



IPSA NEWS

The official newsletter of the International Professional Security Association

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IPSA expands membership categories and revises fees and subscriptions

The International Council has approved wide ranging changes to the criteria for membership of the Association recognising the growing number of people carrying out security related tasks who are without any professional body to represent their interests and develop their professional status in the industry.

At the same time the Council has made only minor inflationary adjustments to the fees and subscriptions for security officers and supervisors. Management level members will, however, find that their subscriptions have been raised to levels similar to those in other professional bodies.

Similarly a restructuring of the Company membership categories has been carried out and two payment bands introduced based on annual gross turnover. Companies with a gross turnover of and above £500,000 per annum will fall in the higher band and attract higher level fees and subscriptions.

These measures have been introduced to ensure that the business of the Association can be conducted against a balanced budget and with adequate funds to pay for support services, representational and promotional activities and advertising, and develop training services from which additional revenue may be earned in the year ahead.

2004 AGM

The Annual General Meeting of the Association will be held at 16.00 Hrs on Wednesday 19th January 2005 at Christie's

Education, 153 Great Titchfield Street, London W1W 5BD. Formal notices will be sent out in accordance with the Constitution. Members are asked to forward reply slips indicating whether they are attending in order that numbers may be known for catering and other purposes.

The IPSA / JSIC RED BOOK Directory 2005

The "Red Book" re-launched last year with the Joint Security Industry Council was well received and preparations are being made for the 2005 edition due to be available on 5 May 2005 just before IFSEC 2005.

Published by the highly respected Smith Regent Press Ltd. we take this opportunity of thanking Smith Regent Press Ltd again for their support of IPSA and JSIC and their diligence in producing it in time for last years exhibition.

Authors are also now invited to contribute relevant and timely articles for inclusion in the Directory.

The Red Book has become a directory of choice for the security sector and offers a unique opportunity to advertise security services to potential new clients. All member companies and the wider community of suppliers are invited to book their advertising space for the 2005 edition.

IPSA Members and Companies whose particulars did not appear in the current issue are reminded that they should when requested notify the Head Office of the details that they wish to appear in the Directory in order that there is compliance with Data Protection legislation. No details will be published without express authority.

International Professional Security Association

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Chairman's Appeal to Company Members

Earlier this year the Association Chairman wrote to our company members with an appeal for donations and sponsorship. The appeal rose over £6,000 for the Association and has assisted us during a financially draining year. We wish to thank these companies on behalf of you, the membership, as it is your Association that we maintain on your behalf.

List of Donors

ABC Guarding Ltd
Armour Security Services (London) Ltd
Broadland Guarding Services Ltd
Camberford Law plc
Charter Security plc
Elizabethan Security Ltd
Lisburn Security Services Ltd
Progressive Protection Services Ltd
UK Nationwide Security Services Ltd
Unitrust Protection Services (UK) Ltd

We would also like to take this opportunity to thank Camberford Law and Spectrum Positive for their sponsorship of the Association stand at IFSEC 2004 and also to Oakpark Security Systems Limited for their sponsorship of the IPSA website. We also wish to thank Armour Security Services (London) Ltd for their donation to the Association following Patrick Somerville's after dinner speech at a company function.

Counter-Terrorism Aide Memoir

Copies of the aide memoir were purchased by IPSA and circulated to all members free of charge with the last issue of IPSA News. All Companies are urged to obtain further copies from the JSIC office in order that all security staff may be in possession of guidance on action to counter terrorist planning and other activities. The pocket size leaflets costs 10 pence each plus post and packaging. Contact JSIC on Tel: 01628 784411 for more details.

JSIC

The appointment has been announced effective from 1 December 2004 of Richard Childs QPM as the Chief Executive Officer of the Joint Security Industry Council on the retirement of Mike Welply. Also Richard Flenley, Deputy Chairman, is expected to assume the role of Chairman in January 2005 in succession to Chris Gordon-Wilson.

IFSEC 2005

The IPSA Stand has been booked for the IFSEC exhibition which is to be held from 16th – 19th May 2005 at the National Exhibition Centre, Birmingham. The possibility is that it will be part of a "JSIC Village" as proposed last year. Companies or organisations that wish to exhibit as part of that project should give notice of their interest to the IPSA Office so that the JSIC Village promoters may be advised.

The Association wishes to invite companies interested in sponsorship opportunities to contact us to discuss possibilities. Justin Bentley is coordinating the preparations and can be contacted direct on 07767 804040.

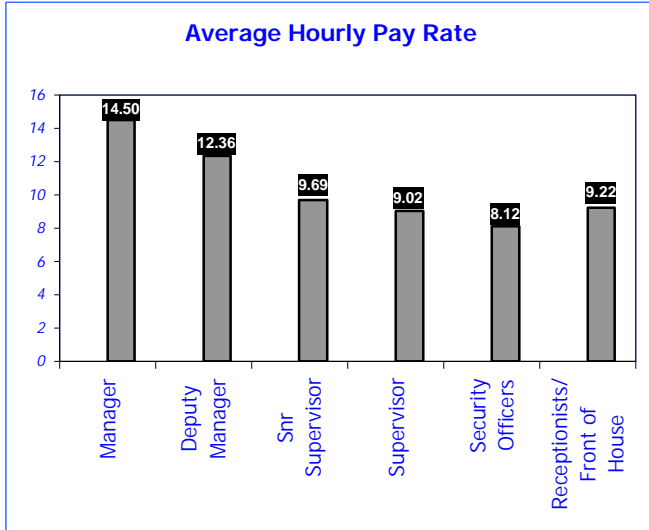
Members of the Management Team will be on the stand throughout the exhibition, so please include time in your schedules to come and talk to us.

IPSA visit to United Arab Emirates

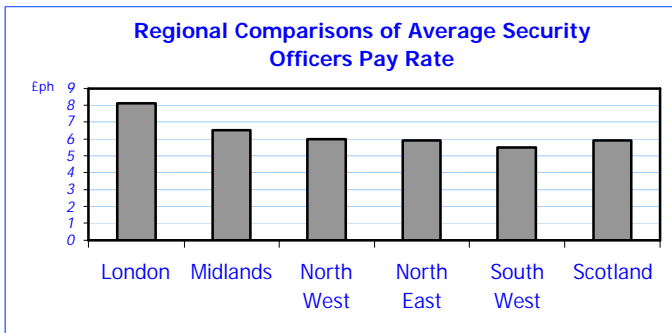
Regulation, licensing and training, were the topics discussed with local Emirates officials during the International Chairman's recent visit to Dubai and Abu Dhabi at the invitation of interested parties. The local authorities are desirous of putting in place arrangements for the regulation of the private security industry together with training to internationally accepted standards. IPSA's unique international reputation for training enables it to offer cooperation in bringing these plans to fruition.

Salary Survey

Following their Survey in August 2002 SSR® Personnel have again revisited the highest geographical concentration of security officers in the UK, Canary Wharf and the City of London. The significant difference is that the meridian pay point has increased from £6.80 to £8.12 across 1,000 positions surveyed, an increase of 19.4% in 2 years.



General terms of employment for the security officer have continued to evolve, with shorter working weeks leading to more stability of staffing and equally greater trust from client's. Competition between contract and in-house organisations for quality front of house personnel remains extremely fierce within these post code areas. Wage inflation is a feature of the service sector across the South East.



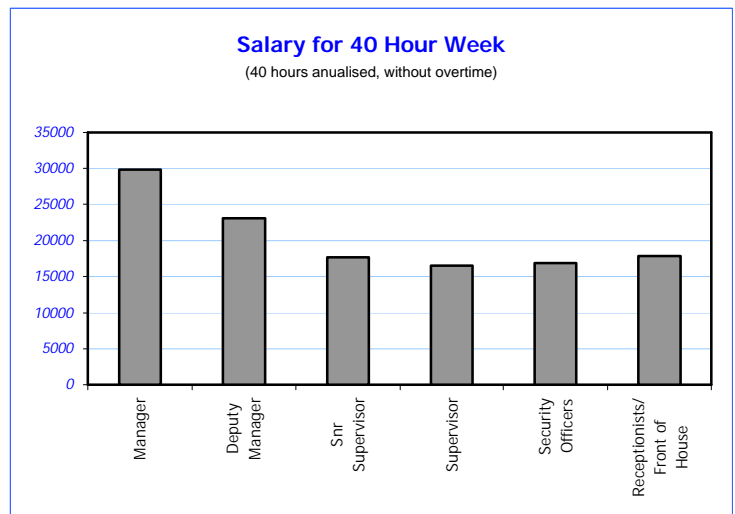
56% of companies who responded rely entirely upon contract management of support services to deliver quality of service. Outsourced staffing for secretarial and general reception duties continues to grow with remuneration rewards high enough that workers travel up to 3 hours per day, although the average worker's travel time is 40 minutes.

Achieving salary status, rather than hourly pay, is the most consistent barometer of those employed in the contract services. Opportunities to be considered 'in-house' are the most consistent reason for moving jobs. But what does that mean?

Equalised monthly pay! The possibility of full rate sick pay! The recent British Airways strike negotiations revealed their average sick day per employee was 17, against the national average of 7. BA endured £60m of additional costs or over-employment equal to 5% of BA's workforce. The psyche of the contract workers not entitled to full sick pay is to obtain the safety net that others enjoy. An average of 3 sick days per annum is taken by contract workers.

Contributory pensions continue to be quoted by support staff as a tangible benefit, yet there is a relatively low take-up by those working for contract companies. The average age of those opting to contribute to a pension scheme is 49, whilst the averaged support services workforce age is 37. Most pension members had been with a company 5 years, whilst work force employment averages 3 years. In general only 18% of eligible members take up the benefit, but 79% of staff see it as an attractive benefit.

Education and training is a constant motivator according to a majority of workers in the support services workforce. Career trails into client organisations through service support contractors remains a well rewarded route for many, but may still perpetuate the roundabout of attrition.



SSR ® is the largest recruitment consultancy dedicated to the security, fire, health and safety sectors in Europe, operating in 20 countries. We have a global presence in North America, Asia and Eastern Europe and are accredited with Investors in People and ISO 9001:2000. For further details view our web site www.ssr-personnel.com

Peter French CPP is Managing Director of SSR® Personnel and has been employed within the Service Sector since 1979. As a founding Director he has used his past experience to develop, with our Clients, specific initiatives. He holds a number of non-executive posts advising on human resource planning, motivation and psychometrics. He is a Regional Vice President of ASIS, European member ISMA, Junior Warden of the Company of Security Professionals and Deputy Chairman of London Crimestoppers board. He currently advises a number of community employment projects in the UK and overseas.

TRAINING NEWS

IPSA BJT Course recognised for purpose of prior learning.

The Security Industry Authority (SIA) has confirmed that the existing IPSA two-day induction course (some times referred to as the Basic Job Training Course (BJT)) has been recognised as granting partial exemption from Part 1 of the new Manned Guarding Training Specification.

The IPSA induction course has not been listed by the SIA as granting full exemption because it is not independently accredited.

This means that holders of an IPSA Induction Course certificate obtained in the two year period prior to licensing need not undertake the Part 1 course of the new qualification but will have to attend an assessment (1 hour examination) in order to obtain that qualification. The Pass mark is 70%.

All applicants for a license will also have to show that they have completed and passed the assessment of the one day Part 2 (Communications and Conflict Management) unit of the new qualification. The Pass mark is 70%

New Training Courses

IPSA intends to offer Part1 and Part 2 of the new qualification for the Manned Guarding Sector as soon as the necessary accreditations can be obtained from an approved awarding body.

IPSA Trainers Qualifications

Holders of IPSA Trainers Certificates are eligible to register with Approved Awarding Bodies (in our case with EdExel) as approved trainers for the duration of the transition period which ends in December 2005. The transition period is to enable those who do not at present hold a national teaching award

to take steps to satisfy this additional trainer's requirement in order to become approved trainers after January 2006.

Trainers delivering SIA approved training courses are required to have successfully completed a formal training or instructional qualification or to obtain such a qualification.

Examples of such are:

HMF methods of instruction full qualification

Home Office approved trainers i.e. police, fire service, HM Customs and HM Prisons

SITO train-the-trainers programme

C&G level 4 certificate in further education teaching

C&G level 3 certificate in teaching adult learning

C&G level 3 certificate in delivering learning

CIPD certificate in training practice

CIPD NVQ level 3 or 4 in learning & development Recognised Teaching qualification

Other instructional / training qualification approved by the SIA endorsed awarding bodies

Trainers who wish to be recognised by an approved awarding body will require to make an application to an approved awarding body together with evidence of qualifications and of continuing sector competence.

IPSA - EdExel BTEC Award in Security Operations (Level 2) Part 1

IPSA intends to represent the existing BJT course (with amendments) to EdExel for approval as a BTEC Security Operations Course meeting the requirements of Part 1 of the licensing qualifications.

Part 2 Conflict Management and Communications

A course to meet the requirements of Part 2 will also be developed.

Trainers who wish to deliver the Part 2 (Communications and Conflict Management) unit of the new qualification must also have attended an approved Conflict Management Trainers' Course.

IPSA will endeavour to create opportunities for existing IPSA trainers to attain the additional qualifications required to qualify for appointment as approved trainers under the new scheme.

British Standards

At a recent meeting at the British Standards Institute of the committee responsible for Manned Security Services, there were some proposed amendments to BS7499. Each change was aimed at clarifying certain parts of the standard, as opposed to significant changes in what was being asked of companies. The changes are made available for public comment before being finalised. See the BSI website for more details.

British Standards are being considered for the following sectors: security consultants, close protection and car parking security. We will keep you up to date, if and when these progress.

Company of Security Professionals – a City Company without Livery

Over 300 members and guests attended the Annual Dinner of the Company of Security Professionals held on 6 October at the Plaisterer's Hall in the City of London. Mike Welply, recently sworn in as Master of the Company, presided. Music was provided by the band of the Royal Air Force Regiment. The Master's charity for his year office is The Treloar Trust founded in 1902 by Sir William Treloar to help with tuberculosis among children. The Trust now operates as the

Treloar School and College at Alton in Hampshire for disabled children. The Master's target is to raise £10,000 towards the costs of a specially equipped Midi –bus for the school.

The Company of Security Professionals has recently moved up from a Guild to Company without Livery status and aims to achieve full Livery Company status by 2008. Membership is open to anyone engaged in the security industry. It is the industry's very own charitable trust among the most respected order of the Livery Companies of London.

More information may be obtained from the web site:
www.professionalsecurity.co.uk/company/ and select Company of Security Professionals. Alternatively any IPSA member who wishes to know more about the Company and its activities may contact Company Member Patrick Somerville at the IPSA office.

World Association of Professional Investigators (WAPI) – European Congress

The European Congress of WAPI was held on 19 October at the Ramada-Jarvis Hotel, Watford, drawing delegates from many European countries and across the Atlantic. Included among the speakers was IPSA's Patrick Somerville representing JSIC who addressed the conference on the effects of the proposed European Directive on the Internal Market and in particular the Articles on the transfer between states of commercial activities and staff without the need to comply with national regulations and licensing.

The evening banquet was a great success also raising funds for the charity AIDs 2000 which was represented there by their Patron, Mrs Alex Best. Presentations were made to outstanding investigators and the guest of honour, former MP Rupert Allison (author Nigel West) gave an interesting talk on investigation from the journalist's view point.

Member Services

E-mail

As news spreads rapidly and items quickly become “old news”, IPSA is using e-mail more frequently as a method of passing on information. Today’s businesses also frequently work to short deadlines and want almost immediate response. Another benefit is that information can be targeted at particular groups of individuals and companies.

This method only works if we have your e-mail addresses. We do have them for a large number of members, but even some of these go out of date as people change ISPs or on to broadband, etc.

If you are not sure whether we have your e-mail address, please send us a message to post@ipsamail.org.uk preferably including your membership number in the message.

Website

Statistics of visitors to our website give us a lot of information, both about number of visitors and which pages they look at.

The list of member companies is being searched more frequently, as more people, including potential clients, become aware of its existence. Details of each company member is listed, including services provided and area of operation. We rely on the companies to provide this information to us initially and also to keep us up to date. As your business expands, do not forget to keep us up to date or it may cost you potential contracts!

Security Instruction & Guidance Manual

The 2004 update of the “Guidance Manual” was completed earlier this year. Copies can be ordered from the IPSA office. Members quoting “IPSA News” will receive a 10% discount!

Membership News

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

Mr Collins
Mr Kamran
Mr Khan
Mr Lovell-Knight
Mr Rahman
Mr Thornton
Mr West
Mr Wignall
Mr Young

We have also received four company applications during the same period.

Events

Seminar: The Final Countdown

JSIC Seminar
Monday 6th December 2004
Lancashire County Cricket Club,
Old Trafford, Manchester

This unique seminar is specifically aimed at the North West’s Security Professionals, who want to continue trading and supplying Security Services, after licensing and regulation of the Industry.

The seminar will advise you on how to preserve your business for the future; and will explain in layman’s terms what you need to do in order to survive and continue trading well into the next decade, or even start up a new business from scratch.

It will also provide external agencies with the knowledge and an understanding of the changes taking place within the regulation of our industry.

For further information contact the FJW Offices on 020 8867 0444
or e-mail: events@fjw.gotadsl.co.uk.