ASIS Successes!

On 21st June, ASIS UK Committee member Allison Wylde was awarded the ASC Imbert Prize for her work on the ASIS Physical Security Standard. Allison was unfortunately not able to attend the lunch, but Chapter Vice Chairman Mike Hurst accepted the award on her behalf. Allison says “I would like to thank ASIS UK, Mike Alexander Mike Hurst and Graham Basset colleagues at ASIS International, Dr Marc Siegel and Susan Melnicove and key contributors Gavin Wilson PSP and Chris Aldous CPP PSP for their essential work and of course London Metropolitan University”.

The winner last year was James Willison for his work with ASIS on convergence.

With security qualifications and certifications firmly in people’s minds it is worth remembering the CPP is celebrating its 35th anniversary this year. Over this period nearly 10,000 security professionals have achieved this designation and it is getting harder to achieve.

We would particularly like to congratulate the recent batch of UK Chapter CPPs who represent another huge success for David Cresswell CPP PSP and his team at Arc Training.

The new CPPs are:
- Adam Brown
- Andrew Wilkin
- Andy Williams
- Brian Carmoodie
- Chris Jones
- Corin Dennison
- Damian Mcloughlin
- Daniel Hogan
- David Rolfe
- Paul Evans
- Dawn Holmes
- Dean Cooper
- Ffiona Boyd
- Ian McCulloch
- Keith Cheese
- Laurence Freeman
- Mal Skelton-Scott
- Paul Sinclair
- Pete Woods
- Phil Birdsall
- Stuart Hughes
- Sue Fraser

58th Annual Seminar and Exhibits
September 10-13, 2012 | Philadelphia, PA USA

6th Asia-Pacific Security Forum and Exhibition
December 3-5, 2012 | Hong Kong, China

4th Middle East Security Conference and Exhibition
February 17-19, 2013 | Dubai, UAE

12th European Security Conference and Exhibition
April 14-16, 2013 | Gothenburg, Sweden

23rd New York Security Conference and Expo
May 8-9, 2013 | New York, NY USA
Chairman’s notes

The weather may not be good but I can tell you Chapter 208 is in excellent health and “blooming”. There have been many highs for the chapter this year already and we are only half way through the year. I am very proud to announce that after a number of road blockers and hurdles to our involvement were successfully negotiated, Chapter 208 has seen the publication of a new Security Management Standard: Physical Asset Protection, now available for free download to members. This project was superbly project managed by Allison Wylde and supported by a small team of UK Chapter members “subject matter experts”. This is a major milestone for the Chapter and I would like to thank Allison and her team for a job well done, Thank You.

The chapter has recently attracted some major sponsorship from Elle Security and we thank them for their support along with other organisations that support particular events, the likes of Nedap and Videcon. Sponsorship allows us to maintain our administrative support and enables us to remain flexible and in the “black” at the bank, first time for years apparently. We are not a profit making organisation and rely on the generosity of sponsors and membership meeting attendance fees. If anyone has any suggestions for sponsorship we would be delighted to hear from you.

After much paperwork shuffling and dedication to duty of our treasurer Craig, we have reached and leaped the final hurdle in becoming a Company House registered Company Limited by Guarantee, a suggestion following discussions with our legal guru Chris Brogan.

A Company Limited by Guarantee is a type of company that does not have a share capital or shareholders and is usually formed to manage a charity or not for profit organisation such as a sports club, political party or in our case an industry association.

Rather than having shareholders a limited by Guarantee Company will have guarantors (or trustees), such individuals enjoy limited liability status but guarantee to pay a predetermined sum (usually £1.00) in the event of winding up the company. The company directors are listed as your chairman, both Vice Chairman and our treasurer; can anyone lend us £4.00 just in case?

Weather wise, let’s hope we have a better and warmer July and August and our national football team do us proud.

Mike Alexander
Chairman ASIS International UK Chapter

Editorial Team

Helene Carlsson – Assistant Editor
Helene has been working in the security industry over 25 years, both as a corporate security manager and as a consultant. She has worked with many different clients specialising in non-IT security, Business Continuity and Crisis Management. Helene has been a member of ASIS since 1989 and on the ASIS 208 committee for over 15 years. She has been actively involved on the Media sub-committee for the same amount of time and is a strong supporter of the chapter and the international edge the ASIS membership provides. Helene is working on the group writing the standard for Asset Protection by Physical Security Measures

helene.carlsson@btinternet.com

Mike Hurst – Editor
Mike entered the security industry in 1998 and initially worked in Sales and General Management roles. In 1992 he joined HJA Fire and Security, Recruitment Consultants where he is a Director. He recruits at all levels across a range of security disciplines. He is a Fellow of the Institute of Recruitment Professionals (FRIP) and a Director of The Security Institute. He is a regular contributor to numerous security publications. Mike is Editor of the Newsletter, Webmaster and set up and administrates the ASIS 208 Blog. Mike is Chapter 208 Vice Chairman - Strategy.

mike@hja.co.uk

Graham Bassett – Advertising and Seminar Exhibitors
Graham has worked in the security recruitment profession for 20 years and is the founding director of GBRUK a London based recruitment firm. He was the founder Chairman of the BSIA Code of Ethics and was also on the Executive Committee for the REC Association of Executive Recruiters, responsible for standards, member’s benefits and marketing. Like Mike he is a Fellow of the Institute of Recruitment Professionals (FRIP) and a Member of the Security Institute (MSyI).

Graham is an avid supporter of taking ASIS forward within the security profession and welcomes your commercial support of the Chapter. Graham is Chapter 208 Vice Chairman – Operations, responsible for Seminars, Advertising, Exhibitors and Sponsorship.

graham@gbruk.com
Diary of Events 2012

Jul 12
2nd Security Institute Masterclass

Sep 12
6th ASIS UK WIS meeting
10th - 13th 58th ASIS International Seminar, Philadelphia
12th ASIS UK Autumn Chapter Meeting
20th Security Institute Annual Conference and Dinner
25th - 28th Security Essen

Oct 12
8th TINYg London Conference
10th – 11th Global Security Summit London
14th - 15th Transport Security Expo
18th Security Institute Masterclass
30th SASIG Autumn Conference

Nov 12
12th Global MSC Seminar, Newcastle
TBA ASIS Heroes’ Tribute
29th ASIS UK WIS meeting

Dec 12
3rd - 5th 6th ASIS ASIA - Pacific Conference Security Forum
6th ASIS UK Winter Chapter Meeting and AGM
5th - 7th CSO Summit, Berlin
13th Security Institute Christmas Curry Night

Feb 13
17th - 19th 4th ASIS Middle East Conference, Dubai

Apr 13
14th - 16th 12th ASIS European Security Conference and Exhibition

If you know of an event that you feel should feature in our calendar, please contact the editor, Mike Hurst. Mike@hja.co.uk
Many of you will know Crawford Chalmers as our Charity Liaison Lead and appreciate the amount of his own time he contributes to promote and develop ASIS and its objectives. What most will not know is that Crawford also volunteers his time for another organisation, the charity Victim Support. We spoke to Crawford about why he chose to volunteer for Victim Support, what his role is and why he is supporting their new fundraising campaign.

Q: So, what made you become a Victim Support volunteer?
A: In a past life with New Scotland Yard CID I met literally thousands of victims of crime in London in the days when only the police officer in the case was there to give support at court to the victims, but of course this had to be combined with a host of other duties which an officer would have during a court case. Quite simply this meant less time to give the victim. A couple of years ago I was talking with a current serving police officer about the difficulties still faced in getting witnesses to give evidence. We provide a separate service focussing very much on what is happening during the court proceedings. And everything has to revolve around the three core conditions of being a volunteer – empathy, respect and genuineness.

Q: Where do you volunteer and what sort of things do you do?
A: I work in various courts in London, particularly Southwark Crown Court, but wherever they may need volunteers to work with witnesses. Many of them have been victims of serious crimes, and we help them feel more confident about giving evidence in court, which can be a very daunting experience. Often the witnesses are vulnerable people or have been intimidated and we spend as much time as possible with them talking about the process, listening to their concerns and helping them to feel stronger in themselves when they enter the court room and possibly face the person who attacked them or broke into their home. Often they will already have received more practical and emotional support from colleagues working as community volunteers, sometimes over a long period of time. We provide a separate service focussing very much on what is happening during the court proceedings. And everything has to revolve around the three core conditions of being a volunteer – empathy, respect and genuineness.

Q: It sounds quite difficult work. What sort of training and support do you get?
A: It is challenging, but also very rewarding. All human life is encountered in the London courts today and witnesses of course cover every strata of society and ethnic background. Like all Victim Support volunteers, I went through some very intensive training at the beginning. We start with a six day core learning course which covers a wide range of topics such as the criminal justice system, trial proceedings, working with vulnerable or young witnesses, the impact of crime and the aftermath of crime on victims, domestic violence and much more. We also get a lot of training in developing essential skills for the role such as active listening and support skills. The training is intensive and the trainers themselves are excellent at giving us the tools we need to start our work, but it is an ongoing learning process for us and the support we get from our managers and other Victim Support staff is so important. After working in the courts for a while I did further training to help me provide a stronger service to intimidated or vulnerable witnesses – two more intensive but extremely interesting days. My manager is now encouraging me to apply for more in depth training to support victims of sexual violence and also the families of crime victims who have died (not just murder cases). However this is not something one can take on lightly as so much depends on the high level of service you can offer the victims, and so I have to be sure I have the time to devote.

Q: Why are you promoting Victims Support’s Sponsor a Volunteer campaign?
A: Well, obviously, as a VS witness service volunteer myself, I appreciate that it takes a great deal more than just me offering my time to provide a high level of service to the hundreds of thousands of victims and witnesses who have been affected by crime. The training,
the resource packs, information leaflets, the support we receive from our managers, even the facilities we work in, all cost the charity a lot of money and that needs to come from donations. Volunteering is at the heart of Victim Support’s work but whatever people may think, it doesn’t come for free.

Q: So what are you asking for today?
A: I would like to ask all ASIS members to think about how they can help the nationwide team of Victim Support volunteers (including myself) to carry on providing a vital service to so many people who are often going through the toughest time in their lives. Donations are always useful but are not the only way people can help. The charity needs other resources like access to meeting rooms or events facilities, people who can offer their services or skills, or help in promoting the charity to possible donors. If ASIS members can pledge their support by speaking to a member of the charity’s fundraising team they can make a real difference to a vital charity in really challenging times. If anyone needs any convincing, I would simply ask them to consider my long held belief that the first lines of defence against criminals are the victims themselves.

Please make your pledge now by e-mailing:
fundraising@victimsupport.org.uk or call their fundraising team on 020 7268 0200

Charity Wine Tasting at Nomura: ASIS members from Charter Security held a small intimate wine tasting event at Nomura and kindly invited Vice Chairman Graham Bassett along to test his taste buds.

Earlier in the year Gerry Lambert, Chairman of Charter Security had successfully bid for this prize (donated by ASIS member Andy Williams CPP of Nomura) with all proceeds going to Child Victims of Crime.

With much swirling, sniffing and slurping the Claire Lambert table (MD of Charter), along with Graham Bassett, Don Randall and others came through as the winning team.

With stupendous views over the Thames and the Shard a fun night was had by all and for a very worthy cause.

L to R Claire Lambert, Graham Bassett, Gerry Lambert, Joyce Lambert

PLEASE TAKE THE OPPORTUNITY TO SUPPORT THE WORK OF THE NATIONAL VICTIMS’ ASSOCIATION AND ENJOY A ROUND OF GOLF.
For details, please visit:
www.nvagolfevents.co.uk
www.victimsfirst.co.uk

NVA Golf Events - Taking player applications for 2012 Golf Events.
Supporting the National Victims Association
The 2012 Arnhem Battlefield Tour

The Arnhem Battlefield Tour will commence on Wednesday 19th September 2012 and conclude on Sunday 23rd September 2012, with all participants accommodated at the Hotel Bilderberg Oosterbeek throughout.

Three Teams drawn from the U.K, U.S.A, & Netherlands Armed Forces will participate, with each Team having as driver an Afghanistan Veteran, a 1944 Operation Market Garden veteran as navigator, and the two rear seats in each car occupied by supporters who contribute the sum of £2000 each to a relevant Service Charity. In the case of the UK Team, the beneficiary will be The Parachute Regiment Afghanistan Trust.

The four drivers in the UK Team will be drawn from the 4th Bn The Parachute Regiment, using Land Rover Discovery vehicles generously supplied by Jaguar/Land Rover. The four drivers in the US Team will be drawn from US Airborne Forces and will be driving Ford vehicles generously supplied by The Ford Motor Company. The fourth drivers in the Netherlands.

Team will be drawn from The Royal Netherlands Army & Air Force and will be driving Nissan Leaf cars generously supplied by Nissan. It is intended all veteran navigators will be drawn from the countries of the respective Teams.

Throughout the Tour all meals and accommodation will be provided by the Tour Organisers.

Teams will assemble at the Hotel Bilderberg Oosterbeek by 1600hrs latest

Wednesday 19th September for hotel & Team check-in. A full briefing will be given that evening.

All Team participants will be invited to attend the 2012 Arnhem Battlefield Tour Reception and Dinner to be held in the Hotel Bilderbeg Oosterbeek on the night of Saturday 22nd September. Lieut General Mart de Kruif, Chief of the Royal Army will preside. Dress will be Serving Officers Service Dress, and all others Suits with Ties.

On Sunday 23rd September all Team participants have the opportunity to attend the Annual Service of Commemoration held at the Oosterbeek War Cemetery from 1000hrs to 1200hrs.

Sunday 23rd all Teams disperse as desired.

For all enquiries and applications please contact

Colin Smith - ceo@afghanistantrust.org

www.AfghanistanTrust.org
Global Security Summit London

From the organisers of IFSEC International, FIREX International and publishers of RISK UK, Global Security Summit London is the new event offering companies an unprecedented opportunity to present their technologies, services and end to end solutions directly to senior end-users from key vertical markets.

Global Security Summit London, 10-11 October 2012, London Olympia, is more than just an exhibition, it is an event designed to showcase the best that the security and risk management industry has to offer by bringing together the key influencers and stakeholders to discuss, debate and network in a business environment.

A feature of the event will be the GSS Advice Centre. Representatives from ASIS UK, along with the British Security Industry Association, The Fire Protection Association and The Security Institute will be manning this centre throughout the event offering advice on a wide range of fire and security issues. The exact structure is being finalised currently and will be announced over the next few weeks.

From an ASIS perspective we will be looking for volunteers to participate and share their knowledge and experience. We will probably limit this participation to holders of the CPP and PSP designations.

It is also an ideal opportunity to earn some valuable CPE points towards recertification.

Details to follow.

www.globalsecurity-summit.com

Skills for Security – Security Sector Consultation Groups

I am please to say that a number of ASIS UK members have accepted the invitation to represent the chapter on various SFS Security Sector Consultation Groups.

There are still opportunities and if you have expertise in any of the areas listed please, in the first instance, contact Chapter Vice Chairman, Strategy Mike Hurst on mike@hja.co.uk

- Cash & Valuables in Transit
- CCTV Monitoring
- Close Protection
- Enforcement Agents
- Guarding
- Investigators
- Leisure
- Locksmiths
- Security Consultants
- Systems

The Security Awareness Special Interest Group

“Security - why should anyone listen to us?”
Hosted by PricewaterhouseCoopers
30th October 2012

Please register for free at www.thesasig.com/event/external/
I recently completed a series of four white papers “In their own words” following interviews with several managing directors who had grown their businesses. One of the most challenging themes that emerged was the difficulty experienced by the businesses in getting paid by customers. The businesses usually had learnt the hard way and in fact two of them suffered major bad debts, in one case pushing it to the brink of insolvency.

What should businesses be doing to improve customer collections? I have set out a number of tips which will be relevant to many businesses.

Know your customer (first steps)

Landed a new customer? Are you sure that you are going to get paid? Whilst carrying out a credit check doesn’t guarantee payment it should indicate whether the customer is good for the money. If in doubt, do not be afraid to ask for up front payment, at least until they have been dealing with you for a few months and have established their credentials.

Set a credit limit for the customer. This is the maximum that you agree they can owe you. If they hit the limit and want more goods or services then they must pay first.

Agree in writing what you are providing to the customer and the payment terms.

The way of dealing with this will vary according to the type of business. However there should be clarity about what is being supplied. In order to avoid disputes, set out in writing eg: in an order or contract:

The nature of the goods or services

The price
(Where appropriate) quantities to be supplied

Any special terms and conditions eg: there may be things the customer has to do to make sure you fulfill your side of the bargain expeditiously

The payment terms
If you provide services over an extended period set out when you will raise bills (eg: weekly/monthly or by milestones).

Raise invoices promptly and make it easy for customers to pay you

For many this may be stating the obvious, but some businesses are slow to raise invoices. I received an invoice from a reasonably sized business 4 weeks late; the payment terms were 30 days after invoice so they actually gave nearly 2 months credit!

Make sure you invoice promptly, if there are issues in other areas of the business that are causing invoicing delays then address them. Delays in invoicing can also give a message that you aren’t on the ball about getting paid!

Where appropriate call before the invoice is due

This can be done in semi-customer service mode eg: “I have a number of invoices on the system relating to deliveries in June, I would like to check that everything is OK and to confirm the amount you’ll be paying at the end of next week”. If there are any hitches it gives an opportunity for them to be followed up at an early stage.

Have a process for chasing payment

Statements are often sent out to make the customer aware of the amounts outstanding on the account and what they need to pay. They are also used to remind customers of unpaid amounts.

Make sure that statements are accurate and easy to understand.

Accounting systems require payments received to be allocated against specific invoices for them to be cleared off the account – if the allocation isn’t done properly statements can end up in a mess.

Convey the right message on your statements. The business mentioned in 3 above sent statements with the columns “current”, “over 30 days”, “over
60 days”, “over 90 days” and “over 120 days”. To me this conveyed the possibility of stretching payment to over 120 days after the invoice! A statement with “current” and “overdue” columns would have given a different message.

If payment isn’t received by the due date then wait a few days and then get in touch with the customer. Usually personal contact is a more effective means of chasing for payment:

Telephone, get a firm date for payment, confirm by e-mail and then call shortly before the agreed date to check that it will be paid on time.

If delay starts to become protracted and you are dealing with an accounts department, then go back to the contact in the company who is most interested in receiving your goods or services and ask them to speak to the accounts department.

If in exceptional circumstances you agree to delayed payment to help your customer then set out the revised payment dates in writing. Make it clear that any breach will result in legal action.

Have a process for escalating matters, eg:
Standard reminder letters, speaking to more senior people at the customer (eg: financial controller, finance director)
Contact from a senior person in your business
Stopping supplies
Putting the matter in the hands of a debt collection agency or taking legal action

It is usually best if the person doing the initial chasing has no other dealings with the customer, although it may be advisable for them to be overseen.

Address causes for complaint
A justified customer query that gives rise to delayed payment is an indication of a problem elsewhere in the business, eg: quality issues – identify the problems and deal with the underlying issues to prevent a repetition.

Know your customer (look out for warning signs)
Be on your guard:
A previously good payer may start to delay payment.
The number of queries from a particular customer may inexplicably increase.
Customers not sticking to promises of payment are another warning signal.

Periodically take out credit checks on existing customers as circumstances change; also do not assume that a big name automatically equates to a big bank balance.

If you have concerns then tighten the credit terms or even insist on upfront payment.

Monitor your customer accounts
At least once a month, obtain an aged debtor report and/or a list of accounts showing overdue amounts - go through the main issues. This focuses the mind on the problem areas and also helps make sure that your team is on top of things.

I encourage clients to produce metrics to monitor the overall debtor days outstanding, by monitoring the overall situation you can look at trends and have a warning signal should customer collections need to be tightened up.

Difficult decisions - if necessary phone a friend
Chasing more vigorously for payment can give rise to the concern that customers will become upset and walk away. It can be particularly difficult to take an independent view where the same person is involved in both sales and collections. If a customer does threaten to walk away, do bear in mind that it is not uncommon for slow payers to be the more difficult and the least profitable customers - having information about customer profitability can be helpful!

However if you are faced with an awkward decision, discussing it with someone who is not directly involved can be helpful.

I recall a client’s purchase ledger manager saying “I know the suppliers that chase and the ones that don’t are at the back of the queue”. Where in the queue is your business?

For further information please visit www.camroseconsulting.co.uk or call David on 020 3137 2279 or e-mail mail@camroseconsulting.co.uk
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David Lewis qualified as a Chartered Accountant in 1982. He has worked as a partner in a West End firm of Chartered Accountants with clients ranging from SMEs to a FTSE 250 group. He has a particular interest in helping businesses improve cash flow, management information, processes and to become forward looking. Since 2004 David has provided freelance financial management and project support to businesses, often bridging the gap between the external accountancy firm and in house finance staff.
OOPS

A Policeman’s lot ...

From the outside, it looked just like a normal suburban semi, but when police from Cheshire raided the three-bedroom family home they weren’t expecting to find something altogether deadly lurking in the bathroom.

A 2.4m (8ft) alligator splashing around in the bath is what ‘greeted’ officers acting on a tip-off about a cannabis factory.

They also found a poisonous king cobra, three monocled cobras and a rattlesnake after a series of raids on shops and properties nearby.

Wildlife officers and specialist reptile handling staff were brought in to deal with the animals and they are now being cared for elsewhere.

Yesterday, a 33-year-old man was arrested on suspicion of cultivating cannabis, abstracting electricity and possessing dangerous wild animals.

He was released on police bail pending further enquiries.

Many of us have felt a bit peckish after a night out, but Police are hunting a pair of hungry late night looters who were caught on CCTV nabbing a 70lb slab of kebab meat in an after hours raid on a Scottish takeaway.

They also grabbed several shish kebabs and a 10kg container of raw marinated chicken after breaking into the establishment in Midlothian, Scotland.

If you see any funny crime or security stories, please email the editor
mike@hja.co.uk

Sponsorship News

We have a new sponsor for the ASIS UK Autumn Event on September 12th. G4S Technology have very kindly agreed to support the event.

Details of the venue and speaker line up will be announced shortly.

We are very grateful for the support of our sponsors, exhibitors and advertisers without who the work of the chapter would prove impossible.
If you employ ex-armed forces’ people - or have staff exposed to trauma at work – then Trauma Awareness Training for Employers (TATE) may interest you. It’s one day’s training by the leading charity* in the field to help line managers identify symptoms of PTSD and then signpost a route to effective treatment for employees. Staff trauma can occur in the workplace or result from service in the armed forces, perhaps from many years ago. Left untreated, the symptoms can result in extended sick-leave and major legal liability for the employer.

*PTSD Resolution is a charity (No. 1133188) that offers free treatment to UK Armed Forces veterans and reservists, with an 83% success rate.

Now we can provide training for line managers and HR professionals to meet employers’ statutory obligations – and avoid the commercial impact and personal cost to the employee of trauma. With TATE training you can easily and effectively:

- Recognise post-traumatic symptoms and PTSD
- Understand the effects of trauma on staff behaviour
- Engage with traumatised people to identify practical options
- Find a clear route to resolving workplace difficulties caused by trauma

Please see details of our one-day course in central London (Nov 29th 2012) – and take advantage of the Early Bird discount, just £149 plus VAT - visit www ptsdresolution org/tate/
Reforming Health & Safety Law

The ‘red tape challenge’ continues

This Government has been keen to be seen to making genuine efforts to reduce the health & safety burden for UK businesses. Lord Young delivered his report (Common Sense, Common Safety) in October 2010 and since then a number of other studies and progress reports have been commissioned and published. While his comments about addressing the ‘compensation culture’ stole the headlines, central to Lord Young’s recommendations which were accepted in full by the Government, were that current health & safety regulations should be consolidated into a single, accessible set of regulations. He also recommended that clear and practical guidance should be produced for SMEs as well as closer cooperation with other EU member states on proportionate rules for low risk businesses. While the consolidation of health & safety legislation is targeted for April 2015, we expect to see simplified guidance on health & safety for small businesses available in the very near future. This is likely to be published on the Health & Safety Executive’s website once available.

Suitable Alternative Employment

Following redundancy

As part of a fair redundancy process there is an obligation on employers to consider whether there are any suitable alternative vacancies for those at risk of redundancy. The Employment Appeal Tribunal has at last clarified that an employer is not obliged to use objective selection criteria in the context of an interview for such alternative employment. This means that it will be difficult for employees to successfully argue that they were unfairly treated where an employer uses subjective criteria to assess an employee’s suitability for an alternative post. However, employers should bear in mind that whilst subjective criteria may be used when selecting staff for a new or alternative position, the decision not to select the candidate for the alternative job should not be so unreasonable that no reasonable employer could have come to that conclusion in the circumstances. Even when an employer thinks that affected employees may not prove suitable for an available alternative post, it is good practice not to consider external candidates until the affected employees have been ruled out following a fair process.

Redundancy Pool of one

Employees placed at risk of redundancy when in a pool of one sometimes allege that the pool has not been cast wide enough. Many cases reach the Employment Tribunal and the key questions that a Tribunal will ask are: (1) What is the job title of the employee? (2) Are there other employees with interchangeable skills or are there other similarly qualified targets for redundancy (i.e. are there other employees who could do the role at risk)? (3) Is there a logical decision for placing the employee in this pool alone? The recent case of Halpin v Sandpiper Books Ltd clarifies the position and clearly shows that the Employment Tribunal’s role is not to substitute its own decision in place of the employer. The test is simply: was the employer logical in its approach and was the decision one that a reasonable employer would take? In this case Mr Halpin was originally employed by Sandpiper, a book distributor as an administrator/analyst. He was posted to China with the primary responsibility to promote sales and to raise the profile of Sandpiper in China. He continued with some of his administrative tasks but these were eventually re-distributed to staff in the UK. Sandpiper made a decision in August 2009 to close the China office and Mr Halpin was placed at risk of redundancy. The outcome of the consultation was his dismissal. His argument against that was that no reasonable employer would limit the selection pool to only those workers whose work had diminished and that Sandpiper should have included in the pool those UK based employees with interchangeable skills. His arguments were not upheld and he was deemed to have been fairly dismissed.
Workplace Violence
Employer Liability

It has long been unclear when an employer is to be held vicariously liable for an act of violence of a staff member. In two recent cases the Court of Appeal has now sought to clarify the position. The test clearly looks to whether the violence stems from the inherent friction involved in any employment relationship, compared with events that are outside the course of employment but where the parties are simply co-workers. In the case of Wallbank v Wallbank Fox Designs Ltd Mr Wallbank was the victim of a crime during which he was thrown into a table 12 feet away and attacked by an employee to whom he had given an instruction. In this case the employer was held liable as it was deemed to be a direct result of a supervisor issuing an instruction to a subordinate, which is of course intrinsic to the employment relationship. Compare this with the case of Weddall v Barchester Healthcare Ltd in which Mr Weddall was injured by an employee who had, while drunk, bicycled back to his place of employment to attack him. The Appeal Tribunal found the act had been a spontaneous criminal act of a drunken man who was off duty. The assault had been outside the course of his employment and the employer was not vicariously liable for the attack as the dispute was in not a reaction to a request created by the employment relationship.

Be a Speaker in Gothenburg!
Deadline for abstract submission is 6 September 2012

Following on from the huge success of the Conference in London in April, ASIS International, the leader in security education, is inviting articulate subject matter experts to share practical knowledge and strategies at the ASIS 12th European Security Conference & Exhibition in 2013.

The high-quality educational programs focus on current and emerging security threats, best practices, and other issues facing professionals responsible for securing their organizations’ people, property, and data in today’s challenging global environment.

Abstracts will be accepted for presentation based on industry relevance, timeliness, and expertise of the speakers. There will be a heavy emphasis on intermediate to advanced level content presentations.

We are specifically looking for presentations on the following topics:
- critical infrastructure protection
- supply chain security
- loss prevention
- hotel security and soft targets protection
- intellectual property
- maritime piracy
- terrorism
- executive protection
- internal theft and fraud
- competitive intelligence
- brand protection
- physical security
- cyber security and convergence
- fraud and investigations
- global business issues

www.asisonline.org/Gothenburg

Recertification Credits
Delegates who register for the full two-day conference can claim thirteen (13) CPE credits per instructional hour (50 minutes)
The ASIS International stand at IFSEC was its customary focal point for existing members to meet and for those interested in membership or ASIS Educational programmes to get information.

We would like to thank the very many ASIS members who volunteered to man the stand during the 4 day show in April.

The show this year featured the Security Management Education Theatre which was organised by ASIS Vice Chairman, Mike Hurst.

The ASIS International President, Eduard Emde, flew in especially to help out and was on the stand all day on the Tuesday—thanks Eduard.

There was also a joint networking lunch with The Security Institute, very kindly sponsored by Mitie, which was a big success as you will see from the attached photos.

IFSEC 2013 is on May 13—16, at the NEC Birmingham and we hope to continue our close association with the event. Another date for your diary.

Following on from our involvement in the Counter Terror Expo and Conference, IFSEC and Global Security Summit London (see separate article) ASIS UK will have a stand Transport Security Expo and Conference for the second year.

This represents another opportunity for members to benefit from the educational opportunities on offer and network with fellow security professionals.

We will be seeking volunteers to help man the stand at the show and a request will go out nearer the time. Another opportunity to earn some valuable CPE points.

Also at the show there will be a number of free- to-attend Workshops and ASIS is involved there as well. Vice Chairman, Strategy Graham Bassett and Armed Forces Liaison Graham Le Fevre will both be chairing sessions.
Fear of Failure or Fear of Success
— Graham Smith

Unfortunately, too many people also fear success and, without getting all heavy, that fear usually originates from childhood.

As children, we hear things that become imbedded in our subconscious and over a period of time our subconscious creates an environment that satisfies what it has heard as a want or desire. For example, many poor people come from poor families where they were taught that ‘money is the root of all evil’ or ‘rich people are bad people’, ‘money isn’t everything’ etc. These thoughts become embedded in their subconscious minds and hence become their reality.

So even though a person’s conscious thought may be that money is good and that it will make them happy, their subconscious mind is working overtime to get them as far away as possible from this ‘bad’ money. That is why a lot of previously poor people who win the lottery end up broke within a few years while the majority of rich people who lose their entire fortunes can regain it all within the same amount of time.

The Lottery winner starts to spend recklessly and becomes extremely irresponsible with his money until it is all gone and he is back in his poor, ‘natural’ state. While the previously wealthy person believes that they ‘deserve’ wealth and so go and get it all back to restore balance back into their life.

Given that success means different things to different people you need to ask yourself if you are secretly and unknowingly sabotaging your own dreams of success. Ever been caught out with not matching what you say with what you do? That’s because your thoughts are coming from your conscious mind while your decisions and actions are being driven by your more powerful subconscious mind.

When your inner values are being compromised, your subconscious mind will obediently sabotage your chances of success e.g. being late for work, never asking for a promotion, spending money recklessly, laziness or not trying very hard. Sound familiar?

Take a look at what you say and what you do and ask yourself in all honesty ‘Are you scared of failure or are you scared of success? Are you worried that you don’t deserve it and it will all go wrong anyway? Get your values in alignment with your behaviour and nothing can stop you.

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Security Recruitment

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GBR UK - www.gbruk.com
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Security Management Resources - www.smrgroup.org
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