

ASIS *The Informer*

INTERNATIONAL

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**Captain (Ret'd) Basil Bewry
CPP, PCI, PSP**

CHAIRMAN'S ADDRESS FOR THE ASIS JAMAICA CHAPTER AGM ON DECEMBER 5, 2019

Fellow ASIS Members & Friends today represents yet another opportunity for me to review a year's work and to give account of my stewardship of this esteemed body. With eleven (11) chapter meetings, a John E. Reid & Associates Course in Investigative Interviewing Techniques, two (2) PSP Study Courses and the hosting of our Annual Awards Banquet; I can honestly say that 2019 has

arguably been one of our most productive years. However, these statistics don't tell the full story.

At our chapter meetings our members benefitted from scholarly presentations from our Assistant Regional Vice President (ARVP) Capt. Garth Gray, CPP, PCI, PSP on the Future Plans of ASIS International and the Take-Aways from the Global Security Exchange (GSX), from Herbert McKenzie on the Role & Function of the Public Defender's Office, from Gareth Hamm on the Health Insurance Options for the Security Industry, from Letine Allen on the Legal Requirements of the Firearm Licensing Authority, from Richard Thompson on the Destructive Force of Hurricanes and Disaster Preparedness, from Lucas Jimenez, PCI, PSP on Terrorism and the Role of Private Security, from Rick Harris on the Challenges Facing the Private Security Regulation Authority, from Wayne Ballen, CPP, PCI, PSP on Stakeholder Engagement Alignment & Management and from Dr. Bongelo Gombele on the

prevalence of suicides and the tell-tale signs. What was particularly heartening was that we had an average of twenty-five (25) members attending each meeting with ARVP Garth Gray, CPP, PCI, PSP; Warren Smith, CPP, PCI, PSP; David Crooks, PSP; Courtney Wallace, CPP, PSP; Wayne Ballen, CPP, PCI, PSP; Carlos Pipher CPP, PSP, Nichelle Duncan, PSP and Leslie Leckie maintaining an 80% or higher attendance rate.

We also had one hundred forty-eight (148) patrons attending our Annual Awards Banquet on March 9th where our guest speaker was none other than the President of the Private Sector Organization of Jamaica, Mr. Howard Mitchell, CD, JP. The excellent turnout provided a most fitting event for us to recognize the sterling services of Mr. Richard Hines, JP of National Commercial Bank and Major Richard Reese, JP of Allied Protection Ltd as well as the heroics of security officer Errol Morrison of Atlas Protection Ltd. with Warren Smith, PCI, PSP copping the Chairman's Award. Due undoubtedly to our ARVP's influence this year's banquet had an international flavour as ARVP Lt. Col. Richardo

Garcia, CPP with responsibility for Trinidad & Tobago and St. Lucia and the Deputy Chair of The Bahamas Chapter, Brian Jacques were in attendance. This function has now become a calendar event and plans are already well advanced for next year's staging on Saturday March 11th, 2020 which promises to be even bigger and better.

Although the enrolment on the 3-day PSP review course was disappointing, however, Lorenzo Reid and Astrid Scott-Beckford both credit it for them passing the PSP exam on May 4th. Their success was somewhat overshadowed by Capt. Garth Gray, PCI, PSP and Warren Smith, PCI, PSP success in the CPP exam which resulted in them being elevated to the less than 1% worldwide members who are Triple Certificants. Our regular 5-month study course was better subscribed and resulted in Shanna Shirley, Damion Ayton and Linval Bailey earning their PSP certification. Our 75% success rate would not have been possible without the invaluable contribution of Capt. Garth Gray, CPP, PCI, PSP; Capt. John Richards, CPP, PCI, PSP; Wayne Ballen, CPP, PCI, PSP; Capt. David Fernandez, PSP and Lorenzo Reid, PSP

whom we owe a huge debt of gratitude.

With Courtney Wallace, PSP and Deputy Superintendent Christopher Brown also passing their CPP and PCI exams respectively on November 2nd, the chapter ended the year with eleven (11) CPPs, thirteen (13) PCIs and thirty-four (34) PSPs. This represents an 18% increase in certified members with 39% of the chapter's members holding at least one (1) board certification. It would be remiss of me not to make special mention of our Certification Chairperson, Capt. John Richards, CPP, PCI, PSP for marshalling the successful introduction of internet based testing (IBT) this year, which allowed our exam candidates to learn of their results on the same day rather than have to wait a torturing 6-7 weeks.

And as a mark of the enduring accomplishments of the chapter's study course there have been an increasing number of organizations that are now actively seeking job applicants with ASIS certifications with several persons already expressing an interest to enroll in the next PSP Study Course scheduled to start in July 2020. In fact, the largest security company in the

English-Speaking Caribbean, the Guardsman Group, must be commended for fully embracing the benefits of ASIS certifications as in addition to encouraging their staff to join the chapter, they are currently hosting a CPP Study Course for its management personnel.

What, however, must go down as both a financial and promotional success was our second hosting of the John E. Reid Courses on Interviewing & Positive Persuasion and Hiring the Best at the Jamaica Conference Centre on June 4th – 7th which had us bringing down Sergio Parisi from Chicago. A total of sixty-one (61) persons registered for the 3-day course with another twenty-seven (27) persons for the 1-day course. I must also thank Noel Bacquie and the Betting Gaming & Lotteries Commission for their kind support and sponsorship which not only ensured that the revenue generated significantly improved the chapter's bottom-line but enabled us to undertake a number of charitable ventures.

One such was our sponsorship of the HEART Trust National Debating Competition on Domestic Violence which climaxed with the finals on July 11th.

Besides providing some guest judges for the elimination rounds, we also presented prizes to the Best Debater and the Coaches for the Winning Team. This competition which was the brainchild of our Legislative Chairperson and up and coming Attorney-at-Law, Suzanne Scarlett, PSP; also allowed us another platform for the chapter to gain national recognition.

As a result of the chapter's increased visibility and outreach programmes, not to mention the hard work of our energetic Membership Chairperson, Courtney Wallace, CPP, PSP we have seen an unprecedented hike in our membership. With forty-four (44) new members joining in 2019 and an 83% retention of our existing members, the chapter is at one hundred and six (106) members, we were able to exceed the 100 member milestone for the first time in its forty-four (44) years of existence. We also enjoyed the added distinction of being the largest chapter in Region 7B. Our increased membership was also evident for all to see in Chicago on September 8th – 12th as our Vice Chairman, Warren Smith, CPP, PCI, PSP was instrumental in assembling the largest and I might add most impactful

Jamaican Delegation to attend a GSX. In addition to our group accomplishments there have been several individual feats that have served to excite and inspire, such as having three (3) of our members, namely Warren Smith, CPP, PCI, PSP; Nichelle Duncan, PSP and Leslie Leckie being awarded ASIS Foundation Certification Accelerator Scholarships. Another first was our Newsletter Editor, Carlos Pipher, CPP, PSP being specially invited by the Professional Certification Board (PCB) of ASIS International to serve on a select committee to review the CPP body of knowledge. However, the exploits of Christopher Brown, PCI and Courtney Wallace, CPP, PSP are deserving of special mention and emulation. DSP Brown with only three (3) months service showed what can be achieved once you are focused and committed and in the case of Courtney, he demonstrated the value of resilience and having a never-say-die attitude. Their success shows a bright future for this venerable organization.

I am also happy to report that the chapter's finances remain on a firm and sound footing. Our continued wealth was possible due to surpluses generated from our training and study

courses and the self-financing of the Awards Banquet. This year we were able to provide some financial support to the members of the delegation who were in good standing as at June 3rd that attended GSX. Even though Ian Roberts, PSP was able to live stream our chapter meetings on Facebook, one of the areas that the administration will need to develop is how to better leverage the new technology for the betterment of our members and to secure our Not-For-Profit and Charity Status with the relevant Government Bodies. Any help in these endeavours will be greatly appreciated.

As you no doubt would appreciate, all of these things that I have outlined could not have been possible without the unwavering support of our ARVP, Capt. Garth Gray, CPP, PCI, PSP and our Business Management Committee, namely my Vice Chairman and Law Enforcement Liaison, Warren Smith, CPP, PCI, PSP; my Secretary, David Crooks, PSP; my Treasurer, Ian Roberts, PSP; my Membership Chairperson, Courtney Wallace, CPP, PSP; my Legislative Chairperson, Suzanne Scarlett, PSP; my Mentorship Program

Chairperson, Wayne Ballen, CPP, PCI, PSP; my Webmaster & Certification Chairperson, Capt. John Richards, CPP, PCI, PSP; my Newsletter Editor, Carlos Pipher, CPP, PSP; my Women In Security Liaison, Nichelle Duncan, PSP; my Program Chairperson, Maurice Henry; my Placement Chairperson, Deneal Walters, PSP and my Young Professional Liaison, Jodian Brown, PSP.

In closing I would like to implore all of our members, young and old, to continue to perform your professional duties in accordance with the law and the highest moral principles, to observe the precepts of truthfulness, honesty and integrity, to be competent, faithful and diligent in discharging their professional responsibilities, to safeguard confidential information and exercise due care to prevent improper disclosure and to do nothing to maliciously injure the professional reputation or practice of our colleagues, clients and employees. By so doing you will have played your part in securing the future viability and relevance of this noble institution. Together we will be stronger.

The Private Security Industry



David Crooks PSP, Secretary

Employees (VS) Sub Contractors – “A Personal Perspective”

In the 1980s, the major guard companies in Jamaica introduced the contract system, and now 99% of the industry have followed suit. This has been a contentious issue for several years, but more recently there has been a move on the part of several Government agencies to not recognize the contract system, insisting that the guards must be treated as employees. They argue that they are inhumanely treated and that they are losing the benefits normally enjoyed by an employee. These would include paid sick and vacation leave, maternity leave with pay, the payment of overtime for work done in excess of 40 hours per week, and the right to union representation.

Historically, the challenges faced by the industry in

operating three eight hour shifts instead of two 12 hour shifts per day were recognized by the Government. In an effort to compensate the guard for these lost benefits previously mentioned, a new and higher minimum wage for the security Industry came into being. This was passed into law and gazetted, but the operation of the contract system has never been officially recognized. Currently, several security companies have been assessed for hundreds of millions of dollars for unpaid statutory (Employer's Contributions), and the matter is currently before the Courts where eventually a ruling regarding the legitimacy of the contract system is expected. Before looking at the consequences however, let us make a determination as to whether the guards are actually at a financial loss, taking into account the two minimum wages, based on a 40 hour work week. The assumption is also made that all will take both vacation and sick leave. Calculations are therefore based on a 1,920 hour year (40 hours per week X 48 weeks).

The current national minimum wage is \$175.00 per hour or \$7,000.00 per week. The minimum wage for the guard, inclusive of laundry allowance, is

\$286.50 per hour, which translates into a wage of \$11,460.00 per 40 hour week.

The difference between the two amounts to \$4,460.00 per week, so the guard would have earned \$214,080.00 more than the national minimum wage earner by the end of the year. Additionally, the guard, mandated by law, has group life, AD&D insurance in the amount of \$2,750.000 which the national minimum wage worker does not necessarily enjoy. Certainly, the case can then be argued that this extra \$214,080.00 per annum more than adequately compensates for any lost benefits. In reality, most guards will work an average of 60 hours for the week (albeit without time and one half for the additional 20 hours), so their earning potential is significantly higher.

This brings us to the next point, should guards be made employees?. Their employers will have no alternative but to restrict the work week to 40 hours, as the overtime consequence would be unaffordable. The guard who now earns approximately \$17,000.00 per week would have to adjust to a new wage of \$11,460.00. There are models that we could copy from the United Kingdom

where a flexi hour work week has been introduced for the industry and accepted by the International Labour Organization (ILO).

Reputable guard companies will charge \$350.00 per hour **minimum** for a basic unarmed guard. At this rate, to have a guard for 12 hours per day, and one at night to patrol your property, costs in excess of \$3,000,000.00 per annum. Is there any wonder why more and more consumers are going electronic and using fewer guards? Electronic gates, cameras, and other electronic solutions will oftentimes pay for themselves within six months, thereafter saving a bundle from the otherwise recurring expenditure of having a guard.

Event Security Management



**Ian Roberts PSP,
Treasurer**

Have you ever thought what makes for a “Secure Event”? The planning activities and other actions taken prior to the event have a significant effect on the outcome. Each stage should be completely documented. The objective of a planned event is to provide a safe, secure, enjoyable, or productive experience. A threat assessment is the first order of business, for venue, artiste, principals, performers, VIPS, patrons and security teams. A vulnerability assessment should also be conducted to mitigate for pick pockets, car thieves and unauthorised vending, etc.

Logical sequence is to be established with all working groups to ensure the smooth flow of activities and information in an efficient and effective way; this should include a security deployment legend. A search protocol is to be established to determine who will be searched. Communication methods should be addressed; if radios are to be used a call sign protocol should be adopted.

Access Control Should be established before, during and after the actual event. If possible, assign gates for specific vehicles, pedestrians and service

crews etc. Proper access control can be established with the screening of passes/decals, use of crowd control barriers, canine, lighting towers, signage and other safety items.

Parking lot surveillance with the use of security officers, canine and proper lighting, total control can be maintained.

Fire and Safety is paramount to hosting and managing an event as one has to take into consideration when giving permission to vendors, if open flames will be used as well as the zone they will operate in.

Venue Management is executed from the control center, which ideally should be away from the actual venue, to allow for proper management, coverage, communications and tasking.

Event Coordination happens in conjunction with the management team, performers, vendors, caterers and suppliers and their activities during the actual staging of the event. Know the layers of the venue and your participants in order to deploy and prevent any potential mishap.

Post event actions This includes debriefing, feedback and examining lessons learnt.

Security Officers Are Not a Panacea

**Captain (Ret'd) Garth Gray
CPP, PCI, PSP**

**Assistant Regional Vice
President (Region 7B)**

Over the years, I have conducted numerous security surveys and investigated several incidents of theft, break-ins and other forms of attack. There is something common to most locations; clients are of the view that posting security officers on location will address all vulnerabilities, both physical and operational. There is nothing further from the truth.

I have encountered two security officers, being posted to a football field – sized parking lot, with no perimeter protection, to protect hundreds of cars from being stolen or burgled. There was no defined entry/exit point; insufficient lighting, no CCTV and the surroundings were depressed residential communities with high youth unemployment. The security provider had set themselves and by extension, the officers, to fail. Losses occurred and the service provider was slapped with claims because the officers were deemed ineffective. I could give countless examples, but this

medium will not permit.



According to the ASIS Protection of Assets (POA), Security Officers Operations 2011, Security officers are best used as part of a complete protection plan, not as a stand-alone resource...Other protection resources, such as hardware and electronics should also be considered.

Garcia states, “A physical protection system (PPS) is the effective integration of people, procedures and equipment, in the protection of assets from theft, sabotage and other forms of malevolent human attacks.”

Security service providers cause harm to themselves and the reputation of the industry when they ignore basic precepts of the profession, for the sake of sealing a contract. Clients often do not care to understand the proper application of physical

counter measures, based on prevailing threats and existing weaknesses in their facilities and operations.

As a professional community, we are responsible for educating users and practitioners of physical security services, that risk management requires a strategic approach. As detailed in the POA – The security plan is based on an understanding of the risk it is designed to control and officers are but one strategy.

Jamaica Chapter Shines at GSX 2019

**Carlos Pipher CPP, PSP
Editor**

The annual Global Security Exchange (GSX) organized by ASIS International was held between September 8-12 at the McCormick Place in Chicago. The conference had over twenty thousand registrants from 125 countries and over 550 exhibitions from manufacturers of security solutions from around the world. GSX takes the form of speeches, lectures, presentations, bookstore and exhibits of cutting edge technology. The GSX brings security professionals/practitioners from around the globe under one roof.

The Jamaican delegation consisted of 21 personnel from different areas of the profession lead by Assistant Regional Vice President for region 7B Captain Garth Gray CPP, PCI, PSP and Chairman Captain Basil Bewry CPP, PCI, PSP.

Attendees gained valuable information from the overall exchange and networking with peers, practitioners, suppliers and manufacturers. Knowledge gained by members of the delegation will positively impact Jamaica’s security industry.

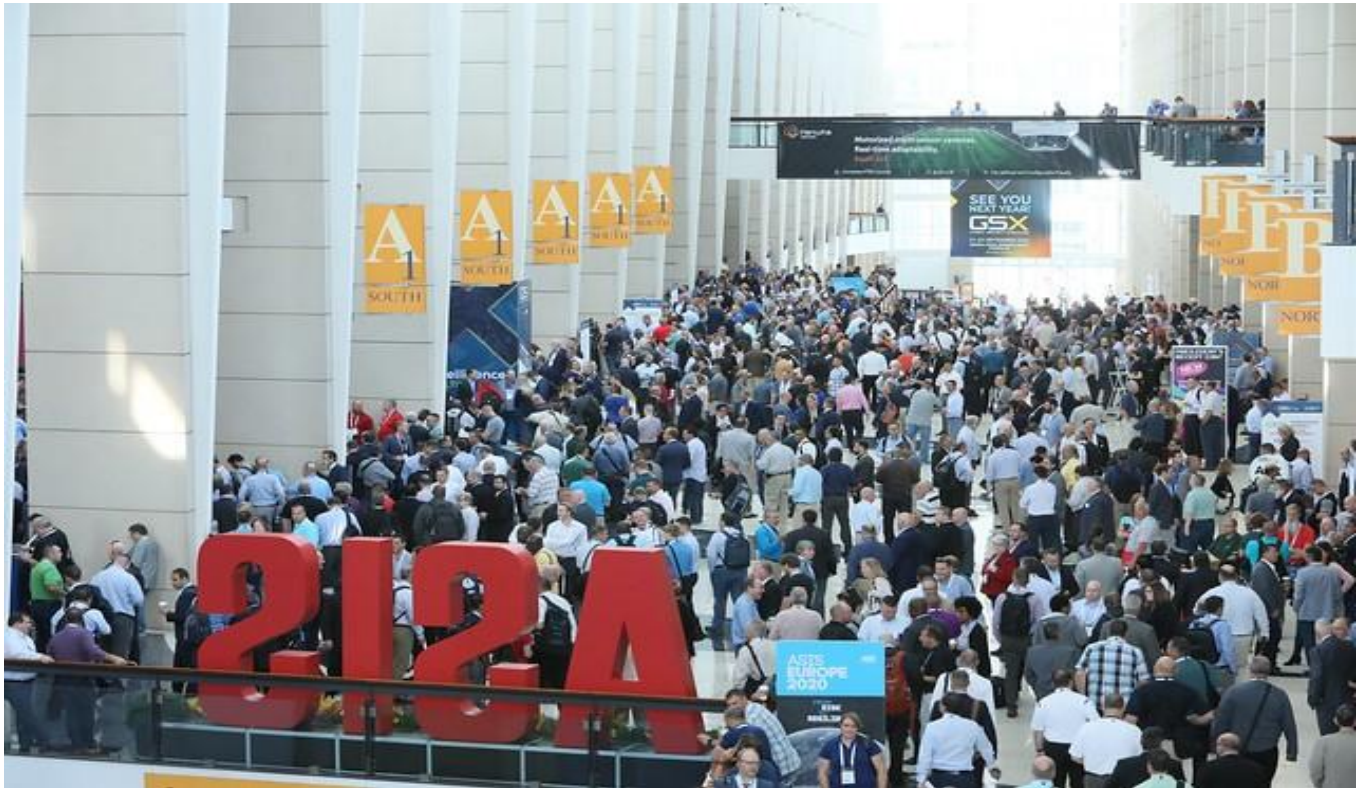
Former White House Chief of Staff General John Kelly was a keynote speaker; he delivered on Geopolitics and Security. Lectures and presentations were related to the domains of; physical, cyber, electronic, information and personnel security. The expo offered a suite of technological innovations e.g. robotics, latest in motion detectors, tamper-resistant seals and labels, technical surveillance countermeasures, (TSCM) CCTV, lighting, simulated active shooter, recording equipment systems and safe rooms.

Jamaica’s presence was a standout at the GSX; by uniformed dress, circulation of “The Informer” the chapter’s magazine and at the Recognition/ Awards ceremony where, Garth



(Front centre) Chairman Basil Bewry CPP, PCI, PSP



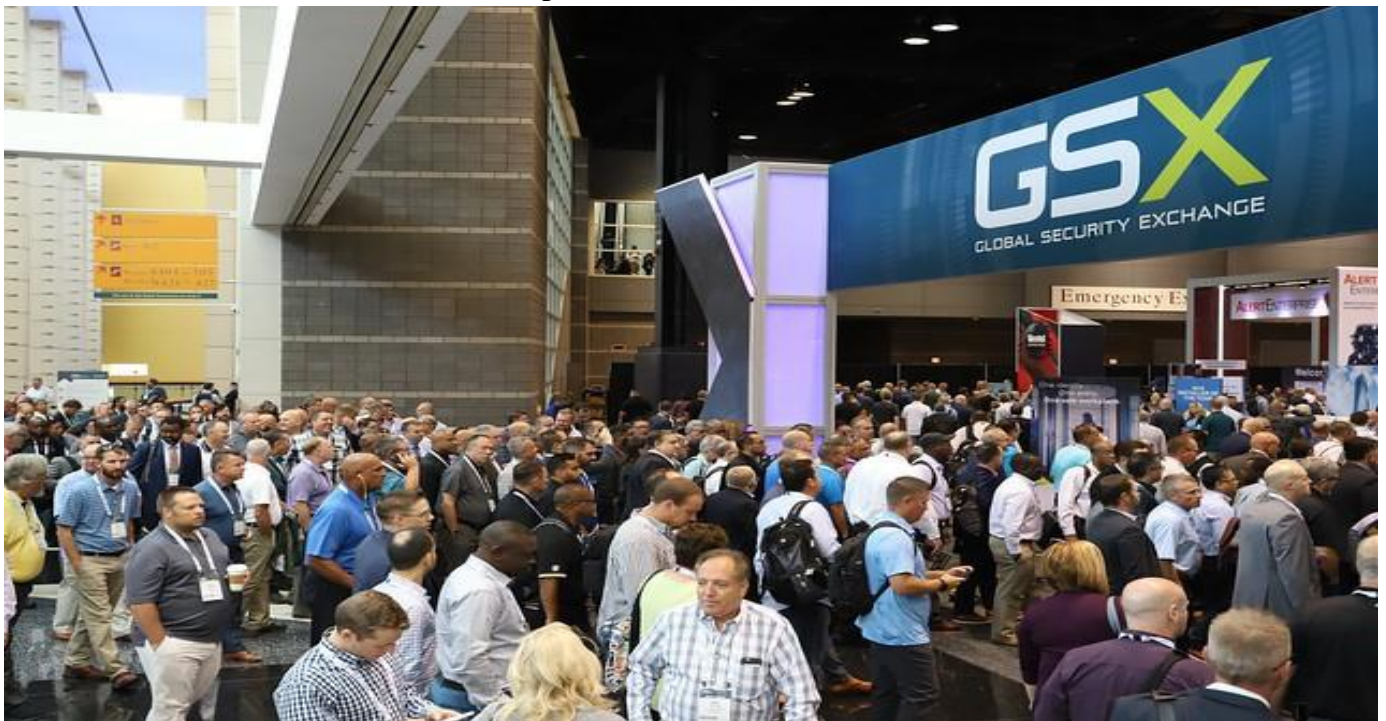


(Centre) RVP Malcolm Reid CPP, Region 7B with triple certificants.





Chapter # 74 to di 'Whirl'





Gray and Warren Smith were recognized for gaining triple certificant status and Carlos Pipher for passing the CPP exam.

ASIS International is the world's leading organization for security professionals with over 35,000 members. Four certifications are offered; Certified Protection Professional (CPP), Professional Certified Investigator (PCI), Physical Security Professional (PSP) and Associate Protection Professional (APP). These certifications are valid for three years; holders of the designations must earn 60 points by way continuing professional education (CPE) for renewal. CPE's can be earned by participating in webinars, seminars, lectures, writing articles, being a council member, instructing on PSP preparation courses, volunteering, attending chapter meetings and attending the GSX. (Not exhausted) In addition to the designations, ASIS International also publishes Security Manuals, Standards and Guidelines that are available online and in hard copy.

Security practitioners can leverage their security experience by getting certified in any ASIS certification, which will make them more marketable

to recruiters. Security companies and organizations involved with propriety security will benefit more by employing qualified and board certified security personnel. Having certified members in the local industry will positively impact the region's security industry by way of outsourcing, liaison relationships, and sharing of best practices.



The gold standard for more than 40 years, the Certified Protection Professional (CPP®) credential provides demonstrable proof of knowledge and management skills in seven key domains of security. Earning a CPP provides independent confirmation of your ability to assume leadership responsibilities and effectively manage broad security concerns.

Eligibility Requirements

Candidates wishing to take the CPP examination must meet the following eligibility requirements:

Work Experience Without higher education degree: Nine (9) years of security

experience*, at least three (3) years of which shall have been in responsible* charge of a security function OR Hold the APP and seven (7) years of security experience*, at least three (3) years of which shall have been in responsible charge** of a security function. With a higher education degree: Earned a Bachelor's Degree or higher from an accredited institution of higher education and have seven (7) years of security experience*, at least three (3) years of which shall have been in responsible charge** of a security function. OR Hold the APP, earned a Bachelor's Degree or higher from an accredited institution of higher education and have five (5) years of security experience*, at least three (3) years of which shall have been in responsible charge** of a security function. *Experience is defined as the individual having been personally engaged in security or loss prevention on a full-time basis (internships are not permitted), or as a primary duty. Included is: a.) Experience as a security professional in the protection of assets, in the public or private sector, criminal justice system, government intelligence, or investigative agencies. b.)

Experience with companies, associations, government, or other organizations providing services or products, including consulting firms, provided the duties and responsibilities substantively relate to the design, evaluation, and application of systems, programs, or equipment, or development and operation of services, for protection of assets in the private or public sectors. c.) Experience as a full-time educator on the faculty of an accredited educational institution, provided the responsibilities for courses and other duties relate primarily to knowledge areas pertinent to the management and operation of protection of assets programs in the public or private sectors. **Responsible charge is defined as the charge exercised by an individual in a management position who makes decisions for the successful completion of objectives without reliance upon directions from a superior as to specific methods. However, an applicant need not have held a supervisory position, as long as the positions on which the application relies have specifically included responsibility for independent decisions or actions. If “responsible charge” is not based on

supervisory responsibilities, then security program management responsibilities and duties must be clearly shown. Generally, this excludes such positions as patrol officer or the equivalent.

Source: ASIS International Certification Hand book.

ASIS Foundation Certification Accelerator Scholarship

Leslie Leckie served in Jamaica Constabulary Force (JCF) for 27 years. He retired from the JCF in April 2019 at the rank of Inspector. During his tenure he served at several formations to include Operations Branch, Telecommunication Division, St. Catherine North Division and Planning Research and Development Branch. Prior to serving in the JCF, he served in the Department of Correctional Services as a Correctional officer.

Mr. Leckie is a qualified Security Management Professional having successfully completed the Level 6 Diploma - Certified Security Management Programme (CSMP) UK. He is also the holder of a Masters in Business

Administration and a Bachelor of Engineering.

Mr. Leckie became a member of ASIS International in April 2019 and is the lucky recipient of the scholarship.

The Corniest Story You Ever Heard



Captain (Ret'd) John Richards CPP, PCI, PSP Certification Chairperson

Cornmeal is a popular ingredient in human and animal food. Consequently, several entities import corn which is ground into cornmeal. Others simply import the finished product and use it as a raw material. For the purposes of liability and security, tracers may be added to the cornmeal. These are harmless substances which identify the manufacturer or importer of the cornmeal.

Many years ago I used to work for one such manufacturer, Jamaica Corn

Mills (JCM) who sold bulk cornmeal to retailers and manufacturers of baked products. We milled corn to the specifications of our clients and delivered it by truck.

One evening, the police contacted us. They had happened upon a large quantity of cornmeal dumped in a field and they wanted to know if it was ours.

Our initial response was “of course it couldn’t be ours”. Why? Because our physical security systems are very good. We had cameras, access control, patrols – the works. And we had a computerised delivery system. It probably belonged to our competitor. The police left a sample with security for testing, just in case.

Social media picked up the story and ran with it.

A reader on Facebook opined that ‘de cornmeal mussa full a weevil, dats why dem dump it. Dem wicked, dem coulda give poor people. Dem no know seh weevil can sieve out?’

#awhofadicornmeal? and #mealonfields began trending.

The following morning the cornmeal was tested at our lab and it was ours. All hell broke loose.

The security manager, Captain Sharp, was summoned by the owner of the company.

“Sharp please close the door behind you and have a seat. Tell me, how did my cornmeal get out of my warehouse?”

“Boss, I have started...”

“and how did it get through my gate?”

“an investigation...”

“this thing happened from last night and you have no answers. Are you getting dull?”

“No sir.”

“So how come my cornmeal which I am paying you to secure ended up in an open lot? I need answers Mr. Sharp, go and find out what is happening and let me have your written report by this evening.”

Sharpe started an investigation and soon realised that nothing was making any sense.

The cornmeal was a JCM product that had been manufactured the same day it was dumped. It had been assigned to a truck owned and operated by Alfred Swindler.

Swindler had signed for the load of cornmeal, valued at just under a million dollars. The security records at the

exit gate noted that Swindler was the driver and that he drove out at 8PM. When asked why he was leaving so late he explained that this was an emergency delivery for a bakery. His paperwork was in order and he was allowed to proceed.

Since the discovery of the dumped cornmeal Swindler had not been seen and he was not answering his phone.

Sharp called Mrs Swindler who said he was at home at about 10 PM last night and got a phone call from Runnings, a friend of his. No, she didn’t know Runnings real name. Everybody called him Runnings. Swindler explained to her that he had to report to JCM because there was a situation at work which he had to deal with. She had not seen him since but was not worried because she thought he was at work.

Sharp sat in his car and thought about the situation. Why would Swindler sign for a million dollars’ worth of cornmeal and dump it on a tarpaulin in an open lot?

Swindler would have known that he was responsible for the load of cornmeal and that he would be held liable for its loss.

It just did not make any sense.

But it had to. Everything makes sense when you know all the facts.

It occurred to Sharp that the bakery had not called about the delivery which they should have received last night.

He called Miss Jones, the purchasing manager of Midlands Bakery.

"Miss Jones, Captain Sharp from JCM. Did you order a load of cornmeal yesterday?"

"We did not, in fact I was planning to order some today so I am glad you called."

"Miss Jones, our records indicate that you ordered a load of cornmeal which was dispatched to you yesterday. But there has been a problem..."

"Really!! is that the cornmeal we have been hearing about? What a lala. That sounds like a cornspiracy. I hope you catch the culprits."

Sharp hung up puzzled. This was making even less sense. How he would love to have a conversation with Swindler.

And then it clicked. Swindler would only have dumped a shipment of cornmeal if the consignee would not have to pay for it. He made some checks and

then he went to see the Accounts Supervisor. What he discovered was most interesting.

Later that afternoon Captain Sharp went to see the boss.

"So, what's the story Sharp?" "Sir, you are not going to believe this!" he stated in a melodramatic tone.

"Well Captain, seeing as how your job is on the line, you better hope I do believe you," came the terse reply.

Sharp took a deep breath, "I had a chat with the accounts clerk who writes the phone-in orders in a book. Sure enough, the order from Midlands Bakery was noted. It had to be in order for the delivery to be made. I noticed that the clerk was very nervous, and as soon as I left her she asked for some time off and disappeared through the gate."

"Maybe she just does not like security", the boss interjected.

"Or maybe she does not want to get arrested at work....," Sharpe replied.

Sharpe continued, "So next we tried to find the copy of the invoice in the accounts office. We couldn't find it. We searched for the copy of the scale ticket. Couldn't find that either."

"But Sharpe, those documents can only be generated by the computer system, what did you find there?"

"Nothing at first, until a member of the computer department figured out that the record must have been deleted" Sharpe replied.

"How did you figure that a computer entry even existed?" asked boss.

"Security had their copy of the scale ticket, so we knew that an electronic record had to exist.

"Someone deleted a record? But that is not possible," the boss declared.

"It is if you are the system administrator," Sharp replied. He continued, "basically what happened is that the order from Midland bakery was fabricated. The Accounts Clerk, Swindler, the Scale Operator and the Computer Administrator made sure that all physical and electronic records of the transaction were destroyed or deleted. And voila, you are now the proud owner of a brand new load of cornmeal. Sneaky huh?"

"Almost the perfect crime. So what's next Sharp?"

"I am going to report the matter to the police, today is Friday so there is a possibility that the persons

involved will be guests of the police for the weekend.”

“Serves them right, tell the police to serve them cornmeal porridge for breakfast, lunch and dinner.”

“With no sugar, consider it done sir.”

The Inseparable Union of Safety and Security



Wayne Ballen CPP, PCI, PSP. Mentorship Chair

In today’s global environment, without exception – all fields of discipline share at least one symbiotic relationship with another area. This is the reality with security and safety. With both principles and practices fundamentally mutual, that is – security attempts with measures to safeguard against risks or threats to an enterprise, person or intangible asset primarily from malice or

natural disasters. Likewise, safety functions the same way except it is against accidents, unintentional human acts of harm or natural disasters.

Both areas of expertise have developed immensely especially over the past decade, influenced by shared best practices. Mostly derived from proven philosophies, science, art, standards, equipment, technologies, and a multiplicity of indicators drawn from balanced score cards as dashboard for status reports or guide.

Industrially, this has led to inescapable reliance and respect for each other with a constant need to ensure congruence.

All aspects of security equipment and devices during the manufacturing processes, must adhere to safety codes and standards among which are American National Standards Institute (ANSI), Underwriters Laboratories (UL), Occupational Safety and Health Administration (OSHA) and International Organization for Standardization (ISO) to name a few. Such begins from design, construction, installation, operation, inspection, testing, maintenance, alteration, even to repairs apparatus.

Conversely, security assures safety.

A broad spectrum of interrelations has brought to bear on this dynamic synergy even with signs and symbols. Undoubtedly, security and safety harmoniously operate to benefit all users whether for the simplest manoeuvres or utilization of a major tool.

As threats continue to mutate, the evolution of technology invariably will improve. Regardless if it is with artificial intelligence (AI), upgrades in automation or simply security officer service, occupational safety will seek to guide the acceptable ergonomics for one’s welfare. Security recognizes the need to protect the well-being to provide peace of mind and sustainability thus creates safety.

The fast-emerging future will witness greater manifestation of the inseparable union with safety and security as will be the integration of “safe city” and “smart city”. According to **Daniel Gundlach: *Technologies Fuel the Transition from Safe to Smart Cities*** “Safe city in this context, is the state of being – where various technologies including video surveillance, analytics stored devices, command and control room technologies,

physical security information management software, broadband LTE and information and communication technology. Smart city on the other hand is the interconnectivity of such devices to enhance the lives of city residents which includes safety and security”.

There's no view over the horizon that indicates security and safety will not continue to enjoy the hand-in-glove relationship. We therefore need to embrace the two and seek to recognize both as one as they co-exist inseparable for all.



Bewry's Record of Service

Basil Anthony Bewry is a graduate of Wolmer's Boys' High School and the Royal Military Academy (RMA) Sandhurst and the Chief Executive Officer of Forensic Polygraph Services. Unlike most, his earning of the Certified Protection Professional (CPP) on September 10, 2000 at the ASIS International Seminar & Exhibits Show in Orlando, Florida, actually predates his membership with ASIS International and credits his success to the late Donald Williams, CPP who at the time was the first and only Jamaican to be Board Certified in Security Management. Although Basil was a regular attendee at chapter meetings at the Liguanea Club, it was not until April 15, 2005 after the constant urging of Andrew Wynter, CPP and the late Richard Black, CFE did he eventually become a member.

That same year he was elected Chairman and having earlier copped the Chairman's Award at the Annual Awards Banquet for his contribution to the local chapter. He was subsequently re-elected Chapter Chairman in 2006, 2007 and 2008 before handing over the mantle to

John Richards, CPP, PSP in 2009 and 2010 and Andrew Wynter, CPP, PSP in 2011. During this hiatus, Capt. Bewry however, continued to serve on the Executive as Secretary, Treasurer and Vice Chairman. It was following the appointment of Andrew Wynter, CPP, PSP as Assistant Regional Vice President (ARVP) in 2012, that Basil was once again elected Chairman a position he has held until now.

During his tenure, the chapter launched its PSP Study Course on April 16, 2013 with the full support of ARVP Andrew Wynter, CPP, PSP and has ensured that this program enjoys pride of place on the chapter's yearly calendar. During its seven years of operation this flagship program has been instrumental in enabling 43 persons to become Board Certified in Physical Security and has the enviable record of achieving a 60% success rate. He too benefitted from its scholarly contribution and credits it on him passing the PSP exam on May 2, 2015. With him previously earning his Professional Certified Investigator (PCI) on November 1, 2014, he became Jamaica's second Triple Certificant following John Richards, CPP, PCI, PSP.

His passion for improving the professionalism of the local security profession has not only seen the number of persons joining the Jamaica Chapter steadily rising from a membership of 46 in 2005 to over 100 in 2019 but overseen an exponential increase in Certified Members. The chapter has at present 6 Triple Certificants and with 40 of its members holding at least one board certification is considered one of the most decorated in ASIS International. In recognition for advancing the goals of their certification program, the Professional Certification Board of ASIS International awarded Capt. Bewry a Certificate of Appreciation at the Annual Seminar & Exhibits Show in Orlando, Florida on September 13, 2016.

Under his stewardship the chapter has initiated a plethora of accomplishments too numerous to list but among the most noteworthy was the staging of a 2-day Security Seminar in partnership with the Private Security Regulation Authority (PSRA) on March 27 and 28, 2006 where ASIS President, Jeff Spivey, CPP; was the key-note speaker. Having attended the John E. Reid & Associates Course in Advanced Investigative Interviews & Interrogation in Miami, Florida in 2001 he

is particularly proud of being able to host their world renowned courses in Jamaica on May 16 - 19, 2017 and June 3 - 6, 2019 that saw no less than 100 persons benefitting from their highly regarded interviewing techniques. In recognition of his work to foster goodwill and professionalism within ASIS International, Capt Bewry was the recipient of the 2018 Meritorious Service Award on September 24, 2018

Notwithstanding his 12 years at the helm, had it not been for the introduction of term limits by ASIS President-Elect Godfried Hendriks, Capt. Bewry showed no signs of slowing down and prides himself on having never missed a chapter meeting, yes a 100% attendance record. He, however, will be the first to point out that the hallmark of a true leader is their ability to build institutional capacity and as such he is supremely confident that his successor, Warren Smith, CPP, PCI, PSP is more than capable of taking the chapter to even greater heights. He, like President Hendricks believes that term limits are healthy for an organization and that regular turnover in leadership allows for more members to serve in a managerial capacity which

in turn improves overall membership retention.

For those of you who may have a tinge of mixed feelings with his pending departure, he would no doubt like to share a quote from Omar Khayyam which says, "The moving finger writes and having writ moves on, nor all thy piety nor wit shall lure it back to cancel half a line, nor all thy tears wash out a word of it." As an alumnus of RMA Sandhurst and Wolmer's, we can unreservedly say that he has exemplified their mottos of "Serve to Lead" and "Age Quod Agis" (do what you are doing: concentrate on the task at hand). Needless to say, Capt. Bewry has not gone far as he has agreed to serve on the incoming Business Management Committee (BMC) as the chapter's Program Chairperson.



**Former ASIS President
Jeff Spivey, CPP (R)**



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