

“Voted Chapter Newsletter of the Year 2003 by ASIS International”

CPP

The CPP designation is the world's pre-eminent and most widely recognised certification in security management. Since its inception in 1977, eight thousand security professionals worldwide have earned this coveted designation. CPP-certified security professionals can be found in almost all continents of the world (Antarctica is the one likely exception), representing the diverse nationality base of the holders. The CPP not only demonstrates advanced knowledge in security management, but confers on the holder the credibility of formal qualification in this discipline, and can significantly enhance career prospects. In a recent US survey of current holders of the CPP designation, more than half indicated that they sought the credential primarily to increase professional advancement in the field.

CPP and its Relevance to the UK Security Sector

The ASIS International UK Chapter, 208, has for many years, been one of the most active international supporters of the CPP certification programme, and over 80 of the Chapter's 650 members are current holders of this certification. To ensure that the examination is relevant both internationally and to the UK constituency, the UK Chapter, through its Item Development Group (IDG), actively contributes to the pool of examination questions, thus enhancing the international applicability of the examination. In addition, the UK benefits from an examination paper specially modified to incorporate specific UK and EU legislative criteria. Such is the value placed on the work of the UK IDG that the Group's leader, John Gilliland, was among three UK recipients (out of just eighteen worldwide) to receive the annual ASIS International Regional Award for services to the certification programme.

Traditionally, in the UK it has been the security manager constituency that has most actively engaged the CPP programme. The establishment of the SIA, and the implications this brings for the regulation of the security

consultancy sector, has now energised consultants into exploring ways to underpin their skills with formal credentials. Not surprisingly, the CPP has emerged as the most relevant and widely-recognised option.

Contract guarding managers assigned to corporate sites have also been quick to recognise the value of the CPP. One 2005 candidate from a major UK guarding company remarked, “I found that a few corporate security managers tended to look upon contracted staff as being less intelligent, less qualified, less valued. In taking the CPP I wished to equal or exceed their qualifications to disprove that theory.

The CPP Certification has huge potential appeal to service leavers wishing to enter the security profession, especially those leaving as senior NCOs and officers. Recent years have seen a number of high-ranking retiring officers sit the certification and rapidly thereafter take up very senior security positions in business. The cost of the UK study package is well matched to suit resettlement grants.

The Benefits of Certification

For the UK-based security manager the clear benefit of the CPP designation is professional credibility. This is especially important for managers and consultants who interact internationally with other organisations and who seek a means by which their security management credentials can be instantly recognised and benchmarked. Skill sets need to be, and to be seen to be, transportable, and to carry the same meaning in all parts of the world. And this is exactly what is achieved through CPP certification.

The manager of a major UK-based international security consultancy remarked: “The CPP designation has provided me with recognisable status with US-based clients whilst expanding my business. The fact that the US Government funds either directly or indirectly the vast majority of all reconstruction efforts in the major “post conflict” areas of the world has meant

continued on page 3



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THE 208 NEWSLETTER

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CONTENTS

- 1 **CPP**
- 2 **Chairman's notes**
- 5 **Mervyn David Award**
- 6 **SRVP Report**
- 7 **Autumn Seminar**
- 7 **Professional Development**
- 8 **Skills for Security**
- 10 **European Security Conference**
- 11 **European Salary Survey**
- 12 **Diary Dates**
- 12 **New Members**
- 13 **CPP Profile**
- 14 **Our man in Beijing**
- 15 **Oops!!!**
- 16 **IFB**

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Dear Colleagues

Barring some extraordinary turn of events at this year's AGM, this will be the last time I write to you as Chairman of the Chapter. I have enjoyed immensely my two years as your Chairman and, work permitting, would have liked to have carried on for longer. Alas, I have a day job and the challenges of licensing have dragged me back to the office!

I am hugely indebted to the members of Committee who have worked so hard for all of us this year. Much of the work has been shared around and it would be wrong to single out any particular for special praise, everyone has done the Chapter proud. That said, we owe a great deal to an honorary member of the Committee, our European SRVP, Peter French. His enthusiasm, commitment and wise counsel over the past years have been invaluable.

I notice that there has been some debate in SMT recently about the merits of the CPP and whether the format of the examination is a true test of security knowledge. Having been through the process, and a few others in my distant past, I

can assure you that the examination is anything but straightforward; I know a few good security professionals who appeared to know their stuff yet still failed it. The most important attribute of the CPP is the fact that it is recognised globally as an impartial yardstick, with a scoring system that is not open to interpretation, where there are no grey areas. What's more, you can't sit the exam if you haven't done the time. So if you employ a CPP you know he or she has a solid level of experience to back up the academic qualification.

This has been an exceptional year for the security industry and I suspect 2007 will be just as exciting. We have seen licensing finally imposed on a guarding industry that is still only half-heartedly committed to change. We saw a new sector skills body, Skills for Security, created. Desperate to prove that the new body is not simply SITO in new clothes, the two senior directors, Linda Sharpe and Stefan Hay, have made a very promising start. They have already established a number of sector consultation groups so they can get direction from the relevant parts of the industry. This is a refreshing development, a skills body actually engaging with its own industry, finding out what the sectors truly want rather than making these decisions for them. I would encourage you to do everything you can to support them.

I am truly delighted to welcome Derek Webster as our new Chairman. Apart from being a thoroughly nice chap, he has a wealth of experience and is hugely respected within the industry. I have no doubt that he will make an exceptional chairman and wish him well in the coming years.

Finally, thank you all for your support and please enjoy the continuing success of ASIS international and the UK Chapter.



Helene Carlsson – Joint Editor

After almost 20 years as a security professional in the corporate world (Sweden & UK) Helene thought the time was right to explore the consultancy business. In 2003 she started up her own business and has for the past two years been working with Greymans Ltd as a Security Consultant.

Helene has been a member of ASIS since 1989 and on the ASIS 208 Committee for many years (too many perhaps). She is now looking forward to moving the 208 Newsletter into the 21st century.



Mike Hurst – Joint Editor

After several years in "The City", Mike Hurst entered the fire and security industry in 1989 and worked initially in Sales and General Management positions. Since 1992 he has been with HJA Fire and Security, Recruitment Consultants where he is a Director. He is a Member of the Recruitment and Employment Confederation (MREC) and has contributed numerous articles to security publications. Mike is an advocate of continuing professional and personal development.

He organised the last Autumn Seminar and is also trying to enhance the Chapter website – any offers of help appreciated.



Graham Bassett – Advertising and Seminar Exhibitors

Graham Bassett has worked in recruitment within the Security Industry for some 18 years and is currently a Director with SSR Personnel.

He is Chairman of the BSIA Recruitment Code of Ethics and sits on the REC Association of Executive Recruitment Committee (AER) responsible for standards and training.

He is well traveled and his working career has taken him to various interesting spots around the globe to include a three-year assignment in Saudi Arabia.

A keen advocate of Life Training (an alternative to Life Coaching) he is also due to do the "Fire Walk" with Anthony Robbins in October (he must be mad).

Graham is an avid supporter of taking ASIS forward within the commercial world of security and is pleased to see such an increase in exhibitors and advertisers supporting the chapter.

continued from page 1

that by being a holder of the CPP designation, clients have been able to benchmark what they were familiar with. This has allowed me as a non US citizen to be accepted by both US government and non government organisations as a reputable security professional."

The head of security of a major UK-based utility is unequivocal in his support for the CPP: "It is the only truly portable international professional security qualification. It has established my security credentials in the eyes of my peers and demonstrated my expertise in my professional speciality to the wider world. Should I ever seek other employment, it will provide evidence of an independent assessment of my ability."

Another regional head of security with multi-site responsibilities, seeking to develop professionally after completing his MSc in Security Management, was attracted to the CPP again due to its high profile within the US business community. Of the CPP he remarked: "Without doubt this has helped my career. I have worked for American companies where the CPP has a high profile so my qualifications were instantly recognised."

The CPP is also important in evidencing to employers that the holder has not only acquired the knowledge and skills necessary to keep pace with changing and increasingly globalised workplace needs, but also remains at the forefront of evolving security management best practice. This is achieved through the need to recertify every three years. Over half of the recertification credits must be achieved through "educational" activities such as seminars, courses and on-line learning. These need not be ASIS specific events.

Examination Structure and Content

The examination comprises two-hundred multiple-choice questions covering tasks, knowledge, and skills in eight broad subjects identified by CPPs as the major areas in security management. The format of the examination has been carefully designed to ensure that it satisfies the essential criteria for validity and reliability, these being the two key elements of any professional certification test. The eight subject areas are the result of detailed and on-going job analyses. Under these are a number of tasks performed on the job, and knowledge associated with each of these tasks essential for a CPP to perform the job effectively. Each question on the examination is linked to a specific task and knowledge statement, ensuring that the CPP examination is directly related to the job. The test specifications, which indicate the percentage of questions to be asked in each major area on any one examination, are generated at the time of the job analysis and adherence to these enhances validity.

Reliability is ensured through statistical equating, so that the standard across examinations remains the

same. Importantly, candidates testing repeatedly should obtain approximately the same score if their ability level remains constant. Of course, ability can change due to greater study and more/different job experience. A generally acceptable reliability index for certification examinations is 0.80; CPP examinations exceed this.

In designing multiple-choice format questions special attention has been paid to Blooms Taxonomy, a framework designed to test candidate's knowledge, comprehension, application, analysis, ability to synthesise and ability to evaluate. As befits a high-level professional examination such as the CPP, the emphasis is in the latter three categories of the taxonomy. To ensure quality assurance of the examination to international professional standards, the examination process is overseen by Professional Examination Services, a leading internationally recognised authority in the development and quality control of examinations in many professional fields.

Examination Eligibility

In order to be able to sit the examination, candidates must be able to demonstrate nine years (seven, if university graduate) of relevant security experience, of which at least three must be in a position of "responsible charge". Armed forces or police "responsible charge" experience is valid in this context.

How to Study for the Examination

Examination questions are drawn from a selection of leading books in security management and related disciplines. The books have been specially selected because they are continually updated to reflect international security management best practice.

Examinations are held annually in the UK. The deadline for the 2006 examination has already passed but now is the time to give consideration to the 2007 examination, which will take place on Saturday 3 November 2007.

There are three ways to prepare for the examination. The first is by self-study. Although candidates have passed the examination using this method, it is not recommended due to the complexities of texts to be studied. The second option is by enrolling via the ASIS International website to undertake the CPP online review course (www.asisonline.org/certification/cppreviewonline.htm). As few UK candidates have chosen this relatively new option for examination preparation it is too early to measure its success.

The third, and most overwhelmingly popular, option is to enrol on the residential CPP study programmes, organised jointly by ARC Training International Ltd and ASIS Chapter 208 annually in June and October. With an on-going candidate success rate of 80% or higher (much the envy of other ASIS International Chapters around the world) this programme attracts about twenty candidates each year. The programme is led by Barry

Walker and administered by Janet Ward. Both have many years' experience in CPP review programme management and both are ASIS award recipients, having been formally recognised for their special contribution to the CPP programme development.

The review programme focuses on all aspects of examination development with close attention paid to the recommended reading texts. During the recess between the three-day June study programme and the three-day end-of-October study programme candidates are encouraged to read as many of the books as possible, and guidance is given as to which parts of which books to place the greatest study emphasis. The end-of-October review session, which leads into the examination, is characterised by its emphasis on presenting candidates with practice examination questions on each subject, similar to those which may be encountered in the examination. (ASIS International prohibits the use of actual examination questions for this purpose). The cost of this programme is £1,000 + VAT (excluding examination registration and books).

Summary

The benefits of the CPP designation speak for themselves. In a changing environment within the security industry where qualifications are becoming essential in raising the industry profile, any practitioner operating in an international arena should be giving serious thought to attaining a professional qualification such as the CPP.

For more details on the certification and preparation sessions, contact the ASIS UK Certification Representative, David Cresswell, at davidcresswell@arc-tc.com or telephone +44 (0)1189 84 1040.

2006 UK Chapter Awardees

1. John Gilliland, Chairman, UK Chapter Item Development Group
2. Janet Ward, General Manager ARC Training International Ltd and CPP Review Programme Administrator
3. Peter Horsburgh, in recognition of his development of the Physical Security Professional Certification Programme (a sister qualification of CPP).
4. Barry Walker, the CPP Review Programme Leader, has been twice an ASIS International Professional Certification Board award recipient in recognition of his services to CPP development.



The Mervyn David Award 2006

Since 2001, the UK Chapter has presented the Mervyn David Award to an individual who has made “a significant contribution to the security profession”. Named in honour of a former Chapter 208 chairman, previous winners include Rt. Hon. Bruce George MP and David Dickinson of the BSIA. Nominations are now being sought for the 2006 Award.

The key criteria of is intentionally broad and some guiding factors might include:

Contribution(s) that has/have significantly affected the security and safety of a large segment of people/organisations.

Security-related publications.

- Development/implementation of professional security training programs.
- Invent/develop or improve an important security technology, process or methodology.
- Enhance effective working relations among security/law enforcement practitioners.
- Has the professional respect and recognition of peers in the international security community.

For more information please contact Mike Hurst mike@hja.co.uk

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Senior Regional Vice President's Report

SRVP Report By Peter French

Hopefully I may see several of our UK members at the German Chapter meeting to be held in Bonn. As one of our fastest growing Chapters our hosts have put together an excellent speaker panel. Several member presentations will look at management development with an excellent after-lunch presentation from a leading physiotherapist on motivational techniques and passive rewards. Later in the week, the European Advisory Council will be meeting to review the 2007 strategic plan and how ASIS can further its representation with government across the EU. The 8 goals of the ASIS strategic plan are available on the website, but it's primarily revolves around:

- Professional & Educational Development
- Communications Development
- Certification Development
- EU Representation
- Annual Conference Development

The key global objective for 2007 will be to stimulate active communication between ASIS volunteer leaders, members, the business community and media, to promote ASIS membership, programmes and advocacy.

Set into this is our strategic objective of EU Representation which is to position ASIS International as a credible stakeholder, a thought leader and a trusted source of expertise vis-à-vis the European Union Institutions, with the objective of actively involving ASIS in the legislative and policy making process.

Increasingly the Annual European Conference is playing a role in our development strategies of stakeholder communication. The planning committee of the Berlin programme will meet on the 10th November. Members will have reviewed 140 entries from 20 countries. This year there is a high standard of speaker and tracks. This will allow the ASIS European Bureau to undertake a greater degree of speaker verification. It is the committee's aim to provide a good cross section of subject matter, but with competent professional speakers.

We have now attracted the highest number of sponsors with Honeywell, Deutsche Post, Vance and ASI Europe all sponsoring specific programmes. A limited number of further opportunities are available.

The sponsors' programme significantly assists us in planning our off site venues to add to the attendee experience. Mind you we will have to do something spectacular to top the Hotel Paris reception of last year. Again, for companies wishing to exhibit there will be a dedicated demonstration area, which will provide low cost exhibitors' space.

The keynote speaker programme is in the last stages of confirmation and we feel this should provide for controversial comment to challenge us all. Again, our German Chapter members have been very active in reaching out to be government authorities and their parliament.

We look forward to welcoming you to Berlin from the 25th – 28th March.



Autumn Seminar 2006

Thanks go to Bill Trundle and GlaxoSmithKline for their continued support of the Chapter and to GSK's Olive Coften and Roger Dawkins for their help in organising the event and their assistance on the day.

We are also grateful to the Seminar sponsors Reliance Hi-Tech Ltd and our exhibitors, ARC Training International, Esoteric Ltd, Infrared Integrated Systems Ltd and Universal Security Systems.

There was a varied and interesting program that included a presentation by Alan Farley of Thames Water UK "Geopolitics and Pragmatism: Protecting our Drinking Water on a Global Basis". Water is something we all take for granted and Alan certainly got everyone thinking about some of the risk affecting our supply.

We all hear about scams, some of us may even have been affected by them. Keith Baker of the Office of Fair Trading's Scambusters Unit explained how some of these were being investigated and stopped.

Mike Hurst of HJA Fire and Security and a Committee Member of Chapter 208 gave a short presentation entitled "Getting more out of ASIS International", pointing out some of the resources available on the ASIS International web site.

Conducting 'undercover' and ethical investigations is an area of increasing interest. David Gill of Linx International Limited presented a case study "Covert Investigations Management" which highlighted some of the methods used and problems to overcome.



Professional Development *by Barrie Millett*



Never has there been a greater need for the security profession to be dynamic and ingenious in its thinking while continuously developing and adapting strategies. Crime and modern terrorism has evolved and continues to evolve with criminal and terrorist organisations adapting their modus operandi as and when new counter measures are initiated.

In addition to the dynamic nature of threats / challenges, technologies are also being advanced at a fast pace, therefore professional development in the security profession is essential.

Whether it is through the quarterly seminar events, networking opportunities or just putting together like-minded people who have similar challenges, the ASIS International UK Chapter is committed to ensuring that it provides a forum to enable its members to develop.

Professional Development Day – PDD

The UK Chapter Committee is looking to commit even further in 2007 to assist its' members in the area Professional Development by organising a dedicated Professional Development Day.

PDD event format

The event is in the early stages of planning and we are looking to engage with the membership at this early stage to ensure we incorporate any associated requirements from

members. Regular updates will be provided as we firm up on content and location with the date likely to be set for sometime in quarter 3 2007.

Planned event highlights;

Keynote speaker - address the importance of professional development highlighting the need for integration of the security professional into business processes.

Routes to success – the career strategy, security industry raising the standards, defining your direction, career pathing and planning for your development

Educational development – what courses / training is available for continued development in the security profession

Staying ahead of change – changing threats to evolving technologies how can we remain up to date with these changes and communicate them to our business or clients

Success Story – a word from a security professional who has managed to build a successful career in the security profession

Engaging the membership in the PDD event

If you have any burning issues in your professional development or if you are an organisation who would like to have some involvement in the Professional Development Day we would like to hear from you.

Skills for Security is the new skills and standards setting body for the security business sector. Linda Sharpe, Chief Executive, describes current progress on skills development.

When Skills for Security was established on 1 January 2006 I could have hardly guessed at the opportunities and challenges that would face us: the scope of the engagement with a very fast growing business sector, the demands of the varied stakeholders, the requirements of new government policies with regards to skills and training, and above all, the roller coaster of creating a new skills organisation which could start to achieve some of the initiatives that had been discussed and debated over the past three years.

Probably the most satisfying aspect of all of the work completed since January has been the extent of employer support and participation in the newly created Sector Consultation Groups (SCGs) which report into the Stakeholder Management Committee, chaired by ASIS Chair and Skills for Security Board member, Stuart Lowden. The SCGs are charged with identifying the key issues that employers experience with regards to recruitment, labour retention, training and qualifications and making recommendations about how these issues can be resolved. SCGs also provide advice and guidance to Skills for Security on skills priorities, for example, where a new training programme or a new style of qualification is required. It is a very dynamic process and one which ensures that the right messages are reported back to the Sector Skills Development Agency, Qualifications Regulators and Awarding Bodies about what employers see as the real priorities in developing and retaining their workforce. SCGs have been working for just a few months and already a National Recruitment Strategy has been produced by one group and a second group has developed a skills matrix outlining training and qualification progression routes from entry to higher education level. Another initiative, to be led by a cross sector group, will consider a security related syllabus for 16-19 year olds in Further Education, in an attempt to attract more young people into our industry.

Developing new style qualifications

One of Skills for Security's espoused aims is to influence and increase education and training supply within the sector and to improve workforce skills. This involves ensuring that there is the right mix and availability of training and qualifications at the appropriate level and that current employees and those considering joining our industry can see progression routes for career development. There is a lot of new ground to cover here. Whilst other industries are busy rationalising their qualifications in line with the government's Sector Qualification Reform Programme, we, at Skills for Security, are tasked with developing specifications for new qualifications to fill the gaps, particularly at middle management level. As there are currently so few qualifications available to our sector it is important that we set the right parameters for their



development and ensure that they are fit for purpose. An excellent example of this is the new Level 2 Security Practitioner qualification, formerly known as SOSQ in pilot. This new work based qualification has been specified by employers in the Security Guarding sector to meet their needs. Moving away from the style of NVQs which were not popular with our industry, Security Practitioner relies on a more flexible approach to delivery and assessment based on a work place Skills Coach and an external assessor. Another important aspect of the new qualification, due to be launched early in 2007, is that it qualifies as a fully funded qualification and can therefore contribute to current government targets of upskilling a further 3.5 million people to Level 2 by 2020. Providing the funding is accessible to all security officers who currently do not hold a Level 2 or equivalent qualification and we can build the appropriate delivery infrastructure, then this will be a significant step forward in increasing the skills levels of our industry.

Plans for higher level skills development

Another key part of Skills for Security's remit is our engagement with awarding bodies and higher education institutions and here a topic of particular importance is how to develop higher skills level programme and qualifications that will provide access to higher education. A number of SCGs report poor levels of supervisory and management skills in their sub sectors and many employees lack the formal qualifications that will allow them access into higher education. We are addressing these issues in a number of ways.

Our starting point as a standards setting body is to ensure that the relevant national occupational standards (NOS) are in place for the many security roles in our sector. The NOS, which define the level of competence needed for a particular job role or occupation, are the foundation of much of the work we undertake in developing training programmes and packages, accrediting training programmes and packages produced by others and in specifying qualifications. This year the Standards Development team has worked on an ambitious programme to develop NOS to cover the activities of private investigators, security consultants and security risk advisors and many security professionals from the various institutes

and bodies including ASIS have contributed and provided feedback. It has been a magnificent effort of cooperation and bodes well for on-going work to develop higher level training and qualifications for these occupations.

Another area of consideration for future debate with SCGs is to what extent we can develop Foundation Degrees for the benefit of our industry. These new style degrees, first launched in 2001, are designed in partnership with employers, combining academic and work based learning that suits students and employers. Pitched at one level below Honours Degree, Foundation Degrees are likely to be popular with our industry as they can provide a bridge into higher education for those who do not hold academic qualifications. Already a number of universities have embarked on the development of Foundation Degrees and, as an example, the University College of Buckingham Chilterns, has recently accredited a Foundation Degree in Protective Security Management in conjunction with the close protection sector.

And finally, we must not lose sight of the fact that not everyone will want to take a new qualification. We also need to find ways of recognising and accrediting the skills, knowledge and experience of the many security professionals who work in our sector and do not hold a formal qualification. And so consultation and debate will go on. 2007 should be an interesting year!

Web Watch

Britain is 'surveillance society'

<http://news.bbc.co.uk/1/hi/uk/6108496.stm>

Information Commissioner's Office

<http://www.ico.gov.uk/>

Computer Emergency Response Team

<http://www.cert.org/>

An interesting IT Security site

<http://www.astalavista.com/>

Security Recruitment Blog

<http://hjafands.blogspot.com/>



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Strategic alignment with your business brings rewards

Globally the Chief Security Officer (CSO) is now managing many of the enterprise's risks, but is still paid less than other comparable function heads. This can average 15% for a senior executive, or 25% at country executive level.

Even so senior security executives will have enjoyed salary increases averaging 10% in current wage negotiation. Although new job hires or position re-grading will on average benefit by 25% of the previous salary level.

The most lucrative sectors for bonuses remain as financial services, pharmaceuticals and high tech; software, computers etc.

Average senior level bonuses are expected to be up to 40% + of salary in the year ending 2006. Achieved through increased net earnings and cost savings.

Corporations still complain that reliable productivity (value to the organisation) data does not exist for the security professional. This is a perception that will remain until a greater proportion of security business managers have responsibility for the key corporate cornerstones, such as due diligence, information security, contingency and business recovery.

The lack of job hopping amongst executive security managers is also a significant factor in why corporations do not have value matrixes, for the reward or productivity they can expect from the security function.

The convergence of physical and information security is also challenging core skills of many security managers who have ignored this impending event. They risk being subjugated for a number of years by IT, unless they have proven their business competence, across a range of legislative or compliance services.

During 2007 skills shortages will be significant for the mid executive security positions. There is a shortage of people with developed personal and professional communication skills. The security professional can be late in developing their business skills outside the core element of security. Lack of job movement prevents experience skills from being acquired by the larger cross-section of people.

In the current climate of globalisation, it must be concluded that the security professionals' remuneration will increase at a greater percentage than the nominal corporate award as corporations take ever increasing risks and seek immediate recoverability. That supposes that managers embrace other business threads which

will help them add value to their own business proposition.

It remains evident that hiring organisations and corporate stakeholders continue to under-estimate the degree to which security can deliver business processes and individuals can participate as confident business managers.

The immediate concerns for the security professional are:

- *Facilitating trade in high risk environments.*
- *Deliver immediate recoverability.*
- *Protect and develop governance.*
- *Demonstrate career path development.*
- *Manage and improve off shoring processes.*
- *Provide plug and play risk methodology for business processes.*

The size and shape of the security function can grow considerably. The security executive has to be able to persuade their business units that sustained investment in security will bring an ROI of 30% plus, even for inexpensive programmes. Strategic alignment, technical awareness and streamlining out dated practices are essential to maximise efficiencies and cost effectiveness.

Article by SSR® www.ssr-personnel.com

6th European Security Conference 25–28 March '07 Berlin, Germany

Join hundreds of security executives, law enforcement professionals, and government officials in Berlin for ASIS International's 6th European Security Conference. This dynamic conference will address the latest security trends and critical issues affecting business and government in Europe and across the globe.

Berlin is the city of contrasts! Since reunification, it has become a blend of modern glass palaces, refurbished old-style houses, and luxury hotels. It is this mixture of old and new that makes Germany's largest metropolis so appealing and unique. Berlin is a city of creative radical change, developing with impressive speed into one of the major political cultural and economic centres in Europe. Being one of the most exciting spots in Europe, combined with its excellent international accessibility, makes Berlin the perfect location for our European Security Conference.

EUROPEAN SALARY SURVEY

SECURITY SALARIES AND BENEFITS BENCHMARK – November 2006

Responsible for policy, executive board briefings.

For global companies it is not unusual to find a HQ CSO with an International CSO reporting directly to overseas or affiliate boards. They will be a driver for change and service expansion. Budget responsibility £30m+

Regional policy development, executive reporting promulgating corporate policy, overview of physical and intellectual protection. Requirement to test corporate resilience and co-ordinate across functions disaster response. Budget responsibility £10m - £30m

Regional reporting, policy implementation, promulgates corporate policy. Responsible for physical and information security. Required to implement corporate resilience and recoverability strategies. Budget responsibility £5m - £10m

Responsible for all physical aspects of corporate security and maintaining standards across an estate. Increasingly will be involved with health and safety. In the light of corporate manslaughter legislation this will be the position which takes increasing a strategic rather than tactical role Budget

responsibility £2m - £10m.

More than one country reporting. Across all security breaches, due diligence, product diversion, counterfeit and the auditing of functions within the corporation. Table top exercises in corporate recovery will be managed and developed through this person in the supplier chain.

Physical and information protection, proactive, local health and safety policy implementation and development. Most probably a direct employer, but increasingly being outsourced to a management team provider. This may be similar to an interim management assignment, perhaps a pre-qualifying position before being offered permanent terms. Budget responsibility £2m - £5m+.

Supply chain management implementing corporate procedures. This would likely be a country role that has extensive interaction with suppliers and transport companies.

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Chapter 208 Members Get Everywhere!

Just because Chapter 208 is the UK chapter of ASIS, it doesn't mean that all our members are tucked away in the cities and suburbs of the UK as shown by this month's CPP Profile and a note from "our man in Beijing".

GREETINGS FROM THE PEOPLE'S REPUBLIC!

By Wayne Wilcox, Alcan Inc.

Working as a Regional Security Manager in Asia is exciting, and the travel is great. I cover operations in 13 countries, and get to see a lot of the world that tourists don't, and I don't even have to pay for it! But, the challenges are what make life in the East so interesting. A few thoughts after almost two years out here:

Technology is not always a cost effective solution. In an area where manpower is cheap, the math doesn't always work out when trying to replace people with technology. Some of the plants I am responsible for pay their security guard companies less than one US Dollar a man-hour for guard services. Put in a \$20,000 CCTV system to replace a guard, and you are looking at at least two and a half years before you recover your cost! And you risk getting your cameras stolen. And you've put some poor guy making less than fifty cents an hour out of a job.

Global Security Guard contracts are never truly "global". When the State has a monopoly on security services, or when the only provider in town is owned by the local police department, it means you have to explain to headquarters why you haven't implemented the global contract that they signed in New York or London with the XYZ Guarding Company.

The Asian concept of "Face" can make it very difficult to know what is really going on. Because the plant manager will never want to lose "face" with you, a representative of corporate headquarters, he will never admit to being unhappy about his security situation, security incidents, his guarding company, or his subordinate managers. Any such admission would be an admission of his own faults as a manager, so you will not

get a candid answer. Ask him to report security incidents to you, and you will never get a report. The only way to learn what is going on is to get out to the plant, and walk around, and talk to people.

Bird flu is never far from our minds here. In Indonesia, where most of the fatal cases have been, the center of the cluster of fatal cases is where we have a plant with 500 employees. And many of them keep live poultry at home: in their houses. The biggest outbreak in China is also very near another one of our plants. Bird flu may have dropped off the front pages of most of the world's newspapers as last year's story, but it is still very much a going concern in this little corner of the planet.

Why do all of the crises happen in poor Asian countries? Since I've been here, we have had plants affected by earthquakes, typhoons, volcanoes, environmental spills, military coups, insurgencies, and civil unrest. And that's just the normal day-to-day stuff. We're still waiting for the war in Korea...

I love late-night conference calls. Especially when they begin at 0900 in North America, which is 2200 here. And when it is Friday morning in North America, it is Friday night here. I definitely should not be on the phone...

That's the short and sweet version. I'd love to hear from any of my Chapter 208 friends, so drop me a line, or better yet, come out for a visit!

Your man in Beijing,
Wayne
Wayne.wilcox@alcan.com



الجمعية الدولية للأمن الصناعي بالشرق الأوسط
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New Chapter Chairman

Since time immemorial organisations have asked for volunteers to step up become involved in their running, but I'm not sure if 'volunteering' is the correct term in my taking the Chair. However, I do feel extremely privileged to have been put here and will do my utmost to help the Chapter to continue to be a success. This is quite a surprise! This time last year, even a couple of months ago I wouldn't have thought I'd be writing this. After exceptional years under Stuart's chairmanship and the preceding Chair's, there is a lot to live up to and more importantly to continue with.

The exciting times in the Security world move on at a pace and we need to be at the forefront with our input. With Linda Sharpe's staying on at Skills for Security, and who is keen to continue to engage with us, and with a new Chair to be appointed of the SIA, there are many opportunities for us to be involved in to help shape the future.

Our seminar programme is growing in quality and this is reflected in the increase of numbers attending, so it is not only about improving your general understanding of what's going on

out there but also a greater and wider opportunity to network with fellow like minded professionals. The committee are working tirelessly to put together some excellent programmes for the coming year, both work related and social. Your support at both is vital and I commend you to look seriously at being part of it all.

We are also looking for new people to become involved in the 'back office' activities. The future of the success of the Chapter comes with members being confident and satisfied that they get a return out to their being a member. To do this the committee, who all do this alongside their day jobs, need to understand as best they can the views of the membership, so new ideas and thoughts and faces are extremely important. If you feel you can contribute in some way or other please step forward. It is satisfying and also brings a lot of fun and a different dimension to being part of a successful organisation.

I will take this opportunity to thank Stuart for his hard work over the last couple of years and all the committee for the sterling effort in raising a structure that has set out some solid blocks for us to progress. I also thank all the members for the confidence they have placed in me and I will do my utmost to deliver what you want.

Derek Webster

CPP Profiles

Name:

Company:

Position with Company:

How many years with that Company?

Duties and Responsibilities:



Lynne E Davies CPP

BP plc

Director of Operations, Group Security, Eastern Hemisphere

6 years and a bit

Lead a team of 7 Regional Security Managers with accountability for security operations in Europe, Africa, and Middle East, Russia, Caspian and Asia Pacific with a functional link to 30 Security Managers. Provide direction and support to regional business management teams and senior leaders.

Proactive in implementation of company's Security Management System of risk assessment, crisis response and accountability in compliance with local and international law and ethics policy. Actively involved in risk management, strategic planning, crisis management, fraud and security investigations, and training.

Since November 1996

To achieve a recognised professional security certification and at the time CPP was the method. Having recently joined the Security Industry and in my first appointment, it was an ideal first step.

It certainly helped whilst I was working in the US, as it was recognised by other security professionals, and in my dealings with American companies who recognise the achievement.

Internationally it has also given me greater credibility with my peers and in the early days of my security career helped me establish myself.

How long have you been a CPP?

Why did you decide to become a CPP?

Has it helped your career? If yes, how?

...OOPS!!!

Defendant hurled slipper at judge

An Indian man allegedly hurled a slipper at a court judge who promptly threw a paperweight back in reply.

Nazir Mohammad was in court in Baroda on charges of housebreaking and theft when he jumped out of the witness box and rushed towards the judge.

The robber, reportedly irritated with the slow pace of the case, took off his slipper and threw it at Chief judicial magistrate C D Vaghela.

Judge Vaghela immediately picked up a paperweight from his desk and threw it back at the accused, reports Middy.

Mohammed, who attacked two other judges last year in similar fashion, has been sent back to prison with an extra offence registered against him.

Members of the Baroda Bar Association went on strike after the incident to protest at the lack of security for judges, lawyers and witnesses.

Fire station goes up in flames

A fire chief has told of his embarrassment after a station without a smoke alarm went up in flames.

The building and a fire engine were destroyed in the blaze at Arundel Fire Station in West Sussex.

Neil Odin, southern area commander for West Sussex fire service said it showed it could happen to anyone.

"Unfortunately, we had severe damage to our fire station, which is embarrassing," he told the BBC.

He said a brand new building would need a smoke alarm.

But he added: "Automatic smoke detection wouldn't have made any difference."

Nobody was injured in the fire, which was tackled by 30 firefighters in six fire engines from neighbouring towns.

The station is served by retained fire fighters, none of whom were in the building at the time.

Reality in Politics

The ballot for next month's election in Ottawa County, Mich., has to be reprinted: a typo was spotted after the 170,000 ballots came off the press. "My first thought was, 'Oh, crap'," said County Clerk Daniel Krueger. "We had about five or six people proofread [the ballot]," he said. But because the question that has the typo is a contentious, statewide issue, the county will spend \$40,000 to reprint it, even though only one word is misspelled: the word "public" is missing its L.

Progress in American Education

Only 42 percent of American adults can name their own country's three branches of government, but 73 percent can name the Three Stooges, a poll has found. Sixty

percent could name Krypton as Superman's home planet, but only 37 percent know what planet is closest to our own sun. "I don't think it's saying we're a nation of idiots," says Robert Thompson, director of the Center for Television and Popular Culture at New York's Syracuse University, who helped design the survey. Rather, he says, it means "we're a nation of pop-culture geniuses." (Denver Post)

The Obvious Result

A school in Kent, England, called for police help when a man burst into the school threatening, "You're dead." No one responded. Over the course of an hour school officials called the 999 emergency number five times without any police response. The man eventually left without hurting anyone. "He was clearly high on drugs," said head teacher Stuart Pywell. "I told him the police had been called but he just kept threatening us." Classes were out, but "at least a dozen children and staff" were still at the school, he said. The incident was shortly after a rash of school killings in the U.S. – and just a few days after a member of the Police Authority in Norfolk suggested emergency callers exaggerate circumstances to speed up police responses. Kent's Deputy Chief Constable Jim Barker-McCardle said there would be an investigation into the failure to respond to the emergency calls, but didn't offer any explanations as to what was more important to officers on duty.

SUDOKU

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How accidental was that accident?

By Kevin Monery

Claims fraud is on the increase, stretching from the opportunistically exaggerated claim, to large, sophisticated actions organised by gangs. Fraud costs the insurance industry an estimated £1.5 billion per year and adds approximately 5% to premiums. Statistics recently released by the Association of British Insurers (ABI) show that as an industry, insurers exposed and stopped frauds worth over £400 million in 2005, an increase of 50% on 2004.

However, organised insurance fraud, executed by professional criminal gangs, who systematically claim against different insurers, is becoming increasingly complex. As an example, in the motor sector, scams including staged motor accidents (where two or more fraudsters deliberately crash into each other) or induced accidents (where a fraudster causes an innocent member of the public to crash into them) are on the increase. The ABI predicts a massive rise in this activity from 1,000 accidents in 2005, to 2,500 in 2010.

Previously, organised fraud had been managed between insurers through a variety of informal methods, but this fragmented approach hampered the early identification of fraud networks and the building of robust cases to present to the police. The Insurance Fraud Bureau (IFB), which was officially launched on 26th July 2006 following a successful six month trial period, has been formed to provide a cost effective, tactical solution to the detection and prevention of cross industry fraud.

The IFB collates and combines the claims data available from all of the insurance industry databases and sources supplementary data as required. Data matching techniques are used to develop high grade, robust, cross industry intelligence and identify potentially fraudulent networks targeting multiple insurers. The Bureau shares the intelligence with the insurers involved, co-ordinates or leads the response and subsequent investigations and leverages its relationships with the police and other law enforcement agencies as necessary.

It is equally important for security to be put in place to generate awareness of how these criminal gangs operate so that drivers, private and commercial, and agents working on/investigating fraud cases are kept safe and aware of what actions to take if they are targeted.

When a criminal gang is uncovered and they have been operating in multi-million pound frauds, staging fake car accidents and making bogus personal injury claims, there is uncertainty as to how the criminals might react to having their considerable funds switched off. This could

pose a threat to the employees dealing with the claims.

When a threat assessment is carried out there are 3 potential areas of risk:

- Telephone abuse
- Confrontation at the work place
- Confrontation at the home residence

It is not practical to remove the risk completely. Although investigators are used to managing and dealing with irate customers, the threat of a personal attack is also not unusual and therefore additional security measures maybe required.

Employees working on fraudulent claims can then be given the chance to attend a personal security briefing to raise their security awareness both at work and at home and plans can be put in place to counter any increase in the risks

Some useful tips

Keep your distance from the car in front at roundabouts and slip roads and cut your speed. Keep an eye on the vehicle in front, the occupants may turn to look at you or may even make a gesture just before the trap is sprung.

Suggested actions if you have an accident

If you find your self involved in an accident, remember to get as much information as you can. Note how many occupants were in the other car, their sex, distinguishing features, how they were dressed and make sure your insurer is made aware of all details you have.

If possible take photographs of the scene - if you are able to without risk or confrontation (e.g. using a phone camera).

With any accident, potentially induced or not, the standard advice to drivers is not to admit liability at the scene of the accident. Basic rule of thumb is that it is OK to say sorry, but don't admit you are at fault - you may well not be.

If you feel you have been a victim of an organised accident, contact the IFB Cheat Line to report the incident or for further details see the IFB website, details below.

For further information contact
www.insurancefraudbureau.org
Cheat Line: 0845 328 2550