



“Adding Value To The Security Profession Through Engagement”

Cover Photo:

ARVP Region 7b and Chairman, Capt (Ret'd) Garth Gray, CPP, PCI, PSP (left) and Treasurer, Capt (Ret'd) Basil Bewry, CPP, PCI, PSP (right) made a courtesy call on the British High Commissioner, His Excellency Asif Ahmad, CMG.



When Can You Use Your Gun?

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Jamaica Chapter

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Security Officer Posts - Low Hanging Fruit?



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

When new executives join organizations, they often need to make an impact within the first few months. This mark is usually measured in dollars; the language every one speaks in the corporate world and is true whether the executive is the new CEO, CFO, GM or FC. With the security portfolio often perceived as a cost centre in any business, it is

understandable that it be targeted early, for cost savings. Security officers, as an element of any security program is the most expensive over time and therefore fall quickly in the crosshairs of a price sensitive manager.

While removing security posts is in fact a strategy that may yield an immediate bump in the bottom line, the asset protection program may very well be compromised if officer posts are simply removed, without the necessary adjustments made in the overall strategy to close the gaps. Interestingly, businesses are generally not willing to accept the increased risk which comes with removing guard posts. They often expect the security services provider to accept this exposure and pay for losses, if and when they occur, which is neither sustainable nor good for the security industry.

“ There are however, some posts that require a human being and, in such cases, removing a guard post, even if the intent is to replace the guard with technology, may not be wise. ”

In a well-designed system, all elements – architectural, electronic and human, integrate and work together to protect assets. The system may also be influenced by a security strategy called CPTED (Crime Prevention through Environmental Design). These integrated strategies are meant to deter attacks, detect threats, delay aggressor advance and deny access to the targeted

assets, for restricted facilities, while providing entry control, observation, detection and response for facilities which are open to the public.

According to ASIS Protection of Assets, Security Officer Operations (2011), *basic security officer functions include: control of vehicle and pedestrian entrances; patrol of buildings and perimeters; escorts; inspections of security and fire exposures; Security Operations Centre asset monitoring; emergency response; dealing with disturbed people and special (ad hoc) assignments.* Where practicable, electronic solutions such as video surveillance, access control, intrusion detection and contraband detection, may be used to execute some of the mentioned functions. There are however, some posts that require a human being and, in such cases, removing a guard post, even if the intent is to replace the guard with technology, may not be wise.

Notwithstanding the aforementioned, there are times when security officers are utilised in non-security functions out of convenience, some such roles include; goods delivery and receipt; customer service; bearer/office help. There are also cases where officer posts were ill-conceived and unnecessary; adding no benefit but inflating the cost of the security program.

A strategic risk management approach looks at the most efficient and cost-effective way to protect assets/prevent losses, utilizing internal process controls, checks and balances within the normal course of operations, coupled with the various security elements – architectural, electronic and human.

In my opinion, the most effective way to manage/reduce security costs is to ensure that security is designed into the fabric of the facility and its operations (and not an afterthought), a sound preemployment screening program, foster a culture of shared interest in the organization, maximise the use of policies and procedures which ensure visibility and accountability, investigate and document losses and ensure those found guilty of malevolence are disciplined appropriately.

If the approaches mentioned above are properly implemented and continuously reviewed and refined, the new executive will have to look elsewhere for savings and more importantly, will hold the head of the security department in the highest regard as an expert and trusted adviser.

When Can You Use Your Gun?



By Jason McKay

This article first appeared in the Jamaica Observer on Sunday, March 22, 2020

By the way, last week a slight misprint had indicated that you would get charged criminally if your house was burgled and your gun stolen from a vault. Well, someone forgot the word ‘not’. So, if you are going to leave it at home, ensure it is vaulted in a Firearm Licensing Authority (FLA)-approved safe.

Anyhow, let us say you are attacked enroute to work at daytime. I will assume you must be driving, because FLA does not issue licensed firearms to ‘walk foot’. So if you are attacked in your car and it is broad daylight, there is probably too much traffic to use a gun.

Secondly, driving is another form of defence and you cannot shoot and drive at the same time. Forget everything you saw on *Bad Boys 3*; driving is usually the better option. But if you have to engage and you are stationary in a car, get the hell out! It is a death trap. Combat requires movement, the car restricts that and bullets go through windows like a hot knife goes through butter.

Attacks on regular citizens usually occur in the form of robberies, and death occurs when the robberies go bad. I normally say do not resist when being robbed at gunpoint, unless you are being removed to a secondary crime scene, or you believe it is going to be fatal. However, once you are armed they will likely kill you once they see the gun; especially if they think you are a cop. So, you are going to have to try something. In fact, try anything.

Many robberies occur while you are entering or exiting your home. Just so you know, robberies that occur at the garden gate or in your driveway and become shootouts will be conducted at point-blank range, and the best-case scenario is that both you and the attackers get hit (even those dunces can hit at five feet).

I say attackers, and not attacker, because the cowards never work alone. It is likely they will number even more than two. My only advice is to fire fast, use volume and do not give up — irrespective of how many times you are hit. As long as you are conscious, fight! Fire!

If you run out, change the clip, then fire again until the threat is mitigated. If you are totally out of ammunition, then try to run away. If that fails, use that gun as a baton, or use that car as a weapon. Then kick, punch, or strangle.

Anything goes, because once they get you under their control you will be shot repeatedly in your head. Yes, that is right. Watch the videos. They are murderous animals!

“ So you are probably wondering ‘what environment is appropriate for the use of this gun?’ Well, if you are in your home and hear killers breaking in, you can at least greet them with something other than your pleading voice. ”

Intervention in an armed robbery in a public setting, like a restaurant or pharmacy, is probably another fantasy you are playing out in your head. Well, that may not work out very well. Innocent people will almost definitely get hurt or killed. Also, the criminals normally have a ‘sleeper’ who you do not know is involved. This actually occurred in the robbery of an ice cream store many years ago and the licensed firearm holder was killed.

Okay, so you are probably wondering ‘what environment is appropriate for the use of this gun?’ Well, if you are in your home and hear killers breaking in, you can at least greet them with something other than your pleading voice. That is the scenario that best invites the use of a licensed firearm. However, a shotgun would be more suitable than a handgun in this case.

Also, remember the licence says 'protection of life and property'. That is any life, not just yours. You can come to the aid of a fellow citizen if you see him or her under attack. In this case you have the edge, because you are not yet under attack so you have the benefit of surprise.

To be frank, the feeling of invincibility is a farce. A gun is almost useless in close-quarter attacks. If you come under attack first, then responding is difficult. This is because you might be hit multiple times and once you are shot in the head you are going to lose consciousness. So, detection of the threat is paramount.

When you are aware of danger you can run, draw and warn, or take cover. You can even fire first if you can justify that you were 'in fear'. This could occur if the firearm is pointing in your direction, or several other circumstances. However, you must justify the fear factor.

Equally as important as observing and reacting is that you do not kill an innocent person by accident. You may convince a jury and be spared conviction, but you still have to live with yourself.

Remember also, protect the weapon at all costs. This includes keeping it in front of you, where you can control it. Appendix carry is what I recommend in plain clothes. Avoid crowds and sit with your back to a wall. And remember, in Jamaica we do not have 'stand your ground' laws. In fact, our law leans toward 'tactical retreat'.

So if the windshield wiper guy tells you about your mother, you cannot come out and shoot him. In fact, even if he spits in your face you cannot do that. Revenge is not a defence in our law.

Avoid putting yourself in situations where people can tell lies on you. It is a favourite pastime for many to tell lies on gun owners. They know you value it and therefore it is something that can be used as an extortion tactic against you.

Install cameras inside your home so that it is harder for people to say you drew your gun on them. Protect yourself from them.

In closing, life has changed. You are now a member of a privileged minority. You have a responsibility to protect the weak, not abuse the poor. You can be special because our country's Constitution does not give you the right to bear arms. So, you are part of a hand-picked group that should be protecting society.

Good men and women have granted you this privilege. Do not let them down.

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CERTIFICATION RENEWAL

The designated certification for the under mentioned members are up for renewal on the dates shown:

May 31, 2021	Ewan Sparkes, PSP
November 30, 2021	Carlos Pipher, CPP,
November 30, 2021	Richard Johnson, PCI
November 30, 2021	Richard Robinson, PSP
November 30, 2021	Ewan Sparkes, PCI



Continuity in the Security Profession in Jamaica

by Javan Simpson, PCI



In every professional discipline, entry level and other junior practitioners play a critical role in ensuring a sustainable ecosystem. They hold the important functions of being the broad base of the profession's pyramid style hierarchy, they form the bulk of the workforce and they represent the hope of the future. While the majority of the culture, experience and industry knowledge generally rests with mid-career professionals and industry veterans; uninterrupted continuity depends heavily on the willingness and availability of rookies to learn and apply the key lessons required to preserve and advance in the trade.

Despite this concept being applicable to all trades, professions and careers, the key stakeholders in Jamaica's security industry must take keen note and consider it deeply. In order to continue the work and improve the standard of our noble craft locally, key players should be jumping at the opportunity to make the worthwhile and much needed investment in producing high quality supervisory and management professionals. To this end (especially considering Jamaica's current security situation), professional organizations such as ASIS Jamaica Chapter, educational institutions at the secondary and tertiary level, the Ministry of National Security, private security companies and other organizations who depend on or are impacted by the security industry, all have a role to play in ensuring that the ecosystem remains properly balanced and poised for continuity.



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“After giving long and hard consideration to the problems that were now staring me in the face, the silver lining behind both these huge dark clouds started to appear.”

Let me put it into context for you. While conducting an informal survey of approximately 150 persons recently, I asked two questions. The first question was posed to a sample of about 96 colleagues, friends and associates (Group A) who I asked to define security in their own words. The second question was put to a sample of approximately 52 high school students between 4th-6th forms (Group B). They were asked if they have ever considered a career in security. The responses from both groups (for me) were simultaneously an eye opener, a source of disappointment, a benchmark to measure growth and an opportunity for improvement.

Even though majority of the Group A respondents were able to describe some individual aspects or elements of security in their response, approximately only 3-5% could give any form of overarching or broad spectrum response. Though the sample may not have been representative of the entire population, it highlighted that majority of the respondents had a very limited understanding and perspective on what security really means.

Group B on the other hand provided two levels of disappointment. In the first instance, less than a tenth of the students considered security as a worthwhile career path with the most common justification being that a career as a security guard was neither

appealing nor sustainable. Of the remainder who gave any form of consideration to a career in the realm of security, their focus was predominantly aimed at becoming police officers and enlisted soldiers. There were only 2 students who knew there was more to the field than that; one wanted to pursue IT security studies and the other is a science enthusiast who was interested in applying forensic science to aid investigations.

I was somewhat depressed because, if this sample was anything to go by, security to most youngsters was restricted to being a guard, police officer or enlisted soldier. It was not very encouraging to say the least. After giving long and hard consideration to the problems that were now staring me in the face, the silver lining behind both these huge dark clouds started to appear. Where I encountered ignorance, there was an opportunity to educate; and where I encountered open and willing minds, there was an opportunity help make a change. I immediately realized that the continuity of the security industry in Jamaica rested significantly on three pillars:

1. Our willingness and ability as professionals and practitioners to educate the population in general on what security really means in such a way that the common man could accept and appreciate its importance;
2. The ability of seasoned professionals to attract the young and impressionable to pursue careers (at all levels) in security;
3. Our capacity to properly identify, train and develop leaders within the profession locally.

Having had this epiphany, I am of the firm belief that all security professionals have a responsibility to join together in the planting of these pillars as the future of our noble profession depends on it.



Otis Fender, PSP received his PSP lapel pin from the Chairman.



Shanna Shirley, PSP received her PSP lapel pin from the Chairman.



Linval Bailey, PSP received his PSP lapel pin from the Vice Chairman/Newsletter Editor, Carlos Pipher, CPP, PCI, PSP.



Photo courtesy of Jamaica Gleaner (jamaica-gleaner.com) /
First published: Friday June 12, 2020.

By DSP Christopher Brown, PCI, Law Enforcement Liaison

The major consideration for making an informed decision is the data at our disposal and at our disposal are the increasing numbers of deaths, violence and other forms of crime. At our disposal are the data of those who continue to wreak havoc. Also at our disposal are the sizes of our respective professional forces and those of the growing threats. Overtime, the data will show, that if the situation is not corrected, that like Nero whilst we fiddle in our respective silos, those who are bent on wreaking havoc will have further ignited our cities with violence, destroying lives, properties and rendering us irrelevant.

But this must not be allowed to happen because our history explains it. History shows that in troubling times, a decision will have to be made. A decision to solve the problem. A decision to collaborate against a common threat or risk extinction. This document presents a call to combine our good-natured forces in response to a unified potent threat of increasing disorder. The approach is quite calculated and will be mathematically presented. After all, multiplying our resources by adding a few good men and women must precede the subtraction of the threats.

The first logical step in solving complex equations is to remove the barriers and increase the safety and security interface. The barriers within this context are those that inhibit communication. These barriers are silos that have naturally been created by our responsibilities, nurtured by cultures and cemented by policies. These silos act much like brackets in a quadratic equation and in order for the equation to be solved, the first step is to remove these brackets-

the silos. Sadly, these silos have overtime grown moulds like the Berlin Wall and have separated a nation that is resolve to respond in a meaningful way to public disorder.

Across our silos we share information, but engagement has to be deeper. Developing a culture of deeper engagement can increase our most valuable resource - information. Consequently, the efforts will increase greater interface between private and public security practitioners and realign our focus to that of a unified safety and security for all. Barriers foster distrust, and distrust breeds divide. Divided forces increase the opportunities for disorder to thrive.

Division is the next step in solving difficult equations. We are already divided along the lines of private and public sector. But this does not suggest a division of our focus for safety and security for all. Within the private sector are a number of former law enforcement practitioners. The converse is true for the public sector, as some private security practitioners have crossed the floor towards public sector. Notably, on either side of the divide, the common denominator is crime and crime has increased its potencies by virtue of the division of our resources and responses.

What we need to do is multiply our resources. Increase the interface between private and public sector safety and security professionals. The logistics are not difficult once the brackets are replaced with practicable MOUs. Together we are many and out of many we are one - in response to the safety and security of our citizens. Private and public security

practitioners working more closely increase the force multipliers against growing threats. Private security eyes in the skies can serve as quasi-protectors for the ordinary individuals as well as serve its purpose for the private enterprise. Businesses and profits increase where there is safety and security. Private and public security practitioners interface is more likely to add value to the public good.

“Crime and violence have taken many lives and disrupted many others. The perpetrators of these acts sit on one side and that is against good order.”

When we increase and enhance our products, we are essentially adding more goods to our deliverables. We are imbuing confidence in our citizens and our visitors. We are creating better platforms for our economy and foreign direct investments. We have restated our relevance and increased our net worth. Increased interface will overtime take away the threats to our society.

The final step in solving the problem and thus strengthening our interface requires the subtraction of those who are corrupt within the private and public sector safety and security field. I can hear it, this sounds so philosophical. Quite possibly it is at this stage, but it is envisaged that it will trigger that will within you to seize the benefits of enhancing and strengthening private and public sector security interfaces. There is Biblical reference of the wheat and the tare, which offers sound advice regarding the treatment of bad seeds within. The recommendation then, as it will be now, is being careful not to destroy or subtract the good seeds (wheat) in the quest to remove the corrupt ones in other respective organizations (tare). In my book entitled Mind Fullness: Connecting Inside Out, I reminded readers “Patience paints the perfect picture.” The perfect time is on the date of harvest. The corrupt ones are more likely to be exposed on the threshing floors and will part company with the respective organizations, if we maintain our integrity in recruitment and supervision. Removing those who don’t belong increases public confidence.

Crime and violence have taken many lives and disrupted many others. The perpetrators of these acts sit on one side and that is against good order. Should there be any reasonable prospect for those who need to be protected then we must, as law-abiding safety and security professionals, will ourselves to be connected and intersected in the response to public disorder and crimes.



Dogs In Safety and Security

By Maj Oswald J Smiley
ASIS Foundation Liaison

Whether it is the office, home or for general security I realized that there are many security options that are available. Technological developments that have taken place within the security industry is quite overwhelming and can become a financial burden if not managed prudently, however, traditional methods and other options still exist.

In ancient times, Greeks and Romans used large, mastiff-type dogs with armor and blade-studded leather collars during warfare to attack and disturb enemy lines. The organized use of dog in law enforcement goes back to 1899 where dogs were used for common protection functions. Some of the functions where dogs may be trained are as follows:

- ✓ Aggressive attack
- ✓ Drug detection
- ✓ Patrolling & protection
- ✓ Search and Rescue
- ✓ Explosive detection
- ✓ Tracking.

Over the years, dogs have proved to be a failsafe option for the security industry and will continue to be. There are two fundamental reasons why dogs are prevalently used for security tasks. They possess what is known as Hunting Drive which is their desire to find by scent, chase, kill and eat and secondly they possess Pack Drive which allows them to interact with other members of their own pack-family over other humans.

While it is said that humans and dogs have the same basic senses, it is estimated the sense of smell in dogs is well over 10,000 times than that of humans simply because they possess more olfactory receptors, their sense of smell is so high that it allows them to smell under water which is made possible through their vomeronasal organ.

Dogs can be trained to respond very effectively to large numbers of spoken word. When selecting a dog for security purposes it is best to choose a dog that can qualify for protective functions; good size, intelligent, courageous, strong and trainable. They can be deployed as a part of your security-in-depth or for detection and deterrence.

Security Professionals, Get Certified and Increase Your Stock



Francine M Staple, MSc, PSP
Security Specialist Consultant, UN
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Chapter Member

When I embarked on my certification journey in 1993, I chose the Physical Security Professional (PSP) exam because I knew that it would fit in with my career planning. Every security professional, no matter the challenges should ensure that they undertake a certification journey. The ASIS examinations can be challenging as many persons prefer to write than be subjected

to select an answer from options given. The journey to certification can be difficult as it requires discipline, focus, dedication, excellent time management and cerebral resources to pass the exam.

The private security industry in Jamaica is yet to fully embrace ASIS certifications despite the relentless efforts of the Jamaica Chapter of ASIS International. Security professionals should not allow this to deter them from pursuing their dream to be certified. The field of security is dynamic and therefore it is imperative to explore the different professions in security that exist in international jurisdictions, to include those of multinationals, NGOs and government agencies among others and realize the importance that is placed on security certifications and the value that it offers to your security profile.

Security Certification vs Graduate/Post Graduate Degree

It is evident that both disciplines are important, the importance of each though can be at different stages of the posted job. In most instances the entry requirements will state a graduate degree along with your years of experience; however, one should not be deterred if there is no mention of certification in the initial job offer. A degree in my estimation offers the fluff of reading and comprehending the theoretical perspectives of security from scholars, and the insights as to what they think security entails. This is usually grounded in criminology studies and



“Certifications adds to your value not just from boosting your profile within the team but also heavily dictates your monetary compensation.”

the desired response which falls on the shoulders of the very broad and overarching topic - SECURITY.

At the application and pre-assessment stage you will find that the security certification becomes more useful and will then complement your qualification and years of service. The assessment stage is where your certification will be needed most, questions are coined to ensure that you are fully cognizant of the principles surrounding the security job applied for, your skills and competencies in applying the principles to a scenario outlined within the assessment. It is therefore imperative that when you are preparing for your certification exam, ensure that the environment or space within which you work is mastered so you can not only relate to the material presented but the practical application of the theory.

Benefits of the ASIS Certification

My PSP certification has served me well as a Security Specialist Consultant in achieving my deliverables. It also allows me to comprehend the language that is used at the UN Headquarters and in the standards, guidelines and the technical requirements of a Physical Protection System.

Certification gives you the comfort of authority on matters being discussed among the project team that will enhance the decision-making process. It gives you confidence that you not only possess the experience,

but you comprehend fully the subject matter being discussed and you can take comfort that when you are providing a brief to your Security Directors your knowledge base not only complements the guidelines, but it can also add improvement to existing systems within the organization.

- Certifications adds to your value not just from boosting your profile within the team but also heavily dictates your monetary compensation, therefore, if you are worried about the investment you have made in completing your certification, then your Return on Investment (ROI) would have been secured.
- Certification provides you with opportunities to undertake other tasks that are non-technical and embedded within the course of study and will provide you with the tools that will allow you to advance within the organization and outside of your established role to provide services in other areas; one prime example is Risk Management and Business Continuity Planning.
- A word of advice on opportunity! There are many opportunities that are waiting, some known, and others are unknown, it is therefore important to prepare yourself in advance and therefore when those opportunities arrive, you will be ready to pounce.
- There are many ways to pursue your certification, whether through your own efforts (self-taught) or through your local chapter study course.
- Never stress over the avenue you choose to undertake your CERTIFICATION journey; it requires the following:
 - Planning
 - Focus
 - Self-Investment
 - Positive Approach
 - Determination and Dedication
 - Time Management



DSP Christopher Brown, PCI received his PCI lapel pin from the Vice Chairman.



Jason Robinson, PSP received his PSP lapel pin from the Chairman.



Javan Simpson, PCI received his lapel pin from the Vice Chairman.



Courtney Wallace, CPP, PSP receives his CPP lapel pin from the Vice Chairman.

Certification | Follow the Path to Success

When you earn an ASIS board certification, you have a visible acknowledgment of a mastery of core security principles and skills essential to the best practice of security management. It shows you are committed to excellence, professional growth, and a code of conduct.



“Be a part of this hybrid event and access presentations, cutting edge technology in security solutions, learn best practices and industry innovations.” Members earn valuable CPE’s.”



“Become a community member and contribute to the discussion from a specialist point of view”



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