

# **ASIS** *The Informer* INTERNATIONAL

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*ASIS International Chapter Chairman's Message*  
*Warren Smith, CPP, PCI, PSP*  
*ASIS Council Member*



On December 31, 2019, Capt. Basil Bewry, CPP, PCI, PSP stepped down as Chapter Chairman following my election as Chairman on October 24, 2019. My team and I must give thanks and pay respect to Capt. Bewry and his team as they have grown the chapter from strength to strength and laid a solid foundation on which we can build.

In preparation of the task at hand, I accompanied our ARVP Capt. Garth Gray, CPP, PCI, PSP to Washington DC on January 29-30, 2020 to attend a Leadership Exchange. This conference allowed me not only to exchange best practices with other volunteer leaders but to leave with a network of global peers and tools to increase our chapter's productivity and success for 2020.

We began the year with 107 members, a record for us, and I must commend our Membership Chairperson, Courtney Wallace CPP, PSP for his stellar work. Without his efforts we would not have been recognized as one of the fastest growing chapters in the world.

Jamaica has always been known for punching above its weight and our membership in ASIS International is no different. Our chapter currently boasts 52 globally recognized certificants and 7 security experts that have achieved the rarest feat in the security industry by successfully passing all the exams to qualify themselves as Certified Protection Professionals (CPP), Professional Certified Investigators (PCI) and Physical Security Professionals (PSP). Of the 34,000 members of ASIS International, less than 1% have attained this feat.

Membership growth is but one of the many initiatives the newly installed Business Management Committee has set out for the 2020 year. We have begun a membership drive dubbed **"Each One, Bring One"** that requires each member to bring at least 1 new member to the chapter. Since January 1, we have already recruited 10 new members and WHEN our drive is successful, we will have doubled our numbers and automatically thrown our hat in the ring for ASIS Chapter of the Year.

Another initiative is to provide greater value-added services for our members and this began by inviting Elite Imaging Lab to take Corporate headshots of all our members. This serves 2 purposes; it will provide all our members with a professional photo which they can use for multiple purposes



while allowing us to update our website with current photos that represent our members and chapter in a most favourable light.

We also intend to have our website ([www.asisjchapter.org](http://www.asisjchapter.org)) become a resource and skills bank for all security professionals in Jamaica which will be accessible to employers and other interested parties who wish to confirm membership and the certifications of our members. To this end, professional resume writers have been contracted and will begin the process of assessing and updating the resumes of our members. Our members will receive these services free of charge.

To further our involvement in the global security industry, I have encouraged our members to serve on the various councils within ASIS International. These councils are globally recognized think tanks and considered as the best and final authority of security knowledge and expertise in the world.

At present our chapter has 4 members who serve on ASIS Councils namely

- DSP Christopher Brown, PCI - Law Enforcement Liaison and Investigations Councils.
- Capt. Basil Bewry, CPP, PCI, PSP - Investigations Council.
- Leslie Leckie – Professional Development Council.
- Warren Smith, CPP, PCI, PSP - Security Services and Physical Security Councils.

I am aware that other members are at various stages of the process and expect to be updated of the new additions shortly.

Our website has also been submitted in the Chapter Website of the Year Competition and our Webmaster, Capt. John Richards CPP, PCI, PSP has been instrumental in the almost daily updates. With your support, I am supremely confident that our website will be amongst the winners for 2020.

Although the outbreak of COVID-19 threatens to become a pandemic, the chapter has however started making plans for us to attend the world's largest annual security conference (GSX 2020) in Atlanta on September 21-23. Last year we sent a 25-man delegation to Chicago, our goal for 2020 is for a 35+ delegation. Our delegation stood out in our customized ASIS Jamaica branded polo shirts and we were featured in print, electronic, photo, video and social media throughout the entire ASIS network. This has inspired many chapters who have confirmed that they will be following in our footsteps at this year's GSX.

Finally, we have begun a certification drive that is aimed at increasing the number of certified members in the chapter. To this end, we will be hosting the certification exams in May and November 2020 and expect to have over 40 security professionals sitting the exams within this calendar year. Our ultimate aim to be become the most decorated chapter per capita in the world.

As you can see 2020 has the making of being one of the most productive and exciting years of our existence and I would like to take this opportunity to thank everyone of you for your unwavering support as we continue to do our ourselves, our chapter and our country proud.



Approximately 200 chapter chairpersons, council members, ARVP, RVP, SRVP, global board members and ASIS Int'l staff were present. Region 7B had a strong showing; local chapter chair Mr. Warren Smith CPP, PCI, PSP, RVP Willem Teuben, CPP, ARVP Capt. Garth Gray CPP, PCI, PSP, chapter chair and deputy chair of the Bahamas Mr. Gamal Newry and Cleveland Duncombe respectively, and chapter chair for the Dominican Republic - Mr. Peter Backman.



*ASIS Int'l Region 7B Volunteer Leaders L-R Backman, Gray, Duncombe, Newry, Teuben, Smith*

The material covered during the two-day conference will undoubtedly help those in attendance to be better volunteer leaders. The main take-aways, this year, were:

**Membership Engagement** – The organization has been experiencing less than acceptable levels of member retention over the years. The consensus is that members are not enjoying meaningful value from their membership. Engagement initiatives were explored and these are a few, which we believe should add value to the membership experience:

- Creating greater visibility of members on all platforms;
- Promoting a positive and marketable professional image for each member;
- Reaching out to members one-on-one to get their feedback on what is important to them;
- Promoting **ASIS Connects** and the numerous professional development webinars on offer; and
- Closing the gap between individuals and the executive by arranging visits by global and regional leaders to local chapters.

**The Global and Regional Governance Model** – The 2020 global board, consisting of 14 members, took up office on 01 January 2020 while the constitution of the regional boards in North America and Europe are far advanced. Regional advisory committees for Latin America, Middle East/North Africa, Sub-Saharan Africa, Asia and Oceania are the first step in the process of creating similar regional boards for these geographic areas.

# CERTIFICATION EXAMS

## PREPARING FOR THE CERTIFIED PROTECTION PROFESSIONAL EXAM

### Reference Material:

#### Protection of Assets (POA)

POA is a comprehensive reference covering a range of technical and managerial subjects providing the solutions necessary to meet the security demands of the 21st century.

#### ASIS Standards & Guidelines:

ASIS Standards set forth industry-recommended best practices on specific concerns inherent to the security industry and provide tools and processes for implementation. Along with POA, these seven standards and guidelines make up the CPP reference set:

**Chief Security Officer, Security and Resilience in Organizations, Workplace Violence Prevention and Intervention, Facilities Physical Security Measures Guideline, General Security Risk Assessment Guideline, Information Asset Protection Guideline, Pre-employment Background Screening Guideline.**

## PREPARING FOR THE PHYSICAL SECURITY PROFESSIONAL EXAM

### Reference Material:

**Physical Security Principles**

**Implementing Physical Protection Systems: A Practical Guide, 2nd Edition**

**ASIS Business Continuity Guideline: A Practical Approach**

**ASIS Facilities Physical Security Measures Guidelines**

## PREPARING FOR THE PROFESSIONAL CERTIFIED INVESTIGATOR EXAM

### REFERENCE MATERIAL:

**THE PROFESSIONAL INVESTIGATOR'S MANUAL  
INVESTIGATION STANDARD**



# DID YOU KNOW THAT?

The governing structure of ASIS International is arranged in such a way as to best serve the interests of its members. All volunteers (elected and appointed) serve the entire membership. The various components of the ASIS volunteer structure are as follows:

- Board of Directors – ASIS International is governed by a 12-17-member board of directors. The board generally meets three times a year in January, June, and September, to transact society business.

- ASIS Foundation Board of Trustees – The Foundation Board Trustees are responsible for oversight of the ASIS Foundation, the research and philanthropic activities of ASIS International.

Professional Certification Board (PCB) – The Professional Certification Board is responsible for elevating the standing of the security profession and to improve the practice of security through the testing and certification of security practitioners.

- Senior and Regional Vice Presidents – SRVPs and RVPs are appointed by the ASIS President to provide oversight, support, and direction for ASIS Chapters.

- Councils - By focusing on specialized security practice areas, councils offer forums to contribute your expertise, resources to increase professional effectiveness, and niche networks and programming relevant to your specific sector.

- Thirty seven (37%) per cent of the Jamaica Chapter holds at least one ASIS certification.

- The Chapter has seven triple certificants, CPP, PCI, PSP which represents the highest in the region.

- The Jamaica Chapter came into being from a spin-off from the West India Chapter in 1975 and received its charter in 1980.

- Sixty (60) Continuing Professional Education points (CPE's) must be earned to qualify for recertification in any of the ASIS certifications.

- Capt. Basil Bewry, CPP, PCI, PSP served a total of 12 years as chapter chairman during his 15 years service in ASIS International.

- Capt. John Richards, CPP, PCI, PSP was Jamaica's first Triple Certificant (November 2014)

- ASIS # 23167 Donald Williams, CPP was the first and only Jamaican to hold the CPP designation from 1983 until 2000.



## *The Impact of Vegetation on Physical Security, ARVP Capt. Garth Gray, CPP, PCP, PSP*



The design and maintenance of landscaping on campuses is usually treated as a function for Facilities Management and while we can all agree, we cannot discount the impact this has on security.

Anecdotal information indicates that local security managers struggle to have an input in facilities design and security remains an afterthought.



The design phase is where the CPTED principles of Territorial Reinforcement, Natural Surveillance and Natural Access Control may significantly reduce the risk of undesirable behaviours within the space.

Furthermore, with vegetation control being the purview of Facilities Maintenance and not the Security Department, it is often difficult to impress upon the C suite, the impact of vegetation on physical countermeasures such as perimeter intrusion detection, access control as well as video and natural surveillance.

Plants obscuring outdoor IR beam sensors creating hundreds of nuisance alarms every day, making the system ineffective as a security measure.



A tree is growing in this perimeter fence of a government facility in Jamaica, which is also lost in weeds. Clearly nobody cares what is happening here. It is an easy target for trespassing and other crimes.

In order to mitigate the vulnerabilities created by poorly designed and maintained landscaping, we strongly recommend that vegetation and landscape management *from design to maintenance* be regarded equally as a Facilities and Security function and included in the performance metrics of both departments.



## *The Defensible Space - Physical Security*

*Carlos Pipher. CPP, PSP, Secretary/ News letter Editor.*

Architect Oscar Newman in 1972, developed a document called the defensible space. His work basically examined how unwanted behavior was actually designed into the built environment. Newman's work provided the genesis of Crime Prevention Through Engineering Design (CPTED).

CPTED shows us how design and proper use of the built environs will ultimately bring a reduction in criminal activity and increased well being. CPTED offers a multidisciplinary approach to deter criminal behavior by focusing on engineering techniques and management of the built environment. CPTED focuses on place, design and space usage. Physical environments e.g. schools, shopping centres and apartment buildings can be designed to produce behavior that negates crime or the fear of it e.g. a properly lighted car park reduces crime or the fear of crime.



Criminal behavior is common in some areas simply because their design allows for it, whereas proper conduct and behavior becomes natural in other areas. The use of space should be well thought of in the design phase so that good behavior is encouraged. Imagine having a parking lot at the back of a building with a gully next to it!! a very easy getaway for a perpetrator. The main elements of CPTED are territoriality, natural access control and natural surveillance. Territoriality is establishing boundaries to demark ownership and responsibility; this is accomplished with landscaping, fencing, signs and flags. Natural Access Control is the physical guidance of people coming and going into a space by the placement of entrances, exits, fencing, landscaping, and lighting. E.g. use of berms, limited access points and planter bollards.



Malevolent acts are curtailed when perpetrators know that they may be seen, natural surveillance brings about law abiding behaviour, because a clear view of neighbouring property is enabled. A high wall may keep out an intruder but if the intruder manages to get on the premises, chances are he/she will not be seen by casual observers. A chain link fence is a good tool that allows for natural surveillance.



### **The Broken Windows Theory**

How could I deliver on CPTED and not mention the broken windows theory by James Wilson and George Kelling. The 'broken windows' theory speaks of urban disorder and vandalism; increasing crime and anti-social behavior. When we see things broken, dilapidated or abandoned it is perceived that no cares or there is no sense of ownership; thus it is ok to cause further damage or violate the area. Crime is more likely to occur in communities/environments showing less care or order. Maintenance by guardian and monitoring by professional security guards will prevent small crimes such as trespassing thereby preventing more serious crimes. If CPTED principles are adhered to in the design phase less technological solutions will be required. Physical security remains the foundation and the best countermeasure for the protection of assets.



Visit to the Chief of Defence Staff. Lt. General Rocky Meade, PhD by the Executive of ASIS JA  
® Col. Murphy Pryce, Military Liaison, Jamaica Chapter.

# *ASIS Jamaica Chapter and the JDF: Partnership for Human Resource Development- Colonel Murphy G. PRYCE,*

## *Military Liaison.*



ASIS Jamaica Chapter and the Jamaica Defence Force (JDF) are two organizations that focus on security, albeit in different ways. Already, the two organizations collaborate, in an informal way, as ASIS Jamaica Chapter assists the security forces in intelligence collection as part of their civic role. Whilst this arrangement can be expanded on, the focus of this article is to highlight how ASIS Jamaica Chapter and the JDF can collaborate in Human Resource Development of soldiers.

The JDF is one of the most reputable institutions in Jamaica. Generally, members of the JDF are held in high regard and are sought after by various organizations after they transition from the military. The reality is that there is a steady rate of soldiers who depart the organization. This steady attrition is based on two things: The “engagement period” and the “full service with the *Colours* period”. The *engagement* period is usually six years. However, after this period, soldiers who continue to perform well and wish to continue serving, may re-engage for additional periods to complete a *full service with the Colours* of 22 years. This means that the average soldier who “retires” (fully pensionable) will be between 40 and 45 years old. In our current society, such a person will normally find a new job.

As members of the military transition into civilian life, some of them start on new paths, leaving behind anything related to security and only taking along the fundamental lessons that they have learnt from military service. However, many of them intentionally, or unintentionally, find themselves in the field of security. Unfortunately, some of them who enter the industrial security world, realize very quickly that security as they knew it in the military context is very different from the civilian industrial security world. This is where real opportunities exist for ASIS Jamaica Chapter to partner with the JDF.

ASIS Jamaica Chapter, as an organization that focuses on Industrial Security, should partner with the JDF to train, educate and imbue in soldiers the knowledge, skills and attitudes necessary for a seamless transition from the military to private security. This partnership can be explored in many ways. I see at least three clear opportunities that can be effected in short order.

1. Firstly, ASIS Jamaica Chapter can offer introductory programmes in Industrial Security to the JDF. The cost of this could be underwritten by the JDF and be offered to soon-to-be veterans (and others) as a part of the training provided by the Office of Veterans Affairs. Persons who benefit from this training could eventually pursue various ASIS certifications (CPP, APP, PCI, PSP) before leaving the military. That will provide them with improved opportunities for employment in the security or other fields after retirement.



2. Secondly, and connected to the first, ASIS Jamaica Chapter could provide a programme to be undertaken by Jamaica National Service Corps (JNSC) members who are not considered for transition to the JDF during, or after, their one-year training with the JDF. This would be training beyond their current certification as Security Service Corps Operations Level II. This is a certification that does not exactly align to industrial security operations but is accepted by many public and private security entities.

3. Finally, the JDF can collaborate with ASIS Jamaica Chapter to infuse ASIS accreditation certifications into existing JDF training programmes. This would help the JDF to incorporate industry best practices into its current programmes, for example, Military Police Investigators (MPI) could benefit from key areas in the Professional Certified Investigator (PCI) curriculum.

Whilst a specific security relationship should be developed between the JDF and ASIS Jamaica Chapter, other opportunities exist in the field of Human Resource Development. The natural and steady departure of persons from the JDF provides an ideal catalyst. A partnership with ASIS Jamaica Chapter to equip military persons with the skills, knowledge and attitudes necessary for employment in the Industrial Security field is useful. Both organizations should seek to formally advance collaboration efforts, which will redound benefits to organizations, their members and society at large.





## *Active Shooter Seminar- Suzanne Scarlett, PSP and Jodian Brown, PSP.*

The Active Shooter Seminar, brainchild of Suzanne Scarlett, PSP offered invaluable insight on shooting scenarios that may take place on a school compound. Best practice considerations and other strategies were presented by individuals who have had actual experience in active shooter situations and are also industry professionals.

The moderators were; Wayne Ballen, CPP, PCI, PSP, Capt. Basil Bewry, CPP, PCI, PSP, and Ian Roberts, PSP. Two of the presenters were Lucas Jimenez, PCI, PSP, and Andrew Witham. Capt. Garth Gray, CPP, PCI, PSP hosted a Q&A session and David Crooks, PSP was Master of Ceremonies. All being members of the Jamaica Chapter of ASIS International.



ASIS members at the Active Shooter Seminar.

## *My Polygraph Journey- Lessons Learnt*

### *Capt. Basil Bewry, CPP, PCF, PSP.*



Many of you have heard that the polygraph is unable to detect lies, that truthful members of socially stigmatized groups are at risk of producing false positives, that psychopaths and sociopaths will produce false negatives and that there are various countermeasures to beat the test. A former Chairman of the Police Federation suggested that polygraph tests conducted on black people were unreliable because of our ancestral links to slavery. The truth be told, if the afore-mentioned was the case, I would have been out of business long ago.

I too was at first skeptical of the polygraph claims but having been trained by one of the world's foremost experts, Cleve Backster, in Forensic Psychophysiology and having administered over 9,000 tests over the last 21 years, I can honestly say that although it is not infallible it is as high as 95% accurate in detecting lies once in the hands of a competent polygrapher using a proven and tested technique. In short, the polygraph is as good as the examiner.

However, there is no dispute that the polygraph instrument is built for purpose as it records the relative changes in an examinee's blood pressure, heart-beat, respiration and perspiration. The underlying assumption is that certain types of questions on the polygraph test will trigger the body's flight or fight response to a perceived threat or danger. This I might add, is aptly described in Proverbs 28 verse 1, "The wicked flee when no one pursueth; but the righteous are as bold as a lion"

During this psychophysiological reaction, certain hormones like adrenalin and cortisol are released into the blood stream, speeding the heart rate, slowing digestion, shunting blood flow to major muscle groups and giving the body a burst of energy and strength. Whereas there is a distinct difference between general nervousness and fear, there is however room for error during the preparation of the actual test and the interpretation of the graph data.

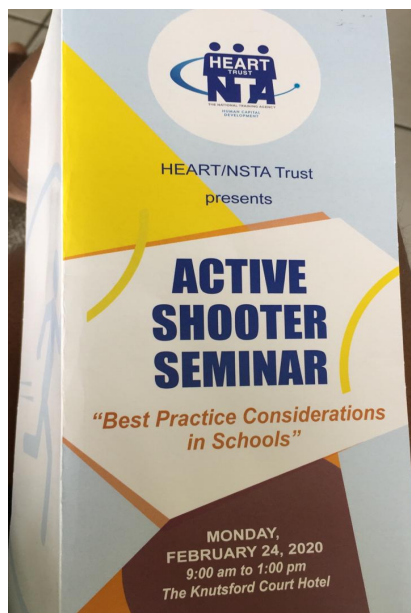
Although the polygraph test results are not at present admissible in Jamaican courts, however, the confessions that are often obtained through its use are considered admissible. This is particularly useful when many of the persons who fail to give incriminating testimony. With about 400 companies having used my services I am uniquely placed to report that our fellow countrymen and women are both our greatest asset and worst liability as employee theft accounts for more than 90% of my case load and represent a significant threat to good governance.

I can also attest that the typical company loses 5% of its revenue each year to internal theft, that 75% of all employees have stolen from their employer at least once and that half of those are repeat offenders, that employees over 60 years old steal on average 28 times more in value than those under 25, that owners and executives account for 19% of all fraud but steal 4 times more in

value than middle managers, that middle managers account for 36% of all frauds and steal 2 times more in value than the rank and file workers who account for 42% of all frauds, that  $\frac{3}{4}$  of all frauds are committed by male employees and that losses suffered by men are 4 times higher than females, that fraudulent schemes last on average  $1\frac{1}{2}$  years before being detected and that 40% are discovered through tips and 20% by chance, that 58% of victim organizations fail to recover any of their losses with only 14% making full recovery and that 33% of all business bankruptcies are caused by employee theft.

In light of these sobering statistics, which are not mine but that of the Association of Certified Fraud Examiners, it is my firm position that the polygraph can play an important role in the management of ordinary contractual relations and in the optimal operation of one's business. In cases of theft and other acts of dishonesty, employers often have to determine who is guilty or innocent without the benefit of a formal criminal investigation and prosecution or required to make a judgment call as to who is fit and proper. In such circumstances provided an examinee is willing to give their written consent, a polygraph can be administered for pre-employment screening and a wide range of investigative purposes. My only caveat is that no adverse decision ought to be taken based wholly and solely on a polygraph test result or refusal.

Twenty-one years of providing polygraph services has taught me is that no 2 cases are ever the same, that one should disabuse oneself of any prejudices, listen keenly to what is said during the pre-test interview, let the facts speak for themselves and do not rush to judgement. Although my polygraph journey has been exhilarating, however, the weighty responsibility that is placed on one's shoulders has had a most humbling effect and kept me grounded. I am also reminded of Robert Hughes' quote, "The greater the artist, the greater the doubt. Perfect confidence is granted to the less talented as a consolation prize."





## *Guest speakers for January & February Chapter meetings 2020*



Professor. Anthony Clayton. CD



ACP. Dr. Kevin Blake



Chapter members at a Chapter meeting.