



THE TRAINING OF SECURITY OFFICERS

THE ROLE OF THE EMPLOYER - Page 5

Training is a key aspect for success in any work environment. Security Officers should not be expected to perform tasks they have not been trained specifically to do. There are several training entities that are tasked with the responsibility of providing industry standard training and certification to prospective security officers.

According to ASIS International, due diligence is “the care that a prudent person might be expected to exercise”. - Page 3



A Brief Discussion on Body-worn Cameras (BWC)

Worldwide, BWC's are becoming increasingly common, in security forces, in the education sector, to reduce the risk of assault on teachers and students alike. - Page 7

The Benefits of Pre-Employment Polygraph

Pre-employment polygraph testing is particularly useful in this regard, especially in the banking, gaming, security, insurance, retail, hospitality, manufacturing, construction, mining, logistics and transport sectors. Simply put anyone who employs one or more persons is at risk.

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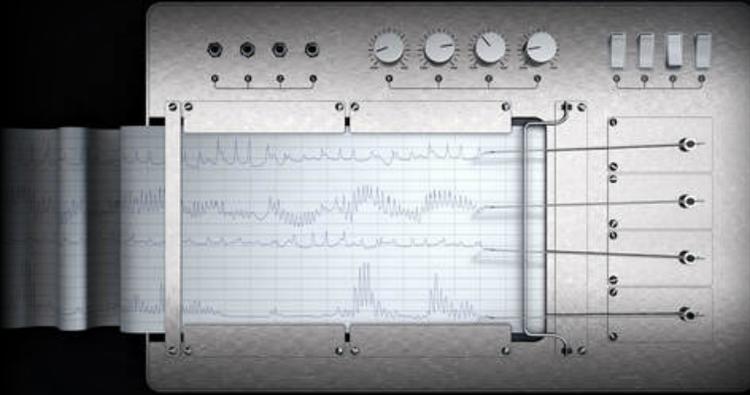


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The Benefits of Pre-Employment Polygraph Testing



“The beauty of polygraph testing is that 85% of the persons who undergo a pre-employment test will readily admit to some behavioural red flags; it is often the case that the examinees who claim to be as “clean as a whistle” are those who fail the polygraph test.”

**Capt. (Retd) Basil Bewry, CPP, PCI, PSP
Treasurer and Program Chairperson**

When I started Forensic Polygraph Services in 1999 less than 5% of my clients were using pre-employment polygraph tests but since the advent of COVID-19 about 20% are relying on this method to screen potential employees. The simple reason for this is that prevention is better than cure. HR practitioners will tell you that 1/3 of job applicants lie on their application form whether it be their qualifications, their period of employment or the circumstances under which they may have left a previous employer. And these rates are irrespective of sex, status or ethnic background.

The truth be told, that following the legislative changes to the Labour Relations Industrial Dispute Act in 2010 and the exponential growth of lawyers, non-unionized organizations are finding it more difficult to dismiss employees for cause due to the convoluting procedures which one is expected to follow in order not to fall afoul of what is termed “due process”. It is therefore beholden on employers to be more vigilant as to who they hire especially for positions of trust and to act decisively during the 3-month probationary period.

This task is being made even more difficult due to the general reluctance for companies to prosecute employees for criminal offences even in the face of compelling

evidence due to the length of time and cost to pursue cases through the courts. This situation is exacerbated by the relatively low percentage of criminal charges actually ending in convictions and even then, corruption has enabled ex-convicts to obtain clean police records. To further add to the dilemma many employers are unwilling to share any unfavourable information on a worker’s performance or character due to a lack of trust and confidentiality.

When one considers that the American Society of Fraud Examiners’ Global Fraud Study for 2022 revealed that 65% of employees committing fraud had either a university degree or post graduate degree, that men are perpetrating 73% of frauds but the gap in resultant losses by women has narrowed, that only 6% of perpetrators had a prior fraud-related conviction and

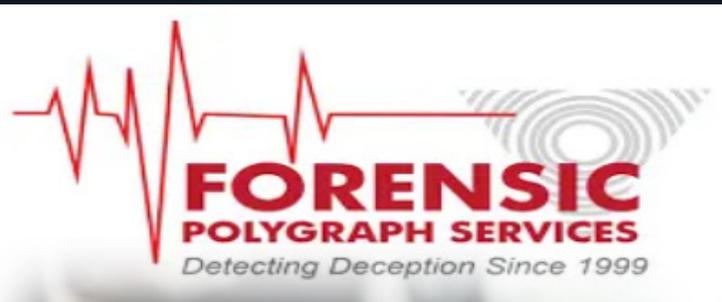
“This situation is exacerbated by the relatively low percentage of criminal charges actually ending in convictions and even then, corruption has enabled ex-convicts to obtain clean police records.”

that organizations with the fewest employees had the highest median loss; it is therefore no wonder that 30% of all business bankruptcies are due to employee theft.

It is with this background that pre-employment polygraph testing is particularly useful, especially in the banking, gaming, security, insurance, retail, hospitality, manufacturing, construction, mining, logistics, real estate and transport sectors. Simply put anyone who employs one or more persons is at risk. Whereas most organizations will provision for some degree of revenue loss, leakage, shrinkage or theft, their failure to promote a culture of zero tolerance towards dishonesty has seen an increase in organized crime at the workplace with several workers in various departments working in collusion to defraud the host company. This is particularly damaging when most fraudulent schemes last on average of 12 months before being detected and that 42% are discovered through tips and 20% by chance.

The beauty of polygraph testing is that 85% of the persons who undergo a pre-employment test will readily admit to some behavioural red flags; it is often the case that the examinees who claim to be as “clean as a whistle” are those who fail the polygraph test. Apart from uncovering the truth, the polygraph test can be specifically designed to detect drinking and drug related problems as well as incidents of sexual harassment.

With criminals becoming more embolden in targeting vulnerable businesses it has become essential for managers and business owners to review their business practices especially in ensuring that they are not hiring the proverbial “bad apple” and it is in this environment why an increasing number of companies are engaging Forensic Polygraph Services to screen for undesirable candidates. Although by no means perfect, it is the fear of discovery that acts as a deterrent, why the polygraph is most effective and comes highly recommended.



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INVESTIGATIONS

Image courtesy of/URL: chiefexecutive.net/how-to-conduct-a-quality-internal-investigation



The Importance of Due Diligence Investigations

Lt. Col. Oswald J. Smiley, CPP, PSP
Membership Chairperson

“According to ASIS International, due diligence is “the care that a prudent person might be expected to exercise”.”

An article dated Thursday February 16, 2023 published by the Jamaica Gleaner stated that the Director of Public Prosecutions (DPP) has been accused of an abuse of process after she indicated that her office would appeal the 51-month sentence of a St Catherine man for unauthorised gun possession under the new Firearms Act.

Labelling the move as “an absurdity”, defence lawyer Paul Gentles questioned the rationale of the DPP appealing “an error” that was made by her office in that the offender was indicted under the wrong section of the law. The article went on to say that, the 28-year-old had pleaded guilty at the first relevant date and was given a maximum 50 per cent discount on his sentence after a year was shaved off by the judge after doing the calculations for the aggravating and mitigating factors. A further 3 months was also deducted for time spent in custody.

The unexpectedly light sentence sparked public outcry amid a legislative push by the Government to impose mandatory minimum 15-year sentences for illegal

possession of firearm. The DPP, in the aftermath, admitted that her office had blundered by indicting Mundell under a section of the act that does not stipulate the mandatory minimum of 15 years.

She explained that he was indicted under Section 45 but that he should have been charged under Section 5. It is evident from this Gleaner article that proper due diligence was not done by the DPP.

According to ASIS International, due diligence is “the care that a prudent person might be expected to exercise” (ASIS International, 2021)

The term due diligence loosely means doing one’s homework on a particular subject. It takes place when an individual or organization researches an issue, person, deal or anything else, in an effort to determine whether it is legitimate. In order for an organization to survive and remain, profitable great care and much emphasis must be placed on due diligence practices. Failure to exercise due diligence in an investigation can result

in enormous cost to all parties involved, including the loss of money, reputation, opportunities and time through poor business decisions. Implementing this type of program within an enterprise will help to find the most appropriate person for a particular job and can go a long way towards preventing losses while mitigating any damages caused by a bad hiring decision. In the end, due diligence is a proactive investigative process that supports security risk management decisions in a business or organization setting.

According to ASIS Protection of Assets - Investigations, there are several due diligence that businesses can employ if they want to remain successful. Some of these strategies are:

1. What is the nature of the situation? What is at risk? (assets, reputation or market share)
2. What is the background of the situation? How well do the parties know each other?

3. Who are the main players?
4. What factors are important to the parties undertaking the deal?
5. What potential problems would be most costly? What other minor problems could affect the issues?
6. What type of transaction do the parties expect? What is the size of the transaction? How complex is it?
7. What is the cost of the investigation in terms of time and money? How difficult will it be to obtain information?
8. What are the risks for the players? What is the cost to the players if the transaction fails?
9. Is the objective within the organization's risk appetite, risk tolerance, and risk capacity?

Due diligence is definitely an essential component of any good security program for an enterprise. Security practitioners must pay close attention in this area as one of their greater goals and responsibilities.



Congratulations

Mr. Donovan Callum, PSP

The Executive and Members of ASIS International Jamaica Chapter proudly congratulate

Mr. Donovan Callum, PSP
of Allied Protection Ltd.,

for successfully sitting the Physical Security Professional (PSP) Exam on January 30, 2023.




Congratulations

Lt. Col. Oswald Smiley CPP, PSP

The Executive and Members of ASIS International Jamaica Chapter proudly congratulate

Lt. Col. Oswald Smiley, CPP, PSP
of the Jamaica Public Service Co. Ltd.,

for successfully sitting the Physical Security Professional (PSP) Exam on January 8, 2023.




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Training of Security Officers: The Role of the Employer

Selbourne Webb, CPP, PCI, PSP
Vice Chairman and
Certification Chairperson

“In order to be able to deliver the required training, organizations must be prepared to utilize several different methods.”

Training is a key aspect for success in any work environment. Security Officers should not be expected to perform tasks they have not been trained specifically to do. There are several training entities that are tasked with the responsibility of providing industry standard training and certification to prospective security officers. It must be understood that once these security officers are hired by an organization, the relevant training should be provided for the security officers as it relates to their roles and responsibilities in achieving the mission.

The cost factor related to training can serve as a deterrent to organizations. When a cost benefit analysis is carried out it will be quite obvious that this would be money well spent as there are tremendous benefits to be accrued from the requisite training. Apart from the obvious benefit of improved job performance there are several other benefits including, ease of supervision, staff motivation and legal protection. Failure to properly train officers for their job function may result in very costly

claims of negligence and may also result in reputational damages which can amount to a significant financial loss.

Some of the important factors to consider in organizational training sessions may include examining local laws and statutes within the context of the security industry, reviewing policies and procedures of both the organization and the clients, focusing on specific job site responsibilities/ requirements and examining security related risks associated with the various duties to be performed.

In order to be able to deliver the required training, organizations must be prepared to utilize several different methods of delivery that is suitable and practical in their respective settings. Apart from the traditional instructor-led classroom training which might be difficult to achieve, there are other options such as online training, orientation programs, scenario-based approaches and conferences. Some areas of the training that can be outsourced to entities that are reputable and have the capacity and the requisite industry standards



and guidelines as a basis. One such entity is the Jamaica Chapter of ASIS International, a global leader in security management and certifications. Jamaica boasts one of the most vibrant and active Chapters across the world.

As long you are an organization that employs security officers, regardless of the size or the industry served. it is your responsibility to ensure that all your officers are

well trained to perform their respective duties in a safe and secure manner whilst achieving the organization's mission.

“ **Failure to properly train officers for their job function may result in very costly claims of negligence and may also result in reputational damages.** ”



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Chapter members that attended the HEART/NSTA Trust Security Forum. At centre is Chapter Chairperson, Nichelle Duncan, CPP, PCI, PSP.



Image courtesy of URL: opb.org/article/2022/04/29/portland-police-body-cameras-department-of-justice-use-of-force/



A Brief Discussion on Body-worn Cameras (BWC)

SSP Norris Rhoomes
Law Enforcement Liaison

“Some officers are of the opinion that the video footage can protect them like an “extra set of eyes” and provide a better idea of what happens during their public encounters, offering a more complete narrative of what transpired.”

Introduction

Body-worn cameras (BWC) have been proposed as a new way of reducing police use of force, as well as assaults against officers. The first generation of ‘modern’ police body cameras were introduced around 2005 in the United Kingdom, followed from 2014 onwards by large-scale implementation in the United States, mainly to increase transparency and police accountability.

In August 2016 Jamaica received 120 BWC from the United States Embassy as part of a pilot program, designed to increase accountability among security forces. These cameras were given to several JCF divisions in the Kingston area, as well as to a road patrol unit of the force.

The inclusion and use of BWC as part of the kit of officers, has been received with mixed reactions. Some officers are of the opinion that the video footage can protect them like an “extra set of eyes” and provide a better idea of what happens during their public encounters, offering a more complete narrative of what transpired when the facts of an incident are contested; whilst some view this as an intrusion, of a set of unwelcome eyes, in their day to day reaction with the public. Although most Jamaicans are equipped with smartphones which allow them to film and even live-stream, their own encounters with the security forces, many believe that

BWC worn by officers, are a great way to encourage and enforce better practices in the security forces in addition to increasing accountability.

Discussion

Worldwide, BWC’s are becoming increasingly common, in security forces, in the education sector, to reduce the risk of assault on teachers and students alike, in firefighting, to capture footage of fires/incidents, in businesses, to prevent theft, and petty crime, amongst other things.

With this increased use, a multi-site evaluation of eight departments in the US and the UK found overall, no statistically significant differences in police use of force, the number of citizen complaints, or number of arrests for disorderly conduct for police officers who wore body-worn cameras. The current evidence regarding the effectiveness of body-worn cameras is mixed. Some studies suggest that body-worn cameras

“Improve the high-quality public service expected of police officers and promote the perceived legitimacy and sense of procedural justice that communities have come to expect.”

may offer benefits while others show either no impact or possible negative effects. The mixed results of these studies strongly imply that additional research is needed. Whilst further studies are being contemplated, to determine the effectiveness of this technology, its use will continue to be increased, in both public and private, but especially in police services globally, to improve the high-quality public service expected of police officers and promote the perceived legitimacy and sense of procedural justice that communities have come to expect.

Pros and Cons of BWC

PRO: Footage can be used as evidence

The use of BWC footage is a great way to provide evidence in court proceedings if necessary.

CON: Restricted privacy

Body-worn cameras can limit the privacy of both the security forces and civilians.

PRO: Violence prevention

A study conducted in 2013 by the University of Cambridge discovered that both police and

respondents become less likely to use violence when police wear body cameras.

CON: Video quality

Some concerns from stakeholders about police body cams is the actual quality of the footage. While it isn't possible for it to be perfect due to officers' movements, lighting, and other factors.

PRO: Powerful tool in Domestic Violence cases

When a police officer wearing a camera arrives at a domestic violence scene, the camera can record the immediate aftermath of the attack, including injuries the victim has suffered.

CON: Invasion of privacy of citizens, potentially exposing victims and subjecting citizens to facial recognition software.

Recording police encounters with the public could lead to the public exposure of private medical conditions such as mental illness. Victims of crimes such as rape or domestic abuse may be further traumatized by recordings as also informants/witnesses fearing reprisal from criminals.



Congratulations

Mr. Kevin Williams, CPP

The Executive and Members of ASIS International Jamaica Chapter proudly congratulate

Mr. Kevin Williams, CPP
of the High Commission of Canada in Jamaica,

for successfully sitting the Certified Protection Professional (CPP) Exam on October 3, 2022.





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Journey to ASIS International Jamaica Chapter

“ In 1998 I joined the team at United Protection Ltd, now Allied Protection Ltd, in the capacity of an assistant manager. ”

Mr. Donovan Callum, PSP

A career in industrial security was somewhat of an unintended consequence of a decision that I made in 1987 to become a member of the Jamaica Defence Force (JDF). After serving for almost a decade, I left the military with the intent, never to continue in security as a primary means of earning a living. It was not long after, that I realized that the Security Industry was the easiest call to answer if I wanted to break that short but rather unusual lull in my status as unemployed.

In 1998 I joined the team at United Protection Ltd, now Allied Protection Ltd, in the capacity of an assistant manager. Back then, I was of the view that my military experience was all I needed to be effective in my position. While to some extent the experience represented a firm foundation on which to start and progress, I was confronted with what could only be described as a “rude awakening”. This reality check came by way of the then American Society for Industrial Security (ASIS) Jamaica Chapter Chairman, Mr. Donald Williams, CPP who was quick to point out the clear distinction between my experience and the private security industry. I was

thoroughly impressed with his broad industry knowledge and his professional approach to security in general. I later learned that Mr. William was a Board-Certified Protection Professional (CPP), the only person in Jamaica at the time with the accreditation. This of course, gave rise to my interest in becoming board certified myself and so I was encouraged to become a member of ASIS.

In June 2000 I became a member of ASIS (renamed to ASIS International in 2002) and instantly began to realize significant benefits from the members (some of whom were also board certified) and the information made available through this organization. This exposure further piqued my interest towards pursuing certification, however, the method at the time, for me, was quite intimidating as the only way to prepare was through one’s own initiative which included a lot of reading.

In 2009 ASIS Jamaica Chapter initiated what can only be described as a game changing offering in the form of a study course for the Physical Security Professional (PSP) certification. This represented my best opportunity to

achieve my ambition in acquiring Board Certification. My journey to earn the PSP accreditation involved an earlier attempt which was not completed for reasons beyond my control. The desire to achieve was still alive, which ultimately led to my decision to register for the PSP class of 2022.

The study course commenced in May 2022 and ended in December 2022. It was an intense period which required total dedication to the process and included a lot of reading and late nights studying with team members. There were moments when I felt the need to give up, but in addition to being superb in their delivery of the material, the instructors clearly knew how to keep the team motivated.

“ After serving for almost a decade, I left the military with the intent, never to continue in security as a primary means of earning a living. It was not long after, that I realized that the Security Industry was the easiest call to answer. ”

The period leading up to exams and the moment itself were undoubtedly nerve wracking, but with the desire to succeed, the result was a surreal moment for me. I am now motivated to go further and will be planning to do accordingly. If I can do it, so can you.

Member Appreciation

Ian Roberts, PSP
Member

ASIS International celebrates March as Members Appreciation Month, I want to celebrate my mentor: Capt. (Retd) Basil Bewry, CPP, PCI, PSP. I was encouraged to become a member of this powerful and most distinguished body of security professionals, ASIS International Jamaica Chapter. I became a member in 2005 and was encouraged by Capt. Bewry to be an active member not just by his words but by his own actions of being involved in the chapter. I served as Chapter Secretary and Chapter Treasurer respectively.

Under his tutelage I was successful in passing the PSP certification exam and then became one of the five Physical Security Professional (PSP) holders in Jamaica. His impact on me was so great that I also became a facilitator/instructor for candidates that were preparing for their PSP examination. Capt. Bewry has been a shining example of what an ideal leader and a mentor is. He truly leads by example, and I can proudly say I am who I am, professionally, largely because of my mentor, Capt. Basil Bewry.

I salute you today Sir, and pray your every success in your own pursuits in this global security arena, even as you continue to serve through ASIS International and the Jamaica Chapter.

“SALUTE”



Mr. Shaun Brown, PSP

The Executive and Members of ASIS International Jamaica Chapter proudly congratulate

Mr. Shaun Brown, PSP
of the HEART/NSTA Trust,

for successfully sitting the
Physical Security Professional (PSP)
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