



IPSA NEWS

The official newsletter of the International Professional Security Association

Issue No. 4

January 2003

From the International Chairman

As we enter a new year, we look back on a year of steady progress and the achievement of several milestones on the way. The Northumberland House office has now been open for more than a year, with a friendly and helpful service provided by the in-house Receptionists. Sally Smith joined us in October as Administrative Assistant and Irene Hall as bookkeeper. Service is improved and the computerised procedures for keeping the accounts will result in earlier presentation to Bishop Fleming, our Accountants, for audit. Our office needs have therefore grown and in January we will move into a slightly larger office at the same location and then hope to upgrade and integrate our computer systems.

Training has been reviewed, with the aim of increasing IPSA's share of the marketplace. A number of Trainers have now been contacted and given the opportunity to be included in providing an expanded programme. The Association are also in continuing discussion with SRM Ltd about possibilities for outsourcing training administration and widening the scope of the training courses offered. The demand for courses is increasing and our intention is to use all IPSA Trainers, who are willing and able to deliver courses, to meet local demand. If you have not been contacted and would like to participate, please let us know.

Individual and Company membership enquiries are being received daily, each being supplied with information packs by our Membership Secretary Dennis Ricketts.

Terry Sore, the Quality Manager, has been busy harmonising inspection and renewal dates to remove anomalies in the synchronisation of dates. The Inspectorate has seen other changes, with new Inspectors being inducted by the Quality Manager, while continuously reviewing the paperwork as new British Standards are introduced. Discussions are still ongoing with SSAIB with a view to jointly operating UKAS approved levels of inspection and introducing inspections to the Systems category of Association membership.

The Council have reluctantly had to approve an increase in membership fees, effective from 1 January 2003, to cover inflation over the last few years. Inspection fees have been reviewed and altered

where appropriate, with travel and subsistence costs now being charged in addition to the fee.

Security Voice, the journal of JSIC, the Joint Security Industry Council, is sent to all members and contains much up to date information about the industry. IPSA is advertising in the current issue and the response is already encouraging. With so many publications being produced, and IPSA members guaranteed to receive Security Voice, we have decided to keep IPSA News as an internal members' publication concentrating on Association matters.

You will recently have received your IPSA diary, re-introduced at the request of members and an example of our commitment to providing value for the membership fees. Information provided by the First Assist legal aid service indicates members find this useful. The HMCA health plan is still available and we are looking at other potential member services.

The industry is eager to receive guidance from the Security Industry Authority on the policies they intend to adopt across a broad range of issues, not least the inspectorate, training and the process of licensing. We will be reporting on these changes as soon as information is forthcoming.

Since the start of the Association, networking has always been a strength. Over recent years the number of local meetings has dwindled for a variety of reasons. I would like to appeal to members around the country, to consider the benefits of meeting and discussing matters of mutual interest. We would like to invite one or two individuals or companies in the major cities or towns to act as convenors of local groups, meeting wherever convenient, to further awareness of, and exchange information about, IPSA and the industry. The regional network needs this initiative, without too much formality, to bring us together more often and in congenial surroundings. If this appeals to you please let us know and we will help you to spread the word and be there in support whenever possible.

Finally, I again thank all those who have helped to make this year a successful one for IPSA. That work will continue into the new year and with your consistent support we look forward to an even better year ahead.

Patrick J Somerville
International Chairman

Hong Kong Region

The Hong Kong Region of IPSA has been formally disestablished at the request of the Regional Council in a move which recognises that since the return of Hong Kong to China the local branch of the Association had to become registered as a company under local laws. Patrick Somerville met with Penny Fung, the Honk Kong Chairman, during a stopover visit earlier in the year and the procedures to recognise Hong Kong as an Independent Association were discussed.

The Hong Kong Region was founded in 1978 and celebrates its 25th anniversary next year. IPSA extends warmest good wishes to IPSA (HK) Ltd, as it is now known, and is making a gift towards the celebrations of a proportion of the region's members' final year subscriptions.

IPSA (HK) Ltd has been invited to retain their link with the Association as an Affiliated Association, which is a new category of membership introduced by the International Council for bodies associated with the industry, following enquiries from several bodies in the UK and overseas.

National Stolen Lorry Load Desk goes to the Yard

Patrick Somerville attended the joint PLC Consultancy / Essex Police Security Trade Show held at Bushey on 19 November 2002. Pamela Hughes, Chairman of IPSA company member PLC Consultancy, welcomed the delegates and David Veness, Assistant Commissioner, Specialist Operations, gave the inaugural address.

The Stolen Lorry Desk founded on a joint industry - police partnership has proved so successful in tracing and recovering stolen goods vehicles and their loads that it has now been accepted as a permanent part of the fight against organised crime. To further develop its capability, it is to be taken over by the Serious and Organised Crime Branch at Scotland Yard under the project leadership of DCI David Ryan.



DCI David Ryan, Metropolitan Police, and Patrick Somerville, IPSA International Chairman.

The initiative has resulted in reporting procedures being set up in many European countries to enable drivers' reports to be passed quickly to local control rooms in the local language to enable theft and other reports to be delivered accurately and without delay. Such arrangements increase the likelihood of a vehicle with tracker units installed and activated to be found before the goods are offloaded.

The number of the National Stolen Lorry Load Desk is: 01245 452555

Price Review

The International Council met on 09 November 02 and ratified the recommendations put before them by the ECM, regarding a much needed Price Review for IPSA Company Membership and Inspections. The price change will become effective on 01 January 03.

It has been sometime since the IPSA prices were last increased and this review was needed to bring the Association into line after identification of several areas where services have been provided at a loss to this Association.

Internet news

The Security Industry Authority has launched a website

www.the-sia.org.uk

The website is still in its early stages, but looks to be a promising source of information.

The Quality Managers Page

UKAS Accreditation Explained

I have received several requests for information on UKAS & ISO 9001 : 2000. A one page brief has now been added to the IPSA website, this can be accessed at www.ipsa.org.uk/ukas.htm

Unauthorised use of the IPSA Logo

The International Council and I are acutely aware that a number of companies, who are either no longer members, or have never been members, of this Association, are using the IPSA Logo without sanction to do so.

Where we are made aware of such cases, we are writing to the companies and informing Trading Standards of the companies' misdemeanour.

To help combat these cases, we will be shortly adding a list of current company members to the website, to enable customers to identify genuine Association members and also to understand the requirements for membership. Once this facility is in place, we recommend that you point your clients in the direction of the website when tendering for contracts.

Harmonisation

Over the past few months I have written to all IPSA companies requiring harmonisation of their inspection and renewal dates. This has been a most successful exercise and will greatly simplify the Inspectorate process. It will eradicate date slippage and allow for Invoices, Inspections and subsequently Certificates to be issued in a timely manner. I would like to thank the many companies who have agreed to harmonise for the benefit of all.

SSAIB Talks

The mutual co-operation talks with the SSAIB continue at this time and both sides remain most keen to come to a satisfactory arrangement as quickly as possible. The intention of the talks is the expansion of the Inspection Services offered by both bodies. This will be a significant and

important move by this Association when the final proposal is brought to the International Council. Watch out for a press release during IFSEC 2003.

IPSA Inspectors

Mr Bruce Woodcock remains the Association Chief Inspector. (London)

Senior Inspectors:

Alan Bradley (Central)
Bob Farrell (Northern)
John Loveday (Northern Ireland)
Jim Matthews (Eire)
Brian Pressland (South)
Terry Sore (South East)
Ron Waterfield (Midlands)

Lynwood Newman (South West) has resigned from the Inspectorate in line with his retirement from the security industry, the Association wishes him all the very best for his future.

Active Inspectors:

Mark Crosbie (Scotland)
Garry Elsworth (North East)
Dawn Harman (North East)
Steve Hennah (Central)
Lynn Watts-Plumpkin (North Wales)
Dennis Ricketts (South West / Wales)
Stephen Roberts (North West)

Trained Inspectors not currently active:

John Dunne (South West)
Mark Dunnett (South)
Brian Fenwick (Northern)
Keith Johnson (South West)
Maureen Rattray (North West)
Stephen Rattray (North West)
Colin Sinclair (North East)
Patrick Somerville (London)
Steve Wilson (Midlands)

Inspectors footnote: January & March are very busy times for the Inspectorate, please give me a call if you can assist with inspections during this period, especially in and around the London area.

An Inspectors Course is being planned for early in the new year, if you are interested in becoming an IPSA Inspector - please contact the Quality Manager.

The European Working Time Directive

Many of you are aware that the Department of Trade and Industry (DTI) is currently going through a public consultation, ahead of planned changes to the Working Time Regulations.

Some members have approached the Association, asking how this will affect them.

The current changes are referred to as a Horizontal Amending Directive (HAD). The reason for this HAD is to include certain occupations within the regulations, which were previously excluded. Examples are certain roles in the Rail Transport industry and Sea Fishermen.

In the original regulations there are certain provisions which are relevant to the security industry:

1. The option for either collective or workforce agreements
2. Special circumstances - "work involves security or surveillance to protect property or individuals"

We asked the DTI whether these provisions will still remain or are they being rescinded...

We received the following reply from a DTI spokesperson...

"The security industry will be able to disapply the working time provisions in respect of night work limits and daily, weekly and in work rest periods, subject to workers receiving compensatory rest. It is also possible to extend the weekly working time reference period by agreement or workforce agreement."

So for the moment it looks like we are safe, or are we?

When the original regulations were issued, the industries currently affected probably thought that they were safe. How long will it be before the politicians look for their next target?

As an Association, IPSA represents the views of both the companies and the individual security officers. Legislation such as the Working Time Regulations is intended to improve the rights of

individuals. So where should we stand as an Association? The simple answer is that we want both the individuals and the companies to prosper. The individuals are dependent on their employers, so we ask the companies to plan ahead.

Make sure that if the Regulations change again, that neither their businesses nor employees suffer. Start looking at the terms of your contractual agreements. Do you have a clause in place to protect yourself, if a change in legislation was to make a contract untenable? If your contract states one guard from 18.00 Hrs to 08.00 Hrs with no shift changeover, how would you be able to comply with the client's request if the law stated maximum shift length eight hours?

We can lobby the politicians to try and prevent changes, but often they will proceed nevertheless. Be prepared.

Justin P. Bentley

Please note: this article is a mixture of fact, opinion and speculation. It is the responsibility of each employer to ensure that they are operating within current legislation.

A letter from a member company...

In an ideal world this directive would be considered the norm as this century has promised us more leisure time and less work. It would most certainly enhance the quality of life for many individuals across the service industry. However, this directive may suit some industries more than others and in some cases such as the emergency services the police and ambulance services it may not be practical to implement it.

As far as the security industry is concerned it may be argued that this directive if implemented in full would adversely affect a large number of the Static Guarding companies.

The questions that should be asked are how practical it is operationally to implement the directive? What is the cost involved? Who would bear or share the cost? What would be the effect on the service provided? Would this directive threaten the very existence of small companies? The answers to these questions should determine what would be the true effect and impact of this directive on the Security Industry.

The 12 hours standard shifts worked by security officers on guarding or reception duties are

considered excessive by the directive, it may be noted here it is common practice for security officers to work up to 16 hours per shift.

Furthermore, splitting the 14-16 hours shifts in most cases makes the changeover of shift between 2300 and 0200 hours, this practice carries with it several drawbacks, the transport problems at that time, and in some cases officers may attempt to conduct their social evenings which may involve the consumption of alcohol before turning up for duty.

Thus it could be argued that the aim of the directive is to provide the workforce with more social/family and leisure time, (assuming leisure and social periods are between 1800 - 2359 hours during the week and all weekends), but at the same time this directive would cause members of this workforce a considerable amount of inconvenience and inability to practically enjoy the extra leisure/family time; because if a security officer finishes his/her shift at 2300 or 0200 hours this does not give much of a convenient leisure/family time. The same applies to the security officer reporting for duty at the above times who must cut short his/her leisure/family time to report for work.

If a survey is conducted amongst security officers as to their preference of shift patterns, in my opinion the majority of officers would prefer to work a twelve or sixteen hours shift and take 24 hours rest time before reporting for the next shift, rather than work a split shift system of 8 hours, which means more days/nights at work.

Taking these two examples of shifts patterns and applying the directive of 8 hours per shift, to split the 12 hours shift into 4 and 8 hours, in a security company contracted to one hundred guarding assignments, this company would have to double its workforce to two hundred officers to be able to comply with the directive.

This would require two officers per assignment which effectively means two sets of uniforms, double the training cost, additional supervisors requirement, additional admin and HR departments workload, additional company national insurance contribution, additional sickness and holiday pay, additional operations workload and a host of other hidden costs.

The above costs would be incurred if the company is successful in recruiting officers to work for 4 hours per shift (split 12 hours shift into 4 & 8 hours shifts) at an hourly rates that range between £4.10 - £10.00 per hour, hardly a livable wage for an adult with a small family. It may be safe to assume that there would be very little interest in such a job vacancy.

The effect of this lack of response to this short working hours position may force some companies to bend the rules or on occasions break them in an effort to fulfil their contractual obligations, by extending shifts, falsifying time and pay records, moving officers between different assignments, payments of cash-in-hand and others that will be developed and perfected in time.

Hence, it could be argued that this directive will only create yet another burden on the small to medium size companies that may threaten their existence and ultimately forcing them to break the law as the only means of survival.

On the other side of the coin those applicants who accept the position in most cases they hold another full-time job in another organisation and uses this 4 hours pay to supplement his/her income. At the same time security officers who are forced to work 48 hours would most certainly in their rest time seek additional part-time employment in another organisation. This also defeats the objective of the directive in limiting working hours.

The other impact on the security industry and in particular on the guarding services is the increase in the cost of services offered, an element which make the charges uncompetitive thus pricing the company out of the market. This may also force companies to take short cuts in the service delivery to cut cost to become competitive in price but with lower quality of service.

In general organisations seeking to employ contract security officers would be looking for competitive charge rates and high quality of service and backup. These organisations would be reluctant to pay the extra cost that come about because of this directive, some may even consider alternative form of security, and this will inevitably result in loss of jobs.

This would also place small and medium size companies in very weak trading position leading to liquidation, merger or being swallowed up by one of the big boys. The end result is the survival of very few security companies providing static guarding services to few organisations who are willing to pay the higher charge rate.

To conclude in my opinion the security industry should be exempted from this directive and to be treated as other emergency services. IPSA can play a major part in drumming up support from members, through MPs in their areas, an on-line petition, articles in security magazines etc.

A Hadi MSc (Security Management), FIISec
Managing Director
Shield Security Services Ltd - Farnborough, Hampshire
Email: hadi@shieldsecurity.co.uk

The Insurers Point of View

DANGER! Employees at work

Health & Safety is not only a vital legal obligation, it can now seriously affect your insurance cover too. Noisy machinery can cause deafness. Computers leave employees exposed to repetitive strain injury. Stress can bring on serious physical complaints. And the list goes on. These days the workplace is a danger zone, and employers who forget their legal responsibility for staff safety do so at their peril. Indeed, as well as imposing health and safety standards, the law insists that businesses must hold employers' liability insurance.

But obtaining insurance at a manageable price can be tricky, especially at a time when insurers are taking a closer look at potential clients and their safety arrangements.

Tougher requirements

The tougher approach is understandable. In recent years, insurers have consistently lost money on their employers' liability business. It is not a trend that they can afford to continue.

The courts are awarding larger and larger sums when negligence is proved and the number of claims continues to rise as workers grow more aware of their rights. The lengthening list of new employee claims ranges from stress to passive smoking to work-related cancers.

It's no surprise then that insurers are demanding stricter standards before agreeing to provide insurance.

Mistakes are now particularly costly. Any apparent breach of safety policy or, worse, a prosecution, will lead to a steep rise in premiums or even the refusal of cover.

Help available

That's where we can help - by providing the professional guidance that will ensure the right safeguards are in place to satisfy the insurer and avert disaster.

To begin with, we will visit your site to talk through the issues and assess the position.

But we can also offer a range of alternatives. One is to arrange a free visit by the insurer to carry out their own inspection. Alternatively we can recommend experts in many fields, or call in a fee-based specialist not just to carry out a risk assessment but also to provide ongoing consultancy and monitoring.

If you're in doubt, don't hesitate to call us

HOW HEALTHY IS YOUR HEALTH AND SAFETY POLICY?

The following check list will help you identify any weaknesses. Check the questions below to see how

you score. If the answer to any of the questions is 'no', a thorough review of your health and safety regime is recommended - call us today!

Do you have a written health and safety policy? Is it regularly updated and known to all staff?

Do you have a specific person trained in - and responsibility for - health and safety?

Do you keep written records of health and safety management?

Are all statutory notices displayed?

Are you aware of all the regulations, statutory requirements and assessments required?

Do you have a regular programme of risk assessment?

Is this reviewed regularly?

Do you keep a list of areas that require control and monitoring and check these regularly?

Is all your necessary plant and equipment inspected periodically by a competent person?

Does your accident record comply with the regulations?

Do you use outside consultants to advise regularly on health and safety issues?

Demand Outstrips Supply

In today's insurance market, finding business insurance at a reasonable price is a headache that many proprietors could do without

You will probably have noticed that over the past 12 months, the cost of your insurance has increased dramatically. Perhaps you have even experienced problems getting cover at all.

If so, you're certainly not alone - and the situation is likely to endure for some time yet. Today's insurance market is a scary place for businesses. Conditions have never been so tough.

The primary cause is easily identified; the devastating terrorist attacks of September 11 2001, which cost insurers an estimated £30 billion. That put a squeeze on the reserves that insurance companies are obliged by law to maintain in case of unexpected claims.

Demand outstrips supply

To compound the misery, the insurers have also been afflicted by the worldwide slump in the price of shares, a key component of their assets. Many now lack the capital to grow their businesses; some have been forced to cut back or even pull out of the market altogether.

As a result, over the past months the demand for insurance has far exceeded supply - a complete reversal of the situation in the 1990s. And in the

absence of vigorous competition, insurers have taken the opportunity to raise premiums and in some cases to reject some difficult risks.

Particularly affected are premiums for employers' and public liability, areas where the insurers are keen to recoup years of losses.

Especially large increases have also occurred in some high-hazard sectors such as construction, where the number of insurers prepared to quote has declined dramatically because of the industry's poor safety record.

In fact, in some isolated cases, it can be impossible to get cover at all. The whole insurance industry may decline would-be customers with poor claims records or those operating in sectors that have performed badly over the years, even if the client is claims-free.

The impact can be catastrophic. Without insurance, most businesses - especially those with staff and secured borrowing - have no choice but to cease trading.

Your broker can help

Such conditions underline the importance of our role in keeping you informed of market trends and their likely impact.

What's more, when cover is hard to find, you need a broker who has a strong relationship with insurers and access to the whole insurance market to ensure that you get the best value deal going. We are committed to just that.

Dicing With Advice

Do you provide advice or services for a fee, or even free? Or do you advise customers on products and services that you sell but don't make yourself? If so, you need to look carefully at your insurance provision, because you may be taking considerable risks.

Maybe you're a car dealer with a lucrative sideline in selling financial services, or perhaps your hi-tech equipment company can also supply its clients with handy software solutions.

Possibly you're in a food supply company offering advice on healthy eating or a construction firm providing an add-on design service.

Why not? Taking on multiple roles brings in extra revenue and these days customers are quite used to buying a mix of goods, services and advice from 'one-stop shops'.

If you provide advice for a fee, or even free, first make sure that you're well covered!

Vanishing distinctions

But be warned. Any such strategy can have tricky insurance implications and it's vital to raise any changes to the nature of your business with a broker. As old distinctions vanish, it's an issue that affects more and more firms in a widening range of business sectors.

There's no longer a clear line between those companies or professions that provide advice in return for a fee and those that handle or sell goods.

The insurance position is sometimes straightforward. Thus if a business offers advice for a fee it will simply need a Professional Indemnity policy to cover cases where a client suffers a financial loss as a result of an error or omission in that advice. Alternatively, if the advice is given free of charge and relates to a product or service that the business provides, a standard liability policy is likely to cover injuries to third parties and accidental loss or damage to property resulting from poor advice.

Grey Areas

But there's plenty of scope for confusion. A standard policy will not, for example, cover any financial losses to third parties unless these result from loss or damage to their property. Besides, there will often be grey areas where a broker's help may be vital. These include:

A business offering advice on products and services that it does not provide itself.

A customer incurring financial losses because of a supplier's negligence - for instances, when a customer loses an order or is forced to increase costs because a product is defective or delivered late.

The insurance policy specifically excluding the advice risk or the failure of a product to fulfil its intended function.

The insurer being aware of the scope of your activities, where these are outside what would normally be expected in your line of business.

The broker's role can be crucial in selecting the most suitable cover and advising on how to limit risk through the correct drafting of Terms of Business, an essential step if appropriate cover is not available.

This is an integral part of our service, but do let us know immediately if you move into the advice-giving business, so that any potentially disastrous gaps in your cover can be addressed.

Articles reprinted from Insight newsletter from Donald Rigg Insurance Brokers Ltd - for more information contact Richard Guthrie Tel. 01706 813848, email: richardg@rigg.co.uk, website: www.rigg.co.uk

Advice Stories from First Assist

These are actual case files of the service provided to IPSA members by First Assist legal helpline. This service is provided free to UK members as part of their membership.

A member called to say that he had acquired a contract for provision of security some four months ago. Owing to an oversight he had subsequently discovered that none of the acquired employees had contracts of employment. He was conscious of issuing contracts, but wondered whether any affected employee may object?

This was not likely, the member had a duty to issue a statement of employment terms to employees within two calendar months of their commencing employment. If the member failed to do anything about this anomaly, he could be faced with employees complaining to an Employment Tribunal for a declaration that a statement of written terms of employment had to be provided and an award of two week's wages could be made against him. Whilst an argument could be put forward about implied terms being established by custom and practice, the statutory duty to provide this statement was paramount.

A member rang the service to say that he was in the process of transferring his security contract to another supplier following a tendering process. He was enquiring what he needed to do as he had some thirty-five employees that would be effected and there was a recognised trade union involved.

The member has a duty to consult with representatives in the workplace in this case, as there was a proposed transfer of an undertaking in the offing. The consultation in this case would be giving information about the proposed transfer i.e. identity of transferee and when the transfer was likely to take place. This was essential because failure to consult could be punished by an award at an Employment Tribunal of thirteen week's pay per employee.

A member called the service to explain that one of his employees had resigned from his firm, but he had failed to provide the contractual one month's notice. It appeared that the employee had only worked one week's notice and then moved on to another position. The member was wondering whether he could make any form of deduction from the employee's final salary in accordance with a clause in the contract of employment.

The member was advised that he had to be careful in these circumstances, because although there was a breach of contract by the employee, any deduction would have to be quantified as being a genuine pre-estimate of the employers loss. Unless the employer could actually quantify the amount of loss he was going to suffer by the employee failing to work, the remaining three weeks of his contract the deduction may be seen as a penalty clause and therefore subject to challenge. In these circumstances it appeared that no loss would actually be suffered here, as the member would be able to get other employees to cover the "missing hours", therefore the member was advised that the deductions clause would not be operative here.

Did you know IPSA can help...

Company Disciplinary Hearings.

It has come to the International Council's notice that some company MD's carry out internal company hearings to deal with alleged complaints.

The Company MD chairs the initial meeting so become involved in the early stages. This however technically precludes the MD from then sitting on any later appeal Hearing.

The IPSA can make arrangements for independent Chairmen with relevant experience (possibly from other Companies) to sit in on stage one, this allowing the Company MD to then deal with any appeal hearing.

Another service provided by your Association.

Half-Day Conference

London & South East Region are hosting a conference on Wednesday 29th January 2003 on the subject of:

"Current Issues of Insurance and Employment in the Security Sector"

Presentations by representatives of the Insurance Industry, the Advisory Conciliation and Arbitration Service (ACAS) and the Association.

Topics to include:

- ❖ A review of Sector responses to the forthcoming regulation and licensing regime and the future operation of the Security Industry Authority.
- ❖ An insight into how the insurance industry is reacting to the culture of litigation and claims and the assessment of insurable risks affecting the security industry and its operations.
- ❖ A discourse on the effect of the European Union legislation on employment with particular regard to the implementation of the Working Time Directive.
- ❖ A panel discussion to address concerns and questions from the audience.

Speakers:

- Chairman: Patrick Somerville, QPM, International Chairman, IPSA.
- Peter H Swann ACII, Executive Director, Darwin Clayton Ltd, Insurers
- A senior representative from ACAS.

Venue: The Middle East Association, 33 Bury Street, London SW1Y 6AX
(Nearest underground station: Green Park)

Programme:

0900-0930	Registration and Coffee
0930-1000	Towards a Regulated Security Industry
1000-1045	The State of the Insurance Market
1045-1100	Morning Coffee
1100-1145	European Employment legislation, the Working Time Directive
1145-	Panel
	Lunch

Cost:	Conference only:	£15.00
	Conference & Lunch:	£30.00
	Lunch only (IPSA members):	£15.00

If you wish to attend this topical conference please contact the IPSA office for more details.

The AGM of the LSE Region will take place after the lunch. There is no charge for attending the AGM.

Forthcoming Events

We draw attention to the following future events for your diary:

IPSA events:

29 January

London Region Seminar and AGM
Venue 33 Bury Street, London

JSIC events:

8 Jan; 27 Feb.; and 25 Mar.

Parliamentary lunches

18 April

JSIC AGM and Dinner

19 April

Annual Forum

The Security Industry Authority planned roadshows in 2003

Tuesday 21 January	Jury's Hotel Bristol
Tuesday 4 February	Cabot Hall (Canary Wharf) London
Friday 21 February	TBA Birmingham
Wednesday 5 March	Hilton Golden Tulip Hotel Manchester
Tuesday 18 March	Marriott Hotel Newcastle

To the JSIC community:

Security Voice would like to solicit your views on the Home Office consultation with business organisations regarding the problem of crime. The Home Office has announced that it is to consult with business on the problem of crime. This is the first-ever consultation with commercial organisations on the most effective ways to combat business crime, according to the Home Office. Home Office Minister John

Denham has announced a 12-week consultation as "an important step towards reducing crime that affects the business community".

Some facts about business crime:

- Business crime costs the UK economy up to £19 billion a year
- Businesses are twice as likely as domestic premises to be the victims of crime
- Current business crime initiatives by the Home Office include the Dedicated Cheque and Plastic Card Fraud Unit, VCRAT, the West Midlands Retail Crime Initiative and the Vehicle Finance Fraud initiative (with the Finance and Leasing Association). Other initiatives have included funding for CCTV, Chipping of Goods Initiative and of course the SIA.

Questions for you:

First and foremost, in your view, what should the Home Office do to support the fight against business crime?

Does the Home Office acknowledge and adequately support the private security industry in combating business crime?

Are there existing initiatives that would in your view benefit from Home Office support?

(Perhaps something that you or your business are directly involved with)

Should the Home Office divert resources to support business security? In other words, is business crime a problem that the government ought to be addressing, or is it primarily the responsibility of businesses to take care of themselves?

Do the police take seriously enough crime against businesses? Or do you feel, as some people have expressed it, that police are not as interested in it because it falls outside their key performance indicators?

More information about the consultation, including a link to a PDF download of the consultation document can be found at <http://www.crimereduction.gov.uk/business27.htm>

I look forward to hearing your responses. The purpose of this will be for the preparation of an article - "What government can do for business security".

Best regards,

Tom Reeve

Editor - Security Voice
The official magazine of JSIC

Obituaries

It is with great sadness that we inform the membership of the loss of two officers of the Association.

Michael John Joslyn Grad IISec, MIBM, MITD

23 July 1942 - 14 August 2002

Mike, as we all knew him, was a dynamic person, wholly committed to the betterment of the Security Industry and always loyal to the Association. His efforts during the difficult period early in the year 2001 particularly, was completely unselfish on his part and helped in no small measure to rescue the Association from failing completely. The International Council recognises his unique contribution to helping to sustain the Association, and forging the path for the years ahead.

I met Mike in Glasgow some months ago for a business meeting. As always he was energetic and in good humour and of course industrious and busy on a number of fronts. He will be fondly remembered as a good companion and a hard working colleague, not afraid to express his own point of view, and always willing to make a contribution or play his part in any new initiative. He enjoyed the stimulation and the social interaction that comes with participating in meetings and exhibitions of the Association.

We are conscious that we have lost one of our stalwart members and colleagues. We will remember him with great affection as a good friend.

Our condolences go out to Audrey and his children Samantha, James and Chelsea.

Patrick Somerville

Dennis Gordon Lane MIISec, MIPI

27 June 1933 - 25 August 2002

Dennis was a person committed to both work and family. While continuing to work past his official retirement and stepping up his role in the Association to Chairman of the North West Region, he also kept time for friends and family.

It was late on in his life that I got to know Dennis, but a friendship was soon formed. Association meetings became an excuse to meet for a curry and chat first, and turned meetings in to a social event.

Dennis will be missed in the North West, his enthusiasm and positive attitude, coupled with a great sense of fun, made each meeting a delight.

We pass on our condolences to Margaret and his sons Adrian and Ian.

Justin Bentley

Membership News

New Members

The International Council is happy to welcome the following new members to the Association:

Mr J Creek
Mr B Hayes
Mr P Pinel
Mr C Wright

Membership Secretary moving up in the world!



Dennis Ricketts, the IPSA Membership Secretary, turned 50 last year. Some friends paid for a helicopter ride as a birthday present. We wish Dennis congratulations on his half-century.

Publications & Merchandise

Security Instruction & Guidance Manual

Still available as a recent issue, but with major updates currently in progress, it is probably worth waiting. Details of the updated version will be in IPSA News when available. Details of the updates will also appear on the website. It is available from IPSA for £98.00 plus £2.50 p&p

The 39 Steps

This Document is used by IPSA Inspectors to carry out Manned Guarding Company Inspections. It is available from IPSA for £40.00 plus £2.50 p&p

Umbrellas



The IPSA golf umbrella is navy blue and white with the IPSA logo on two sides. It is available from IPSA for £15.00 plus £2.50 p&p

Ties



The IPSA tie is blue throughout with a subtle IPSA logo repeatedly woven into the fabric. It is available from IPSA for £12.50 plus £2.50 p&p