aziz for further coordination with Commandant SSU. It was also decided that initially it will be beneficial if escort guards can be trained by SSU but with a little lower cost and lesser duration that will definitely improve the skills of guards performing escort duties. A counter proposal will also be made and sent to SSU for their approval. It was also told by the Chairman that this is the initiative of Commandant SSU and not something that is compulsory.
3. A point that APSAA should keep a benchmark of "minimum service rates" to be offered by the member companies in tenders and to other corporate clients especially and if any member violates then his membership should be suspended / cancelled. A very detailed discussion on this was held. It was decided to resolve this issue in two phases. In the First Phase, APSAA Management will hold discussions with CEOs of companies providing services to corporate clients to develop consensus and then go for its implementation. In the Second Phase, the matter of "minimum services rates" will be resolved amicably regarding services being provided to small offices, residences areas and shop etc.



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4. It was decided by the EC that for new membership as well as renewal of APSAA membership an Undertaking from every member company shall be required that they shall strictly abide by law of land, APSAA Code of Conduct and all decisions/actions taken by APSAA, either with various relevant Government agencies or judiciary for the wellbeing, betterment and smooth functioning of business by the member companies in particular and private security agencies in general. The format of undertaking will be shared with all members at the time of renewal for membership.

5. It was also decided that every member will be asked and encouraged to contribute towards the legal expenses, including lawyers' fee as and when a "consensus decision" is taken by APSAA to file any petition in any court of law. This will not only reduce considerably the "contribution amount" to be paid by each member but also the court decision will be beneficial for everyone rather than for those few who contributed. This will also inculcate a sense of unity among our ranks and files and give a strong message of oneness.

6. It was also decided that Chairman will call meeting of CEOs to discuss various issues regarding rates, training of guards and other issues affecting security services sector.

7. Arms fee issue of Punjab was also discussed and the Chairman informed the EC members that another lawyer has been tasked to file a petition of early hearing of the case in this week.

8. The matter about high fees of weapons license in The Punjab was also discussed. It was decided to write a letter to Home Secretary Punjab, regarding such a high rate of weapon licenses that are clubbed with issuance of individual license fee. It is not justified. The private security agencies are supplementing and assisting the Police/Law enforcing agencies in not only controlling crimes but also in maintenance of law and order. These companies are also contributing hugely towards providing jobs to hundreds of thousands of working hands, thus generating financial activity. It is therefore pertinent to expect from the Government to encourage the private security agencies by granting some relief in weapons fees rather than treating at power with individual license fees.

9. It was also decided that Dispute Resolution Committees (DRC) both in South and North should hold regular meetings to attend and resolve the complaints of member companies regarding mutual disputes, payments or any other issue with clients and any other relevant complaint. The complaints be addressed to Chairman APSAA, who would refer the matter to appropriate DRC. Both DRCs consist of the following: -

a. DRC North

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| 1. Chairman | Col (R) Jalil Hussain Tiwana |
| 2. Member | Maj (R) Ayyaz Bashir |
| 3. Member | Brig (R) Syed Mukhtar Hussain |
| 4. Member | Lt Col (R) Nadeem Masood Agha |
| 5. Member | Mirza Abdul Hafeez Khan |

b. DRC South

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|-------------|-------------------------|
| 1. Chairman | Col (R) Nisar Sarwar |
| 2. Member | Maj (R) Abdul Razaque |
| 3. Member | Mr. Muffasar Atta Malik |
| 4. Member | Mr. Amir Aziz |
| 5. Member | Mr. Raja Rashid Mehmood |





10. EC approved a proposal by the Chairman to establish a Complaint Cell exclusively for guards where they can report about the issues concerning their, salaries, wellbeing, welfare, other matters related to the service or any problem that they might be facing at place of job or in the company in which they are serving. This will be advertised through social media and all other channels so that the guards have easy access to lodge their complaints that will be heard and their issues solved on priority.

11. Chairman also briefed the participants about his visit to CPLC office located in Governor House Sindh. In that meeting it was decided that CPLC and APSAA will sign a MOU to cooperate with each other and find ways and means to control crime in the province of Sindh. The CPLC will help issues related to guards with the police which one of their task that they are already doing. The draft MOU was presented before the EC members and it was decided that Chairman should go ahead and sign the MOU. A few changes and additions were suggested that will be sent to CPLC before signing the MOU.

12. A point was given by the Secretary APSAA that he is getting calls from certain companies that whether they are supposed to get their guards trained if they are unarmed and not using weapons. It is for information of everyone that all the guards enrolled in a company, whether armed or unarmed, is required to not only go through training as it is mandatory but also every guard must go through the verification process too.

13. The Chairman informed the members that IGP Sindh Mr. Ghulam Nabi Memon is scheduled to retire in December, and he has invited him for lunch along with the available officers of Police in the first week of December to honor his services for the province of Sindh and especially his support to APSAA and the private security companies. The EC members appreciated this gesture that will create goodwill with the police and APSAA members. It was suggested that such activity should also be carried out in other provinces too.

14. Chairman also apprised the members that after winning the case of WHT deduction on service charges only. An invoice format is being sent to all members who participated in the tender that should be used henceforth. (Copy attached).

The Meeting ended with a vote of thanks to the Chair.

