

ASIS INTERNATIONAL JAMAICA CHAPTER #74

# *The Informer*

ANNIVERSARY MAGAZINE ISSUE

SECURITY



**ASIS INTERNATIONAL JAMAICA CHAPTER 50 YEAR ANNIVERSARY ISSUE**

**ASIS INTERNATIONAL JAMAICA CHAPTER:  
50 YEARS OF  
LEADERSHIP  
AND LEGACY**

“

*The Jamaica Chapter was established in 1975, a time when security management was still evolving as a recognized profession in the region.*



---

## MISSION

To promote excellence and leadership in  
the security management profession.

## ABOUT ASIS INTERNATIONAL JAMAICA CHAPTER

**ASIS International** is the leading organization for security professionals worldwide. Founded in 1955, ASIS is dedicated to increasing the effectiveness and productivity of security professionals by developing educational programs and materials that address broad security interests, such as ASIS GSX, as well as specific security topics. ASIS also advocates the role and value of the security management profession to business, the media, government entities, and the public.

By providing members and the security community with access to a full range of programs and services, and by publishing the industry's No. 1 magazine—Security Management—ASIS leads the way for advanced and improved security performance.

**The Jamaican Chapter emerged** as a spin-off from the West Indian Chapter on January 15, 1975 and received its Charter in January 1980. Many distinguished security professionals have provided able leadership over the years.

Our membership comprises Security Professionals from many of the Island's top companies and organisations as well as sole practitioners. They formulate and implement security and safety policies and programmes for their organisations. They develop and implement security systems to reduce their employers' loss from internal and external threats and from natural and man-made events.



***The Informer (Anniversary Issue)*** is published by the Jamaica Chapter of ASIS International. All views, opinions and conclusions expressed in this newsletter are those of the authors, and do not necessarily reflect the opinion and/or policy of ASIS or its leadership. References in this newsletter to any specific commercial products, process or service by trade name, trademark, manufacturer or otherwise, does not necessarily constitute or imply endorsement, recommendation or favouring by ASIS International or its leadership.



## EDITORIAL COMMITTEE

### Editor

Carlos Pipher, CPP, PCI, PSP

### Assistant Editor

Capt. Basil Bewry, CPP, PCI, PSP

### Assistant Editor

Mollie Plummer-Henry

### Creative Director

Jason Lampart

---

#### For Information on ASIS International Jamaica Chapter, Contact:

Chairman: [ojsmiley@gmail.com](mailto:ojsmiley@gmail.com)

Vice Chairman: [swebbwoc@gmail.com](mailto:swebbwoc@gmail.com)

Latin America and Caribbean Regional

Board Director: [bewryba@gmail.com](mailto:bewryba@gmail.com)

Newsletter Editor: [carlospipher@gmail.com](mailto:carlospipher@gmail.com)

## CONTENTS

1. Editorial
- Messages from:**
3. President, ASIS International
4. President of the Latin America & Caribbean Regional Board
5. Roll of ASIS Chairpersons
6. Chairman, ASIS Jamaica Chapter
7. Former Chairmen 2009-2023
16. Women in Security Celebrates 50 Years
19. Taking the Case No One Wanted: A Story of Fraud, Redemption, and Relentless Advocacy
21. Certification Profile: Selbourne Webb, CPP, PCI, PSP
- Vintage Articles:**
24. Security Officer Posts - Low Hanging Fruit?
25. When Can You Use Your Gun?
27. The Role And Contribution of Private Security in The Aviation Industry
29. Safety and Security Considerations For High Rise Buildings
31. Anticipating, Identifying and Adapting to the Shifts in the Security Industry
32. Balance In Security
35. The Benefits of a Security Program
36. From The Chairman's Desk: The Relevance of Physical Security in the Paradigm of Cyber Security
37. The Benefits of Pre-Employment Polygraph Testing
40. Enterprise Security Risk Management
42. Why ASIS Certification?
45. Special Events Security Planning Team
47. Integrating Cybersecurity and Risk Management: An Imperative for Modern Corporate Security
49. Homicide Statistics vs Real Risk in Jamaica
51. My Experience at GSX 2024



# EDITORIAL 50



## ASIS INTERNATIONAL JAMAICA CHAPTER: 50 YEARS OF LEADERSHIP AND LEGACY

Carlos Pipher, CPP, PCI, PSP | Editor



*The Jamaica Chapter was established in 1975, a time when security management was still evolving as a recognized profession in the region.*

As ASIS International Jamaica Chapter celebrates its 50<sup>th</sup> anniversary, it is only fitting to reflect on the leaders who have guided the Chapter through the years. Since its inception, the Chapter has been a pillar of security professionalism, uniting practitioners in advancing the industry in Jamaica. The Chapter Chairpersons have each played a vital role in shaping its direction, fostering growth, and upholding the principles of ASIS International.

### PIONEERING LEADERSHIP

The Jamaica Chapter was established in 1975, a time when security management was still evolving as a recognized profession in the region. The founding chairperson, whose vision set the foundation, worked tirelessly to bring together security professionals and establish the Chapter's credibility. This leadership paved the way for the Chapter's integration into the wider ASIS International network.

### DRIVING GROWTH AND RECOGNITION

Over the decades, successive chairpersons built on this foundation, strengthening the Chapter's influence in Jamaica's security landscape. In the 1980s and 1990s, the Chapter experienced steady growth under the stewardship of leaders who prioritized professional development. Training sessions, certifications, and networking opportunities became the cornerstone of ASIS Jamaica, making it an essential resource for security professionals.

### ADAPTING TO A CHANGING WORLD

The early 2000s saw a shift as the security environment grew more complex. Terrorism, cyber threats, and globalized crime required new strategies, and the Chapter chairpersons of this era focused on education and strategic partnerships. These leaders ensured that the Chapter remained at the forefront of industry developments, hosting workshops, certification study courses, webinars, and conferences that addressed contemporary security challenges.

### RECENT YEARS AND THE FUTURE

In the last decade, the Jamaica Chapter has continued to thrive, thanks to the dedication of its leadership. Recent chairpersons have emphasized collaboration with local and international security bodies, the integration of technology in security management, and mentorship for the next generation of professionals. Their efforts have kept ASIS Jamaica relevant in an ever-evolving landscape and to be the leading Chapter in the Caribbean.

### A LEGACY OF EXCELLENCE

As we commemorate this milestone, we acknowledge the contributions of all past Chairpersons whose dedication and leadership have shaped ASIS Jamaica into what it is today. Their commitment has ensured that the Chapter remains a respected and influential voice in the security industry.

Looking ahead, the foundation laid by these leaders will continue to guide ASIS Jamaica toward even greater achievements in the years to come.





# Allied Protection Limited

INDUSTRIAL SECURITY PROFESSIONAL

*Fostering Professionalism and Integrity  
in Every Aspect of our Operations*



- Armed & Unarmed Officers • Electronic Security • K-9 Patrols • Investigations
- Escort Duties • Security Consultation • 24 Hour Mobile Supervision

**Certified HEART/NCTVET NVQ-J Level 1 & 2 Security Officers**

## Head Office - Kingston

1 West Ivy Green Crescent,  
Kingston 5

**Tel: (876) 929-6088, 929-7543  
(876) 618-0114**

**Fax: (876) 929-7872**

## St. Ann


Shops 7 & 8, Lot 60 Windsor Road,  
St. Ann's Bay

**Tel: (876) 972-7256**

## Montego Bay Branch

Unit No. 28, Montego Bay Trade Centre,  
Catherine Hall, Montego Bay, St James

**Tel: (876) 979-9884 • Fax: (876) 971-2899**

 [alliedprotectionltdjm](https://www.instagram.com/alliedprotectionltdjm)

 [Allied Protection Limited](https://www.facebook.com/AlliedProtectionLimited)

 [alliedproltd](https://twitter.com/alliedproltd)

 [info@alliedprotectionjm.com](mailto:info@alliedprotectionjm.com)

**Visit our Website: [alliedprotectionjm.com](http://alliedprotectionjm.com)**

# MESSAGE 50



## THE JAMAICA CHAPTER: A BEACON OF LEADERSHIP IN SECURITY

from Joe Olivarez Jr., MBA | President, ASIS International



**O**n behalf of ASIS International, I extend heartfelt congratulations to the Jamaica Chapter on its 50th anniversary. Since its establishment in 1975, the Chapter has exemplified excellence in advancing security management across the Caribbean.

Your unwavering commitment to professional development, community engagement, and industry leadership has not only strengthened local security standards but also elevated global benchmarks.

The Chapter's recognition with the I.B. Hale Chapter of the Year Award for five consecutive years underscores your sustained impact and dedication to our profession. Your achievements serve as an inspiration to all ASIS members worldwide.

As you commemorate this golden milestone, we celebrate your legacy of innovation, resilience, and service. May this anniversary mark the beginning of continued growth and influence in the years ahead.

With sincere admiration and best wishes,

“

*The Chapter's recognition with the I.B. Hale Chapter of the Year Award for five consecutive years underscores your sustained impact and dedication to our profession.*



50 YEARS OF LEADERSHIP AND LEGACY

3



# MESSAGE 50

## HONOURING ASIS JAMAICA'S GOLDEN ANNIVERSARY

from Retrato Marco Vega, CPP | President of the Latin America & Caribbean Regional Board



**O**n behalf of the Latin America & Caribbean Region, I extend heartfelt congratulations to the Jamaica Chapter on its 50<sup>th</sup> Anniversary.

Since its founding in 1975, the Jamaica Chapter has stood out as a beacon of professionalism and commitment, elevating security standards throughout the Caribbean and contributing meaningfully to our global community.

The energy of Jamaican security professionals and their volunteer leaders is truly refreshing for our association at a global level. Your outstanding achievements, especially the I.B. Hale Award for five (5) consecutive years is a testament to your dedication, resilience and leadership.

Your outstanding achievements—including the remarkable distinction of receiving the I.B. Hale Chapter of the Year Award five consecutive times—are a reflection of your dedication, resilience, and leadership. As we celebrate this golden milestone, we honor your legacy and look forward to continuing our collaboration to advance the security profession across Latin America, the Caribbean, and the world. I'm confident the next 50 years will bring even greater impact and innovation from your Chapter.

With deep respect, I send you my warmest regards and a big hug from Costa Rica. ¡Pura Vida!

“

***We honor your legacy and look forward to continuing our collaboration to advance the security profession across Latin America, the Caribbean, and the world.***







# ASIS CHAIRPERSONS

Chris Wilson .....	1975-1978
Charles Young.....	1978-1980
Orville Day .....	1981
Wesley Walcott.....	1982
Frank Duncanson.....	1983-1988
Donald Williams, CPP .....	1989
D. Ricardo Buchanan .....	1990-1993
Dudley Dobson.....	1994
John Moss .....	1994
Maj. Christopher Naylor.....	1995
Lt. (sg) Donovan Hutchinson .....	1996-1997
Richard O. Black, CFE, CPO.....	1998-2000
Andrew A. Wynter, CPP, PSP .....	2001-2004
Capt. Basil A. Bewry, CPP, PCI, PSP .....	2005-2008
Capt. John B. Richards, CPP, PCI, PSP .....	2009-2010
Andrew A. Wynter, CPP, PSP .....	2011
Capt. Basil A. Bewry, CPP, PCI, PSP .....	2012-2019
Warren L. Smith CPP, PCI, PSP .....	2020
Capt. Garth Gray, CPP, PCI, PSP .....	2021
Carlos Pipher, CPP, PCI, PSP .....	2022
Nichelle Duncan, CPP, PCI, PSP .....	2023
Lt.Col. Oswald Smiley, CPP, PSP .....	2024-2025



# ASIS Jamaica Chapter: 50 Years of Excellence in Security Leadership

Lt. Col. Oswald J. Smiley, CPP, PSP | *Chairman, ASIS Jamaica Chapter*

**A**s we celebrate the 50<sup>th</sup> Anniversary of the ASIS Jamaica Chapter, we reflect on five decades of unwavering commitment to professional development, industry advocacy, and community impact. Since its inception in 1975, the Chapter has served as a beacon of excellence, uniting security professionals across the island under a shared mission of advancing security standards and best practices.

Throughout the years, our Chapter has grown in both influence and membership, adapting to the evolving security landscape while maintaining the core values of ASIS International. We have fostered collaboration among security practitioners, law enforcement agencies, corporate leaders, and academia, ensuring that our members remain at the forefront of industry trends, technology, and risk management strategies.

One of our proudest achievements is our continuous success in securing the prestigious I.B. Hale Award for five consecutive years, a testament to our dedication to education, knowledge-sharing, and community engagement. Our commitment to professional certification and training has empowered countless security professionals to elevate their careers, ensuring that Jamaica remains a leader in security excellence within the region.

“

***Our Golden Anniversary is not just a celebration of our past but a bold step into the future. We are committed to fostering the next generation of security professionals through mentorship.***

As Chapter Chairman in this historic year, I am honoured to witness and contribute to this legacy of leadership. Our Golden Anniversary is not just a celebration of our past but a bold step into the future. We are committed to fostering the next generation of security professionals through mentorship, innovative initiatives, and strategic partnerships that will further enhance our industry's resilience and adaptability.

I extend my heartfelt gratitude to our dedicated members, past and present leaders, and partners who have played a role in shaping the Chapter's success. Let us continue to build on this remarkable foundation as we look ahead to the next 50 years of excellence.

Happy 50<sup>th</sup> Anniversary, ASIS Jamaica Chapter!



## From Vice Chairman to Chairman: A Journey of Transformation

Capt. John Richards, CPP, PCI, PSP | Chairman 2009-2010

**I** was Chapter Chairman from 2009 to 2010 having previously served as Vice Chairman. I immediately set out to make some changes as follows.

Meetings were held at Liguanea Club at 1:30 PM, it was not a lunch meeting where food was served. Members and their guests would have to leave their desks around 12:30 PM to attend a meeting which ended at around 3 PM. After the end-of-meeting chit chat, there was hardly any work time left. Effectively, a member's work day ended at 12 noon or thereabouts.

One of my first acts was to change the meeting time to 3 PM. This was closer to the end of the work day and meetings ended at 5 PM. This led to an increase in attendance and improved camaraderie.

I was also determined to introduce a female to my committee. After getting several recommendations, I invited Ms. Suzanne Scarlett to join the Executive, and she graciously accepted. Space does not allow me to chronicle the difference Ms. Scarlett has made to the Chapter, but her influence continues to be transformative to this day. She received the Chairman's Award in 2010.

The 'Executive' which I mentioned above, is properly called the Business Management

“

***I was also determined to introduce a female to my committee. After getting several recommendations, I invited Ms. Suzanne Scarlett to join the Executive, and she graciously accepted.***

Committee (BMC) by ASIS International, so we began referring to ourselves as the BMC. Next on my list was the Annual Awards Banquet fundraiser. This was the security industry's black-tie affair where the Awards of Merit were given to worthy recipients. Previously, this had been a fundraising event, but I was able to procure sponsorship from some of our leading security companies and this money was used to subsidize the event. Those old enough to remember may recall the bottles of wine and platters of ham which were used to augment dinner. Those days Mr. Andrew Wynter, Capt. Basil Bewry CPP, PCI, PSP, Col. Eukin Mills, CPP and Mr. Charles Chin Fah En, CPP had black hair.

Prior to, and during, my stint as Chairman I continued as the sole lecturer for the CPP and PSP programs. I continue to serve on the BMC as the Communications Chairman and Webmaster.





## Reflecting on Leadership: My Tenure as Chapter Chairman

**Capt. Basil Bewry, CPP, PCI, PSP | Chairman 2005-2008 and 2012-2019**

**A**s the ASIS Jamaica Chapter celebrates its 50<sup>th</sup> anniversary, I reflect with immense pride on my own journey and tenure as Chapter Chairman. My path to leadership was unconventional as I earned my Certified Protection Professional (CPP) designation in 2000, five years before officially joining ASIS in 2005. Inspired by the late Donald Williams, CPP, I began attending chapter meetings at the Liguanea Club and informally served as Treasurer in 2004. That same year, I was honoured with the Chairman's Award and elected Chapter Chairman, serving from 2005 to 2008.

A strong focus on professional development defined my leadership. In 2006, we launched the CPP Study Course, followed by the PSP Study Course in 2007, our flagship program that has since helped over 50 members achieve PSP certification across 13 consecutive years. I personally benefitted from these scholarly sessions, passing the PSP exam in 2015 and becoming the chapter's second triple certificant after earning the PCI in 2014. I credit Suzanne Scarlett, PSP, for her instrumental support in that achievement.

This emphasis on certification and development earned me several accolades, including a Certificate

“

***In 2006, we launched the CPP Study Course, followed by the PSP Study Course in 2007, our flagship program that has since helped over 50 members achieve PSP certification across 13 consecutive years.***

of Appreciation from ASIS International in 2016, the Meritorious Service Award in 2018, and the prestigious E.J. Criscuoli Jr., CPP, Volunteer Leadership Award in 2020. I was also re-elected as Chapter Chairman between 2012 and 2019. These recognitions would not have been possible without the support of my dedicated Certification Chairperson, Capt. John Richards, CPP, PCI, PSP, and a tireless volunteer team affectionately known as the “Dream Team”: Capt. Garfield Owen, PSP; Capt. Garth Gray, CPP, PCI, PSP; and Wayne Ballen, CPP, PCI, PSP.

Our chapter's growth during this period was significant. Membership increased from 46 in 2005 to 107 by 2019. In 2017 alone, we gained 41 new members, the highest percentage increase

among the ASIS International chapters that year, supported by an impressive 83% retention rate. This momentum continued in 2019 with a 49% growth in membership and an 85% retention rate. That year, 37% of our members held at least one board certification, placing ASIS Jamaica among the most credentialed chapters worldwide.

We also spearheaded several high-impact initiatives. The John E. Reid & Associates Interviewing Course, hosted in 2017 and 2019, trained over 140 individuals and generated more than US\$13,600 in revenue. Strategic partnerships with the Private Security Regulations Authority (PSRA) and HEART Trust, the nation's standards and training agency, further elevated our national profile, culminating in our inclusion in the Jamaican Government's Joint Interagency Operations Group (JIOG) in 2019.

Throughout my stewardship, the Business Management Committee (BMC) consistently delivered engaging and well-attended meetings featuring prominent guest speakers and offering certified members opportunities to earn Continuing Professional Education (CPE) credits. In 2020, with the introduction of term limits, I stepped down and proudly passed the leadership baton to Warren Smith, CPP, PCI, PSP. Though no longer Chapter Chairman, I continued

contributing through the BMC and was honoured in 2024 with an appointment to the ASIS Latin America & Caribbean Regional Board, tasked with driving membership growth.

The legacy of our past Chapter Chairpersons continues to shape ASIS Jamaica's direction. Their commitment to excellence, certification advocacy, and community engagement has set enduring standards. Our chapter's greatest legacy lies in its sustained impact on the evolving field of security

“

**Membership increased from 46 in 2005 to 107 by 2019. In 2017 alone, we gained 41 new members, the highest percentage increase among the ASIS International chapters that year, supported by an impressive 83% retention rate.**

management, exemplified by our consecutive I.B. Hale Chapter of the Year Awards from 2020 through 2024. Congratulations to ASIS Jamaica for reaching this golden milestone and thanks to our members past and present for their dedicated service.

**GSX**  
GLOBAL SECURITY EXCHANGE

POWERED BY  
**ASIS**  
INTERNATIONAL

29 SEPTEMBER – 1 OCTOBER, 2025  
NEW ORLEANS, LOUISIANA, USA

**NOW ACCEPTING  
CALL FOR PRESENTATIONS**

**APPLY TODAY >>**



50 YEARS OF LEADERSHIP AND LEGACY





## 50 Years in Security: Reflecting on a Year of Growth and Collaboration

Warren Smith, CISSP, CRISC, PMP, PMI-RMP, CPP, PCI, PSP | Chairman 2020

**A**s I passed the mantle of leadership to the incoming administration, I am filled with pride and gratitude for what we accomplished together during my tenure. Our year will be remembered as a defining period for the ASIS Jamaica Chapter, marked by remarkable progress and collaboration that strengthened our Chapter and contributed to the security profession in Jamaica.

We celebrated the highest annual growth in membership since the Chapter's inception, a milestone that underscores the value of our community and the shared commitment of our members to professional excellence. Our Chapter's presence on the global stage was elevated through our group delegation to the annual Global Security Exchange (GSX) conference. This invaluable experience deepened our collective knowledge and broadened our international network.

Partnerships were a cornerstone of our work. By collaborating with the Police, Military, and other Government Agencies, we launched impactful

initiatives targeting criminal activity and improving national security. These alliances have strengthened the Chapter's role as a trusted partner in addressing Jamaica's security challenges.

Our charity and diversity efforts also saw significant expansion during the year, with a focus on empowering young professionals and women in security. These programs reflect our Chapter's commitment to inclusivity and the belief that a diverse security profession is vital to innovation and growth.

As I reflect on these achievements, I extend my deepest gratitude to the Executive Team, members, and partners who made this progress possible. I am confident the incoming administrations will build upon this foundation, driving the ASIS Jamaica Chapter to even greater heights in the years ahead.

We are now celebrating fifty (50) years as a Chapter and I am delighted to know that we have maintained our standards. Not only have we maintained standards but we have been making a positive impact in the security domain. We cherish the reputation we have built over the years. Thank you for the privilege of serving as your Chairman. I look forward to continuing my journey as a dedicated member of this incredible organization.

“

***Our charity and diversity efforts also saw significant expansion during the year, with a focus on empowering young professionals and women in security.***





# ASIS Jamaica: A Legacy of Leadership and Industry Engagement

Capt. Garth Gray, CPP, PCI, PSP | *Chairman 2021*

**A**s ASIS International Jamaica Chapter celebrates its 50<sup>th</sup> anniversary, it is fitting to reflect on the leadership that has guided the Chapter through its evolution. The commitment and dedication of past Chairpersons have played a pivotal role in the Chapter's development, strengthening its influence both locally and regionally. One of the most significant milestones in recent years was the tenure of Captain Garth Gray, CPP, PCI, PSP, whose leadership in 2021 marked a period of remarkable achievement for the Chapter. In his address at the ASIS Jamaica Chapter AGM on December 1, 2021, Captain Gray highlighted key accomplishments, including: Strengthening the Chapter's Leadership Team with an active Business Management Committee and dedicated executive members, the Chapter fostered engagement across multiple disciplines, including mentorship, certification, women in security, and law enforcement.

***The collaboration with the Trinidad and Tobago Chapters and ARVP Lt. Col. Richardo Garcia, CPP, demonstrated the strength of inter-chapter partnerships.***

**Hosting Major Events:** The Chapter successfully organized nine (9) meetings, a Chapter social, an Annual Awards Ceremony, and professional development courses such as the CPP and PSP Study Courses. Additionally, the Chapter hosted the Roy Bordes 2-day ESRM Conference, all conducted virtually.

**Regional Influence:** ASIS Jamaica was well-represented at regional events, with members presenting at courses hosted by other ASIS Chapters. The collaboration with the Trinidad and Tobago Chapters and ARVP Lt. Col. Richardo Garcia, CPP, demonstrated the strength of inter-chapter partnerships.

**Community engagement and Philanthropy:** The Chapter contributed to disaster relief efforts in St. Vincent and the Grenadines and Haiti, donated to the Poppy Appeal in support of veterans, and participated in the HEART NSTA Trust Debating Competition.

**Recognitions and Awards:** The Chapter won the I.B. Hale Chapter of the Year Award for a second consecutive year, reinforcing its status as a leader within ASIS International. Additionally, ASIS Jamaica received the inaugural ASIS International

Communications Award for its outstanding digital presence, newsletter, and branding efforts.

**Certification Achievements:** Despite challenges with the Internet-based Proctored (IBP) exam format, the Chapter maintained a 100% pass rate for those who attempted certification exams in 2021. A new CPP Study Course was reintroduced after a 14-year hiatus, positioning members for future success.

**Membership Growth:** With 42 new members joining in 2021, the Chapter continued its expansion, though the goal of reaching 200 active members remained a work in progress.

Captain Garth Gray also emphasized the need for increased member participation in Chapter activities, urging members to contribute to committees, submit newsletter articles, and engage in professional development initiatives. As ASIS Jamaica looks ahead, the foundation laid by past chairpersons ensures continued growth, professional excellence, and an enduring legacy of leadership. The Chapter remains committed to advancing security practices and fostering collaboration within the industry. With new leadership at the helm, ASIS Jamaica is poised to build on its rich history and achieve even greater milestones in the years to come...

“Congratulations to the ASIS Jamaica Chapter on its 50th anniversary! As a proud member for 20 years, I have experienced firsthand how the Chapter has shaped my professional journey. Through ASIS, I have gained access to world-class certifications, educational resources, and a strong network that has fuelled my growth. The sense of community and support within the Chapter has been truly inspiring and instrumental in us earning international recognition. The Chapter's commitment to excellence and professional development continues to elevate the security profession in Jamaica and beyond.

**- Capt. Basil Bewry, CPP, PCI, PSP  
Latin America and Caribbean  
Regional Board Director**



## Steps to Certification

When you earn an ASIS board certification, you have a visible acknowledgment of a mastery of core security principles.

[Click Here to Read More](#)



## Key Achievements of ASIS International Jamaica in 2022

Carlos Pipher, CPP, PCI, PSP | Chairman 2022

**T**he leadership and guidance of Chairpersons is to be noted as we celebrate the 50th Anniversary of ASIS International Jamaica. Carlos Pipher, CPP, PCI, PSP served as Secretary, Vice Chairman, and Chairman for 2022.

Under his leadership the Chapter saw an increase in membership from two earlier initiatives, 'Each One Bring One' and 'five to one Member' where a member who recruits five members get their membership fee fully refunded.

Tertiary Institutions were a focus of the Chairman, he firmly believed that an undergraduate degree, coupled with a global security certification and experience in any of the security domains; Security Management, Investigations and Physical Security would improve an applicant's chance of being selected for a security management position.

### 2022 was a notable year for the Chapter:

- Two certification study courses were conducted, Certified Protection Professional (CPP) and Physical Security Professional (PSP).
- A webinar was held specifically to attract UTECH students studying cybersecurity.
- The Chapter sponsored and provided a Judge for the HEART NSTA Trust Debating Competition.
- The Chapter won a bronze award from United Way for its philanthropic efforts.
- The I.B. Hale Chapter of the Year Award was also regained for a third consecutive year.
- Two Chapter members ascended to triple Crown status.
- Secretary Nichelle Duncan became Jamaica's first and only female triple certificant.

***The Chapter gained media exposure from interviews with Dionne Jackson-Miller and Chairman Pipher on the 'All Angles' radio program and from Andre Earle's radio talk show program 'Balancing Justice'.***

Women in Security have been making strides in the industry, to acknowledge Rear Admiral



Antonette Wemyss-Gorman's appointment to Chief of Defence Staff, (CDS) the Chairman arranged a courtesy call on the CDS. The Women-In-Security (WIS) Committee launched the WIS CONNECT mail out which is well received by female members as well as their male counterparts.

The Chapter gained media exposure from interviews with Dionne Jackson-Miller and Chairman Pipher on the 'All Angles' radio program and from Andre Earle's radio talk show program 'Balancing Justice' with the Chairman and Capt. Bewry, CPP, PCI, PSP. Exposure was

also gained from articles written by the Chairman that were published by the Jamaica Gleaner.

The Chairman encouraged members to get certified, keep in the know by active participation, attend Chapter events and subscribe to ASIS CONNECTS to increase their knowledge and to form professional liaison relationships.

The Jamaica Chapter of ASIS International continues to be the leading Chapter in the Caribbean and Latin America and will continue to be because of the leadership qualities displayed by our senior members.



**JOIN**  
**34,600**  
**SECURITY**  
**PROFESSIONALS**

Take your security career to the next level

**BECOME A MEMBER**

## 9 COMMON RED FLAGS ON BACKGROUND CHECKS



- 1 MULTIPLE PERIODS OF UNEMPLOYMENT
- 2 MULTIPLE SHORT-LIVED JOBS
- 3 INCONSISTENCY IN EXPERIENCE OR EDUCATION
- 4 MISSING RELEVANT PAST JOBS
- 5 CRIMINAL RECORD
- 6 JOB-RELEVANT CONVICTIONS
- 7 POOR CREDIT HISTORY
- 8 REFUSING A CHECK
- 9 BAD REFERENCES

WWW.PSIBACKGROUNDCHECK.COM

## WHAT CAN BE REVEALED IN A BACKGROUND INVESTIGATION ?



### MISREPRESENTATIONS & FALSIFICATIONS

Falsification or misrepresentation of degree information, employment history or military



### FINANCIAL ISSUES

Financial troubles including history of unpaid taxes, bankruptcies and foreclosures.



### NON-DISCLOSURES

Undisclosed corporate affiliations, government scrutiny or a history of failed business



### ACCUSATIONS

Accusations in recent or historical lawsuits such as harassment, fraud or abuse of power.



### PAST CRIMINAL HISTORY

Past criminal history including felony charges, misdemeanors, warrants and DUI/DWI charges.



### LITIGIOUSNESS

History of litigiousness, regulatory issues, contract disputes and multiple divorce filings.



### INAPPROPRIATE COMMENTS

Historical or deleted comments on social media or online forums, as well as old news media.

LEARN MORE AT [DILIGENTAGROUP.COM](http://DILIGENTAGROUP.COM)

**GRAB YOUR  
FAVOURITES  
TODAY!**



## **WHOLESALE LOCATIONS**

### **Half Way Tree**

📍 **43 Half Way Tree Road,  
Kingston, Jamaica**  
☎ (876) 821-0368  
Mon - Fri 6AM - 6PM

### **Balmoral Avenue**

📍 **9-11 Balmoral Ave,  
Kingston 10, Jamaica**  
☎ (876) 669-3566  
Mon - Sat 7AM - 6PM

### **Slip Road**

📍 **67 Slip Road,  
Kingston 5, Jamaica**  
☎ (876) 860-3259 (876) 754-4526  
Mon - Sat 7AM - 6PM

### **Papine**

📍 **Papine Square,  
Kingston, Jamaica**  
☎ (876) 880-4289  
Mon - Sat 7:30AM - 6:30PM

### **Three Miles**

📍 **207 Hagely Park Road,  
Kingston 10, Jamaica**  
☎ (876) 275-9303  
Mon - Sat 7AM - 6PM



**@nationalbakery**

**www.nationalbakingcompany.com**





# *Women In Security*

## *Celebrates 50 years*



The Women-In-Security (WIS) Community within the ASIS Jamaica Chapter has played a transformative role in championing gender equity within the security industry. This inclusive group is committed to providing support, mentorship, and resources to women in the field while encouraging young women to pursue careers in security. Through a variety of impactful initiatives—including professional development, networking, and outreach—the WIS Community continues to foster leadership and success among female security professionals in Jamaica.

## THE WIS





# The Women Speak



*Shanna Shirley*  
CPP, PSP

Currently leading the WIS Community, Mrs. Shanna C. Shirley brings a wealth of knowledge and passion to her role. As Vice President of System Integration at Guardsman Metaverse, she combines operational excellence with a deep commitment to empowering women in security.

Under her leadership, the WIS Community continues to expand its impact through mentorship, workshops, and outreach programs, helping to shape a more diverse and empowered future for the industry.



*Tracy-Ann Brown*  
PSP

Every day, as I navigate the high-stakes world of national security, crafting policies that protect lives and enhance territorial integrity, I am driven by my unwavering commitment to service. But this work is not my only mission. I also embrace the equally vital responsibility of raising children who will inherit the world we work tirelessly to secure. Finding the balance between safeguarding nations and nurturing families is no easy task, but it is a challenge that has shaped me in ways I never imagined. These challenges have cultivated unshakable leadership qualities.

Looking back, as the Chapter celebrates its 50th anniversary, I am reminded of just how much we have accomplished together in shaping the security landscape, both locally and globally. Earning my PSP designation has been one of the most defining moments of my career, empowering me with the skills, knowledge, and confidence to make a real and meaningful contribution to the field of national security.

I am also incredibly proud to be part of a generation of women who prove that security and motherhood are not competing roles, but complementary strengths. I find it particularly meaningful to witness the groundbreaking appointments of Jamaica's first female Minister of National Security and the first female head of Jamaica's military—currently the only serving woman to lead a military force and globally the second in history. These milestones are a testament to how far we have come and truly represent the modern face of security leadership.

Here's to 50 more years of growth, collaboration, and empowerment within the security community.



*Suzanne Scarlett*  
PSP

Suzanne T. Scarlett, PSP, stands as a pioneering force in the Jamaican security industry. As its inaugural Women In Security (WIS) Chairperson, she has been instrumental in advancing the role of women in the field.

Her outstanding contributions were recognized internationally in 2022 when she received the prestigious ASIS International Women in Security Global Community Karen Marquez Honors, a testament to her enduring impact on the industry.

# The Women Speak



*Supt. Michelle Campbell*

The field of security was never my initial calling. I had dreamt of becoming a nurse, drawn to the idea of care and compassion. However, life has a way of steering us in unexpected directions. I found myself in law enforcement, a path I hadn't envisioned, but one I have come to embrace wholeheartedly.

Over the past twenty eight (28) years serving in the Jamaica Constabulary Force, I have faced numerous challenges, including the persistent issue of gender bias. Yet, through unwavering determination, skill, and resilience, I have risen through the ranks to the position of Deputy Superintendent of Police and now proudly lead the Kingston Eastern Division.

My journey is a true testament to perseverance and purpose. Though it began differently than I had imagined, it has evolved into a calling that I am deeply committed to one in which I continue to grow, lead, and serve with pride.

Joining ASIS Jamaica Chapter and becoming a member of the Women in Security Jamaica Chapter has added a new dimension to my professional journey. The sense of camaraderie and solidarity formed among fellow female stalwarts in the security field has been nothing short of empowering. This "sisterhood" has provided a source of inspiration, strength, and support that is immeasurable.

I therefore encourage other women in the field of security to become a part of this remarkable institution. Together, we can continue to uplift and empower each other, break barriers, and redefine the landscape of security leadership in Jamaica and beyond.

**Happy 50<sup>th</sup> Anniversary!!!!**



*Nichelle Duncan*  
CPP, PCI, PSP

With over 20 years in the security industry, for ten of those have I been a member of the ASIS Jamaica Chapter. My membership with this tremendous high achieving Chapter contributed immensely to my personal and professional achievements to include my triple crown certification and becoming former Chapter Chair, for the administrative year 2022.

While it can be intimidating for many women in this male-dominated industry, the Jamaica Chapter makes it quite easier through the support and inclusivity towards its members.

**Happy 50<sup>th</sup> Anniversary ASIS Jamaica Chapter!!**



*Mollie Plummer-Henry*  
JP

The Security Industry wasn't one I wanted to be in. As a matter of fact, I never knew or thought that one day I would be singing a different note. Today, with over sixteen (16) years and loving it, it is a testimony to the changes within the Industry that has fostered inclusiveness.

There are many opportunities for women. I wish to commend the JA Chapter for the great work over the years. Not only do they focus on the skills but that of motivating and empowering new members.

**Happy 50<sup>th</sup> Anniversary!**

# TAKING THE CASE NO ONE WANTED:

## A STORY OF FRAUD, REDEMPTION, AND RELENTLESS ADVOCACY

by Aldean Campbell, Legislative Chairperson



*It was one of those cases that made seasoned Probation Officers, Mediators, and even Attorneys hesitate before stepping in.*

**T**he thought of writing this article has been plagued with many emotions. Not because I didn't know what to say, but because this particular case demanded more than simple telling. It was layered professionally, emotionally, and ethically. It wasn't just a matter of resolving a dispute; it was about facing the uncomfortable, navigating mistrust, and guiding a process many believed was beyond repair.

Eventually, I realized that not writing about it would be a missed opportunity not just for me as a Polygraph Expert, Gazetted, and Certified Mediator, but for the many professionals who work in high-trust environments, where the cost of betrayal can shake entire systems. This was one of those rare cases that had all the elements of controversy, risk, and discomfort. It was one of those cases that made seasoned Probation Officers, Mediators, and even Attorneys hesitate before stepping in. I was assigned such a case that lingered on the edge of complexity and controversy. None of my colleagues wanted to touch it. Not because of a lack of skill, but because the nature of the matter itself was entangled with reputational risk, internal betrayal, and unsettling breach of trust and it was time-consuming to address. The case involved a former employee of a respected security lending agency faced with 19 serious charges of fraudulent conversion. She had borrowed money from her employer formally at first but later used illicit means, misappropriating millions to repay that debt.

It was a storm of legal, reputational, and interpersonal complications. Understandably, most people stepped back, but I stepped in not to judge,







***Given the complexity, the case demanded legal rigor but also emotional resilience and the ability to navigate organizational sensitivities with discretion. I couldn't walk away. Underneath the dishonesty was a complex web of human error, institutional blind spots, and, ultimately, the potential for redemption.***

but to meditate. What unfolded taught me more about institutional vulnerability, accountability, and human growth than most cases ever do.

The employee had once been trusted, even admired, within her professional circles until it came to light that she had orchestrated a fraudulent scheme when she converted company funds for personal use. What began as a routine and formal loan, spiraled into fraud as the employee siphoned millions to repay the debt, dragging other colleagues, knowingly or unknowingly, into the vortex of her scheme. When the matter surfaced, the atmosphere was understandably tense. Accusations flew, documents were buried under layers of misinformation, and internal cooperation was fractured. Given the complexity, the case demanded legal rigor but also emotional resilience and the ability to navigate organizational sensitivities with discretion. I couldn't walk away. Underneath the dishonesty was a complex web of human error, institutional blind spots, and, ultimately, the potential for redemption. From the outset, it was clear it wouldn't be a straight path to trial and or mediation. The challenge wasn't just proving what happened; it was unraveling how it happened, and why no one caught it sooner. It wasn't about building a case it was about restoring faith.

One of the pivotal moments came when I shifted focus to identifying the root causes that allowed fraud to occur in the first place. This opened the door to uncomfortable, but necessary, conversations. The former employee, faced with the mounting evidence and a carefully structured opportunity for resolution, eventually made full admissions, offered a formal apology, and took active steps toward restitution.

The result followed not just a legal victory; it was a transformation. I helped avoid protracted litigation, saved significant court resources, and achieved a meaningful outcome for the employer, whose systems were also re-evaluated and strengthened in the process. As part of the settlement, the employee voluntarily committed to personal growth, enrolling in ethics training and counseling as a sign of accountability. The security lending agency, to its credit, leaned in. They were able to identify and address gaps that had made fraud possible. Instead of brushing it under the rug, they responded with maturity, implemented stronger oversight, refined risk protocols, and invested in staff awareness and training.

This case reaffirmed something I've always believed: the most difficult cases often offer the greatest potential for growth both institutional and personal. When others stepped away, I leaned in, not out of bravado, but because I saw an opportunity to make something right in a space where everything had gone wrong.



***The restitution had a ripple effect. The employer, once rattled by betrayal, expressed a renewed sense of safety and confidence in its systems and people. The employee, though facing the consequences, found an opportunity for rehabilitation and personal rebuilding.***

The restitution had a ripple effect. The employer, once rattled by betrayal, expressed a renewed sense of safety and confidence in its systems and people. The employee, though facing the consequences, found an opportunity for rehabilitation and personal rebuilding. The court was spared the burden of a long resource trial, a powerful example of how mediation can uphold effectively, efficiently, and humanely, the tenets of a strong security system.

For professionals in security-sensitive industries, it's a compelling call to action, to prioritize not just compliance, but culture, clarity, and compassionate accountability because we will always get more out of people when honey is served than vinegar.



# CERTIFICATION PROFILE:

## SELBOURNE WEBB, CPP, PCI, PSP

By Emily Callahan | ASIS International  
Security Management Magazine | 9 April 2025

**A**t 18 years old, Selbourne Webb, CPP, PCI, PSP, decided to join the Jamaica Defence Force. Webb served in the military for more than 27 years, retiring at the rank of Warrant Officer Class 2 (WO2) in 2014.

“As a youngster growing up in a developing country the idea of serving my country in the army seemed like a great option that would give me the opportunity to be exposed to security at a national and regional level and making the lives of my family and fellow countrymen a safer one,” Webb says.

After retiring from the Jamaica Defence Force, Webb began working as a director at Emergency First Aid and Safety Training (E-FAST). E-FAST works to provide pre-hospital emergency and safety training to average citizens to help prevent loss of life and make Jamaica safer.

In 2020, one of Webb’s colleagues told him about a certification he was pursuing called the Physical Security

Professional (PSP®) certification. At the time, Webb was unfamiliar with the PSP or ASIS International, but he was intrigued by the certification his colleague described. From there, Webb began to dig deeper into learning about ASIS and the certification opportunities that came with it.

In December 2020, Webb became a member of ASIS. Shortly after, he joined a Certified Protection Professional (CPP®) certification study group organized by the local Jamaica Chapter. In June 2021, Webb sat for and passed the CPP exam, earning him his first ASIS certification.

“I chose to get my ASIS certification as a means to validate my competence in the security field and to keep current in this fast moving and changing industry,” he says.

One certification was far from enough for Webb, though. Just six months after earning his CPP, Webb went on to earn his PSP in December 2021. In June 2022, just one year after earning his first certification, Webb completed the Professional Certified Investigator



(PCI®) certification, earning him the ASIS Triple Crown.

“ASIS International has provided the perfect bridge to facilitate my transition from the military to take my place in the industrial/private security field,” Webb says. “It feels good to be validated by your peers in the industry. My Triple Crown status has greatly enhanced my ability to compete in the global market thanks to ASIS International.”

“

***I chose to get my ASIS certification as a means to validate my competence in the security field and to keep current in this fast moving and changing industry.***

In addition to earning his certifications, Webb is an involved member and volunteer. He currently serves as the Chapter vice chairman and certification chairperson for his local Chapter in Jamaica.

“I work closely with Chapter members preparing for certification,” Webb says. “It is my heartfelt joy to see persons with whom I work and help to prepare coming out successfully with their various ASIS certifications, thus making them better prepared to take on their various work challenges within the security industry.”

For his work with certification, Webb was awarded the Professional Certification Board Regional Certification Award in 2022.

One of the things Webb values most about being an ASIS member is the opportunity to connect with peers in the industry both locally and across the globe. He cites the ability to share information and build relationships as a key benefit of membership.

“The network of security professionals that I have joined since becoming a member has proven to be most valuable along with the access to the latest security updates and information as provided by ASIS International is a benefit that cannot be valued,” Webb says.



Article first published on and retrieved from [asisonline.org](https://www.asisonline.org). Emily Callahan is a communications specialist for ASIS International. <https://www.linkedin.com/in/eccallahan1/>



# GAIN EVERY ADVANTAGE

**More possibilities.  
More responsibilities.  
More trust.**

An ASIS International certification offers limitless opportunities to advance in your career. Whether you're new to the field or a security management veteran, you can find a credential that aligns with your objectives and raises your profile among our global community of security professionals. Our four certifications are widely recognized symbols of excellence that establish your mastery. This expertise gives you an unmatched advantage in your threat-prevention strategies—and in the marketplace.

**JOIN TODAY**





ASIS INTERNATIONAL JAMAICA CHAPTER

# VINTAGE ARTICLES

# Security Officer Posts - Low Hanging Fruit?



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

**W**hen 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?

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



By Jason McKay

**B**y 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.

Feedback: [jasonamckay@gmail.com](mailto:jasonamckay@gmail.com)



Your outie always remembers to **renew** their **ASIS membership** on time.

Keep exclusive access to:

- A global community of 34,000+
- Free & discounted ASIS Standards & Guidelines
- 50+ FREE expert-led webinars for continuous learning
- Discounts on certification, GSX, and ASIS store purchases
- Career HQ, exclusive newsletters & more!

# The Role And Contribution of Private Security in The Aviation Industry



**Courtney Wallace, CPP, PSP**  
*Membership Chairperson*

**T**he Civil Aviation Regulations 2012 sets out clearly national obligations as well as obligations for air operators operating at our airports and airdromes.

Civil aviation has always been an attractive target for organizations, groups, or persons with devious intent. A successful attack will not only draw national but international attention. Jamaica as a country must be able to identify potential threats, risks, vulnerabilities, and hazards in a timely manner and implement workable security measures to mitigate such acts.

Private security is contracted to carry out access control and screening functions at passenger terminals, ramps and access points to both landside and airside to prevent unauthorized access. Private security is also contracted by airlines to ensure aircraft security while on the tarmac and to their facilities.

Security officers contracted to work at our airports and its facilities must think globally to prevent the likelihood of an adversary to successfully carry out Acts of Unlawful Interference (AUI) against civil aviation or its facilities as listed in annex 17 of the civil aviation regulation such as but not limited to:

- Unlawful seizure of aircraft.
- Destruction of an aircraft in service.
- Hostage taking on board aircraft or airdromes.
- Forcible intrusion on board an aircraft, at an airport or on the premises of an aeronautical facility.
- Introduction on board an aircraft or at an airport of a weapon or hazardous device or material intended for criminal purposes.

- The use of an aircraft in service for the purpose of causing death, serious bodily injury or serious damage to property or the environment.
- Communication of false information such as to jeopardize the safety of an aircraft in flight or on the ground, of passengers, crew, ground personnel or the public, at an airport or on the premises of a civil aviation facility.

Terrorists will seek to exploit the vulnerabilities that can be easily accessed. We must therefore take all steps to close the gaps to mitigate the possibility of an attack. Security screeners must be trained and certified to meet international standards to carry out screening functions. We can all appreciate the need for the increased measures and vigilance as we in Jamaica had our own experience when Stephen Fray breached airport security at Sangster International Airport (MBJ) and commandeered Canjet flight #918.



## Customer Service/ Baggage Make up Area (CHUTE)

Security officers contracted by airlines perform several functions, assisting passengers entering the lobby and to direct them to the correct airline counter. Passenger profiling is also conducted to assist Law Enforcement Officers (LEO) in identifying a suspicious person. Screened passengers are constantly monitored until boarded. Private security ensures that luggage is identified with a tag attached before being placed on the conveyer.





At the baggage area, security guards are posted to monitor and ensure that only authorized persons enter designated airline space. They also monitor the baggage handlers to ensure that bags are placed in lines based on intended flight and destination. They also ensure that the integrity of all luggage is main-

tained. Baggage reconciliation is conducted by private security who match generated flight records with bag tags to ensure a positive bag match (PBM). Bags for bulk loading and containers are loaded and sealed under the supervision of security and packed on carts. Once loaded they are escorted to the ramp and handed over to security assigned to the cargo bay of the specific flight along with a copy of the baggage reconciliation document for each cart or container.

## Export Cargo Operations

Cargo security is another area that is of great importance and involves private security assisting to ensure cargo integrity. Any AUI will have a negative impact on the airline, economy, the shipper, and Jamaica. The result could lead to loss of export license, and a fine for the carrier.

The scope of work performed by private security is enormous; this is to ensure the safety of passengers and aircraft. The significant contribution of private security to safeguard the airline industry against AUI must never be undervalued, without their involvement it would almost be impossible for airport and airline operators to operate safely.




# Congratulations

## Senior Superintendent Christopher Brown, PCI

The Executive and Members of ASIS  
International Jamaica Chapter  
proudly congratulates

**Senior Superintendent  
Christopher Brown, PCI**  
of the Jamaica Constabulary Force,  
on his recent promotion and  
appointment as the Head of the  
Forensic Services Branch.





# Congratulations

## Aldnaine Hanson, PSP

The Executive and Members of ASIS  
International Jamaica Chapter  
proudly congratulates

**Aldnaine Hanson, PSP**

For his recent  
**Exam Success.**

Aldnaine was successful in the  
PSP exam on  
March 19, 2025.






Photo courtesy of Jamaica Gleaner/"Fire fears heighten as Kingston skyline changes"



## Safety and Security Considerations For High Rise Buildings

*This article first appeared in the Jamaica Gleaner on February 5, 2022*

**Carlos Pipher, CPP, PCI, PSP**  
Vice Chairman/Newsletter Editor

**“High rise structures pose security risks that are different from low rise structures.”**

The city of Kingston and some locations on our northern corridor have seen a dramatic increase in high rise structures with some being commercial spaces, others for the hotel industry and the majority designed for residential accommodation. Therefore, a large volume of people will occupy these buildings which will inevitably pose added safety and security risks. What constitutes a high rise building? (Craighead, 2003): Protection of Assets Manual 2011, *Applications* ASIS International, p 51 states that “a high rise structure is considered to be one that extends higher than the maximum reach of available firefighting equipment”.

Fire poses the greatest risk to a high rise structure and thus increases the probability of loss of lives because of the inability to evacuate quickly due to the large size of the structure, the large volume of occupants, and the difficulty to respond and extinguish a fire that is out of reach of fire fighting equipment. Therefore, it is of utmost importance that security/property managers are well versed in safety and security issues that are applicable to a high rise structure.

First of all, one would expect that the applicable fire and building codes were factored in the design and then implemented. In most cases, security/property managers have the responsibility of safety and security, both of which have separate concerns that will have to be adequately addressed so as not to interfere with each other. Life safety measures are designed to ensure that all occupants are able to freely evacuate a building during a fire emergency whereas the aim of security is to prevent a perpetrator who has committed a crime from leaving the building.

Therefore, operational tests ought to be conducted on smoke and heat detectors, sprinkler system and communications system to ensure that they are working effectively. Communication is vital for prompt notification of a fire emergency; this is usually by a one-way PA system connected to the fire annunciator. In concert with the above systems, fire drills should be conducted with occupants so that all are aware of the evacuation procedures in a fire emergency. A detailed emergency plan should be in place and address signage, escape routes, simple floor maps,



description of emergency systems and their operation and contact details of emergency staff. Important to remember is that a fire in a high rise building will have to be fought manually using the stand pipe system.

### **Security Considerations**

High rise structures pose security risks that are different from low rise structures; they comprise multiple occupied floors which lead to high occupancy levels, they contain more personal property and there is an increased potential for theft. The stairwells which are mostly unused may be an ideal location for a crime to be committed, be it assault or a sexual offence.

The assets of the building are to be adequately protected from natural and manmade hazards, therefore effective security countermeasures that are enforced within the building will lessen the negative impact of a security related incident. However, safety and security may be in conflict if two perpetrators are acting together. For instance, their action could create a vulnerability at an egress point if one of the perpetrators with malicious intent activates a fire alarm on the 20th floor whilst the accomplice makes a rapid escape through the fail safe doors at street level. Installation of a motion sensor surveillance camera is an excellent countermeasure to aid in detection and should be strategically placed to cover very sensitive areas on the building such as the security operation

***“ The human element is needed to monitor, gauge, recalibrate security systems, ensure compliance and most importantly to make decisions. ”***

centre, the server room as well as all ingress and egress points and stairwells. In some cases a high rise building is located at curb side and because of this emphasis should be on point security as opposed to area security.

Further, there should not be a piecemeal approach to the installation of a video surveillance system. The functional requirements of a camera system should be the driving force with certain critical questions being addressed at the inception. What is the purpose of the system? What is to be viewed by the camera and what are the requirements for real time monitoring and recording? Additionally, the function of each camera may require a different field of view and so the main factors to be considered are target, activity and purpose.

Finally, the human element is needed to monitor, gauge, recalibrate security systems, ensure compliance and most importantly to make decisions. It is of paramount importance that the security team that is in place is competent in their specialty to execute the necessary functions which will aid life safety and security.

***“***

***The assets of the building are to be adequately protected from natural and manmade hazards, therefore effective security countermeasures that are enforced within the building will lessen the negative impact of a security related incident.***

***”***



# Anticipating, Identifying and Adapting

## to the Shifts in the Security Industry

Jason Robinson, PSP, Secretary



**“While some security professionals are anticipating these changes and adapting quickly, others, not so much. This is unfortunate”**

*“It is not the strongest of species that survives, nor the most intelligent, it is the one most adaptable to change”*

— Charles Darwin.

**W**ho Moved My Cheese? An Amazing Way to Deal with Change in Your Work and in Your Life, written by Spencer Johnson is a motivational story which illustrates the various stages and complexities of anticipating change, identifying change, and adapting to change. The story outlines the daily lives of four characters, two mice—Sniff and Scurry, and two little people—Hem and Haw who went in pursuit of cheese which they eventually discovered at Cheese Station C. Each day the four characters would go to Station C and feast on the available cheese. For each character, the cheese meant their livelihood and ambitions. The mice, Sniff and Scurry, would rush out each day to the station to feast, while the little people would take their time as they believed the cheese would always be available when they got there. Over time, Sniff and Scurry identified that the cheese was depleting and started to make plans. Hem and Haw did not realize this. Eventually, the day came when the cheese was finished. Sniff and Scurry in anticipation of their resource being depleted went off in pursuit of new cheese and eventually found it. They did not hesitate. Hem and Haw however complained bitterly, **WHO MOVED MY CHEESE!** They were angry and hungry. Hem blamed everything and everyone for the missing cheese. Haw was discouraged and sat with Hem for a long time trying to convince him to go with him in

search of the cheese. He was afraid to go alone until he eventually accepted that he needed to overcome his fear or he would starve. At first, Haw was nervous but hopeful. He eventually found new cheese. Haw went back and tried to convince Hem that he found new cheese but Hem refused to leave his comfort zone.

This story demonstrates the complexity of the human mind—the hems and haws and the challenges associated with change whether personal or organizational. Sniff and Scurry represent those who will anticipate and move in the direction of change. They exhibit resilience! Hem and Haw are those who resist change and complain constantly. Although, some may eventually accept the change after initially resisting, there are those who may never move forward. This story is very relevant to us as security professionals. The Security Industry is evolving very rapidly. Greg Parker stated in the article: Six key shifts shaping the security industry that security is shifting from entry to occupancy, from buildings to people, from forensics to prevention, from cutting edge to good enough, from stuff to service, and from independent to integrated. He explains that security management is now occupancy and people focused rather than access control. The industry is technology-driven protecting employees, not just things, and having the ability to integrate with the non-security elements of a business.

While some security professionals are anticipating these changes and adapting quickly, others, not so much. This is unfortunate, because it is not a question of whether change is coming but it is already here. Accept it, adapt to it, monitor it and most of all enjoy it. Push past the hems or haws in your mind and sniff and scurry towards embracing a security industry that is relevant and resilient, or as Parker states in his article: an industry that is “not only about reducing risk, but also about enabling growth.”

*References: Johnson, S. (1998). Who moved my cheese?: An amazing way to deal with change in your work and in your life. New York: Putnam. Parker, G. (2021) Six key shifts shaping the security Industry: <https://www.securitymagazine.com/articles/96381-six-key-shifts-shaping-the-security-industry>*



# Balance In Security

**There is already a heightened awareness of this concept in the security industry**

Selbourne Webb, CPP, PSP, Certification Chairperson



## Balance in Security



**“ Every well engineered Physical Protection System must exhibit some basic foundational characteristics, one of which is the ability to offer balanced protection. ”**

**E**very well engineered Physical Protection System (PPS) must exhibit some basic foundational characteristics, one of which is the ability to offer balanced protection. Whilst there is already a heightened awareness of this concept in the security industry, this article seeks to explore some additional dimensions to the issue of balance. The areas to be explored are balance among electronic, structural, human, and procedural protection measures; balance relating to access points and methods; and balanced consideration of protection objectives or assets.

### **Balance among electronic, structural, human, and procedural protection measures:**

Care must be taken to ensure that there is not an overreliance on electronic security systems at the expense of other basic structural measures and the employment of proper procedures. All the elements in the PPS should complement each other, thus operating in concert as a true system in achieving the goal of deterrence, delay, detection, and eventually, denial.

### **Balance relating to access points:**

In this context, balance means that whichever access point the adversary chooses to attempt to enter

through, there should be similar levels of difficulty encountered by the various elements of the PPS. Considering the fact that the barrier surfaces that surround the facility will vary in strength based on their composition, this might be difficult to achieve, but it is still achievable. Careful consideration must also be given to other possible access points, such as heating, ventilating, and air conditioning ducts and openings. The objective should be to achieve a balance where the minimum time or difficulty to penetrate a barrier is equal, along with equal probability of detection.

### **Balanced consideration of protection objectives or assets:**

Generally, in physical security designs, there is significant focus on the protection of property; nevertheless, regardless of the type of facility or the intended purpose, consideration must be given to the protection of people, information, and all other intangible assets. Depending on the nature of the operations conducted at a facility, there may also be conflicts between security and safety. Careful planning must be done to strike the desired balance between safety and security while achieving the operational objectives within a cost-effective framework.



**“ Generally, in physical security designs, there is significant focus on the protection of property. ”**



A delegation from ASIS International, Jamaica Chapter paid a Courtesy Call on the Chief of Defence Staff, Rear Admiral Antonette Wemyss-Gorman (centre) on Friday, February 25, 2022. L-R: Capt. John Richards, Tracey-Anne Chung, Chairman Carlos Pipher, Jason Robinson, Suzanne Scarlett, Capt. Basil Bewry, Nichelle Duncan, and Clive Harris.



**EXEMPLIFY  
EXCELLENCE  
Rise to the Top**

**APPLY FOR CPP**

## **Certified Protection Professional (CPP®)**

Earning the Certified Protection Professional (CPP®) credential isn't the end of your achievement—it's only the beginning. The internationally recognized and respected "gold standard" in security management expands your career potential like nothing else. Translate your expertise into a competitive advantage today.





## ***The Leaders in Maritime Security***

A Recognized Security Organization Appointed by the Port Authority of Jamaica  
A Member of the Kingston Wharves Group



**MARINE SECURITY  
SERVICES**

**SECURITY TRAINING  
& CERTIFICATION**



**INDUSTRIAL SECURITY  
SERVICES**

**ID SERVICES**



**UNDERWATER  
INSPECTIONS & SURVEYS**

**PSYCHOMETRIC  
EVALUATION SERVICES**



**SECURITY CONSULTANCY  
SERVICES**

**INVESTIGATIONS &  
EMPLOYMENT  
SCREENING SERVICES**



# **Security Administrators Limited**

**5 Third Street, Newport West, Kingston 13**

**Tel: (876) 923-4883; 923-4876; (876) 757-6807**

**E-Mail: [sal@kwljm.com](mailto:sal@kwljm.com)**

**Website: [www.securityadministrators.com.jm](http://www.securityadministrators.com.jm)**

# SECURITY



## The Benefits of a Security Program

**Lt. Col. Oswald J. Smiley, CPP**  
**Newsletter Editor**

An article published on February 23, 2021 by the Jamaica Gleaner stated that the Government of Jamaica has set aside JA\$1 billion to continue the buildout of cybersecurity initiatives of the security forces. The article went on to say, the programme aims to facilitate the security force's enhanced use of technology to ensure national security. In the 2021/22 fiscal year, the money will be used to continue the procurement of software and hardware to build out the cybersecurity capability of the security forces and there are several benefits to derive from this initiative. One such benefit that will be seen is that CCTV feeds will provide useful footage in relation to criminal activities and emergencies and will be monitored by a team of security professionals.

With the increase in criminal activities that are currently taking place around the world, countries such as Jamaica must put in place a system that is robust, and that has integrity, while maintaining the confidence of its citizens. This move of course is a step in the right direction and steps should be made to ensure its completion.

According to the ASIS International Protection Of Assets manual on Physical Security (Benefits of A Security Metrics Program), "having good metrics within your Physical Security environment is a valuable tool that security professionals can use to view and analyze their programs. Managers can use these metrics to compare the effectiveness of various components of their overall security program; measure the performance of a specific system, product or process; and assess the responsiveness of security staff members. The knowledge gained from this process, when effectively applied, helps security professionals do the following:

- Better understand performance.
- Identify potential risk within the program.
- Identify problems and discover broken internal processes.
- Measure internal compliances with organizational policy.
- Better leverage current security system capabilities
- Measure how their program performs against established benchmarks.
- Improve accountability.
- Communicate program performance.
- Drive performance.
- Justify resource allocation.

With this level of investment, the Jamaican Government will definitely benefit from this type of program.



# From The Chairman's Desk:

## The Relevance of Physical Security in the Paradigm of Cyber Security

Chairman, Carlos Pipher, CPP, PCI, PSP



## From The Chairman's



**“With all the innovations in cutting edge technology, we simply cannot do without physical security.”**

Physical security primarily encompasses protection measures aimed at protecting assets by using people, procedures, and technology, along with a combination of software and hardware components. Hardware components include lighting, fences, locks, access control, sensors, CCTV, barriers, gates, doors, building architecture, alarm systems and radios. Unsecured assets will be vulnerable to theft, damage, and acts of sabotage e.g., a server room not properly secured by physical security measures may be accessed by someone with the intention to gain confidential information, delete files, install malware or to deny service. Physical security plays a very important role by assisting and aiding cyber security to perform its function without interfering.

With all the innovations in cutting edge technology we simply cannot do without physical security to protect the assets of the organization or in our homes. Physical security is basic, that is why we have high quality door locks, grilled doors and windows, camera systems and

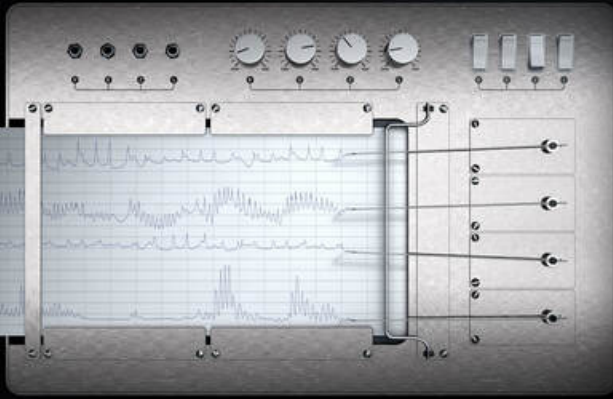
a defined perimeter. The foundation of deterrence is a critical component in any physical protection system, because if the measures deployed are effective enough to deter an adversary, then an attack on the assets would be avoided.

So, whereas physical security is protecting the assets of the organization, Cyber security is concerned with protecting the network, systems and programs that are propriety to the organization from digital attacks. The IT platform is the life blood of an organization. If the hardware components are not properly protected, the output will be severely affected which, in turn, will result in under-performance or non-performance of the system. Physical security and Cyber security have a symbiotic relationship. They rely on each other even though they have different functions, but their aim is the same... protection.

Within any security architecture, physical security will converge with the IT platform to bring about the desired outcome for the facility. Physical security components are the bedrock of any protection system which ensures that even in a digitized space there will always be the need for physical security professionals to provide the requisite maintenance for the essential components that the physical system requires.

**“So, whereas physical security is protecting the assets of the organization, Cyber security is concerned with protecting the network, systems and programs.”**

# PHYSICAL SECURITY



# 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**

**W**hen 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.



Members of the Jamaica Chapter attended a Church Service at the Swallowfield Chapel and a Social for the launch of the Chapter's 50<sup>th</sup> Anniversary







**FORENSIC**

POLYGRAPH SERVICES

Detecting Deception Since 1999

# LET US UNCOVER THE TRUTH

## FORENSIC POLYGRAPH SERVICES

- ⇒ Investigative Polygraph Tests
- ⇒ Pre-Employment Polygraph Tests
- ⇒ Infidelity Polygraph Tests
- ⇒ Behavioural Analysis Interviews
- ⇒ Background Investigations

### CONTACT

**876-383-2754**

**876-792-0875**



[forensicpolygraphja.com](http://forensicpolygraphja.com)



[forenpoly@gmail.com](mailto:forenpoly@gmail.com)



[forensicpolygraphja](https://www.instagram.com/forensicpolygraphja)





# RISK MANAGEMENT

Image courtesy of/URL: <https://www.corporatecomplianceinsights.com/key-elements-of-the-risk-management-process>



## Enterprise Security Risk Management

Warren Smith,  
CISSP, CRISC, PMP, PMI-RMP, CPP, PCI, PSP  
ASIS Council Liaison

**“By adopting the ESRM framework, physical security professionals can move beyond the traditional silos of security and engage in cross-functional collaboration with other departments.”**

The importance of physical security professionals adapting to and advocating for an enterprise security risk management program cannot be overstated. With the ever-increasing threat landscape and the growing need for a comprehensive approach to security, physical security professionals must integrate themselves into the broader security ecosystem to ensure the safety and protection of an organization.

Enterprise Security Risk Management (ESRM) is a holistic approach to security that integrates physical, cyber, and operational security into a comprehensive risk management program. The ESRM model provides a framework for organizations to identify, assess, and manage their security risks through collaboration between departments, and a continuous risk management cycle.

While ESRM may seem like a departure from traditional physical security practices, it is, in fact, an evolution of physical security. ESRM recognizes that physical security is just one aspect of overall security and must be integrated with other security disciplines to ensure comprehensive risk management.

Physical security professionals must embrace this shift in security philosophy and integrate themselves into the ESRM framework. By doing so, they can better understand the organization's overall security posture, identify security risks that may impact the physical security environment, and collaborate with other security disciplines to mitigate those risks.

By adopting the ESRM framework, physical security professionals can move beyond the traditional silos of security and engage in cross-functional collaboration with other departments to identify and mitigate security risks. This collaboration can lead to a more comprehensive approach to security that encompasses physical, cyber, and operational security.

By advocating for an ESRM program, physical security professionals can demonstrate the value of their role in the overall security ecosystem. By showing how their expertise can contribute to a more comprehensive approach to security, they can increase their visibility within the organization and become more integral to the overall security program.

The benefits of an ESRM program go beyond just improved security. An ESRM program can lead to increased efficiency and cost savings by streamlining security processes and reducing redundancies. By collaborating with other departments and sharing information, security professionals can identify areas where security practices can be optimized, resulting in a more efficient and cost-effective security program.

ESRM can also help organizations become more resilient to security threats. By continuously assessing

and managing security risks, organizations can adapt to changing threats and minimize the impact of security incidents.

Physical security professionals must recognize the importance of their role in the broader security ecosystem and integrate themselves into the ESRM framework to ensure the safety and protection of their organization.

## How to Measure Your Risk Monitoring Activities

[Click Here to Read More](#)

“

ASIS International and the Jamaica Chapter have taught me that prevention is a crucial element of safety. The Chapter has equipped its members with advanced knowledge and strategic insights necessary for identifying potential risks and hazards, enabling us to take proactive steps to mitigate them. As a member of the Private Security Sector, I have greatly benefited from the Chapter's significant contribution to my professional growth.

Furthermore, the Chapter has provided support that encourages the ongoing development and recognition of private security as a respected profession. As a woman in security (WIS), I feel incredibly fortunate to belong to such an inspiring and empowering community. Here's to 50 years and many more to follow.

**-Shava Gaye Thompson, Member**

The Jamaica Chapter is renowned in the security industry of the English-speaking Caribbean for its leadership role and at home for being a standard bearer, offering certification courses, mentoring, webinars, speaker's forum and seminars.

Being a member has enhanced my career in corporate security. The Chapter has a reservoir of knowledge, a security practitioner or professional will be empowered by becoming a member.

**-Carlos Pipher, CPP, PCI, PSP**

”

“

Celebrating 50 Years of Excellence in Security & Service!

For half a century, ASIS International Jamaica has advanced the security profession, and inspire a legacy of integrity, leadership, and innovation.

Regionally, and on the global stage, we've been a trusted name in safety, professionalism, and progress. As we celebrate this golden milestone, we look boldly to the future—committed to shaping the next generation of security leaders and captivating the world through excellence in protection. Here's to 50 years of dedication—and the journey ahead.

**-Johnoy Stone, Member**





## Why ASIS Certification?

Selbourne Webb, CPP, PCI, PSP  
Vice Chair/Certification Chairperson

**“Certification will elevate your image in the profession as it serves to validate your expertise in your field of choice thus establishing professional credibility from the world leader in global security, ASIS International.”**

As a security professional you may have asked yourself whether it is necessary to pursue an ASIS certification or any other similar professional security related certification. This article seeks to assist you in gaining clarity on this issue by highlighting some of the many advantages to having an ASIS certification. Pursuing certification program is like any other continuing education program will require great investment in time and finances, this should not deter an individual from doing so as the personal development and credibility which will be added to your professional expertise and resume will far outweigh the associated costs.

Getting an ASIS certification will serve to broaden and strengthen your previous experiences and training. There are many persons from law enforcement and military background who have transitioned to private security, gaining an ASIS certification can be a great tool in bridging the knowledge gap between operations and standards of public and private security which will allow for a smooth transition. This will ensure confidence and acceptance from other industry experts and team members during interactions.

Certification will elevate your image in the profession as it serves to validate your expertise in your field of choice thus establishing professional credibility from the world leader in global security, ASIS International. The validation is not only from an academic institution but from peers who are experts in the field of study. Certification will give you a competitive edge that will set you apart from other professionals in your field who are not in possession of such credential. It will also elevate your stature in the organization thus significantly increasing your earning potential and greater opportunity for upward mobility. It is common to see security related jobs being advertised with a stipulation requiring ASIS certification or stating that it would be a distinct advantage if you are ASIS certified.

To maintain these professional certifications continuous learning is required to gain Continuous Professional Education (CPE's) points and maintaining a professional code of conduct. This is very important because the security industry is a dynamic and one requires security professionals to be held to a high standard of accountability and to be current with the most recent industry standards and best practices.



The following information regarding the ASIS board certifications was extracted from the ASIS International website. ASIS International currently offers four board certifications namely:

#### **The Certified Protection Professional (CPP)**

which is the “gold standard” for security management professionals. This certification validates your knowledge in all areas of security management.

#### **The Professional Certified Investigator (PCI)**

This certification provides demonstrable proof of an individual’s knowledge and experience in case management, evidence collection and preparation of reports and testimony to substantiate findings.

#### **The Physical Security Professional (PSP)**

This certification demonstrates your knowledge in physical security assessments, application, design and integration of physical security systems and implementation of security measures.

#### **The Associate Protection Professional (APP)**

This designation provides the first rung on the security manager’s career ladder.

Further information on eligibility requirements and detailed steps for certification can be accessed on the ASIS International website under the heading certification from which the afore-mentioned information was taken.

I am imploring all our ASIS International Jamaica Chapter members and potential members who have not yet started the certification journey to do so and join the forty-four (44) certified members.

Members who have already started certification journey, I am encouraging you to continue, and if so desired, reach out for the coveted triple crown (CPP, PCI, PSP) designation and join the other eleven (11) ASIS International-Jamaica Chapter members who are a part of the elite 2 % of the 34,000 + ASIS members across the globe who have achieved this accomplishment.

The Jamaica Chapter conducts an annual PSP course usually from January to June. Good luck on your certification journey.



Joining ASIS Jamaica Chapter has been a rewarding experience that has enhanced my career in the security industry. My transition from the military to Corporate Security in the financial sector, and my continued growth and development since then was aided significantly through my membership.

As I progressed through the ranks in Corporate Security to my current role as a Manager, I benefited from attending multiple GSX Conferences, exponential expansion of my professional network, and attaining globally acknowledged security certification.

ASIS International provided a remarkable platform to take my career to amazing new levels. I am genuinely happy I became a member of the Jamaica Chapter and, without any hesitation, would recommend any security professional aspiring to take the next step along their career path.

**- Garfield Hogg, PSP**

In our 50th year, ASIS International Jamaican Chapter celebrates the development of security professionals, and the inspiration of leaders committed to integrity and innovation.

**- Dennis Eze-Ohaka, Member**





# PHYSICAL SECURITY PROFESSIONAL (PSP)

## VIRTUAL STUDY COURSE

**August 12 to November 22, 2025**

**24 Recorded Live Sessions held on  
Tuesdays & Thursdays (6:00pm - 9:00pm)**

### **Benefits**

Highly Experienced Faculty ✓ Interactive Learning ✓  
Tips and Tools ✓ Progressive Assessments ✓  
Proven Track Record ✓

### **Course Fees**

ASIS Members - J\$110,000 (US\$700)

Non-Members - J\$125,000 (US\$800)

### **Early Bird Registration**

From May 15 to June 30, 2025

20% Discount on Course Fees  
once paid in full by June 30, 2025

### **Online Registration Available at**

<https://form.jotform.com/251323120564849>







Photo courtesy of: David Becker/Getty Images



## Special Events Security Planning Team

Keron Thomas, PCI, PSP  
ASIS Member

In the last decade several critical incidents at large scale special events have marred the course of history, arguably, none more so than the Las Vegas shooting on October 1, 2017, in the United States of America. On that fateful occasion, a lone gunman fired over 1000 rounds into an unsuspecting crowd of over 22,000 patrons, resulting in the loss of 58 innocent lives and injuring 85 attendees (Las Vegas Metropolitan Police Department, 2017).

Special event incidents are often stereotypically viewed as a failure of proper event security planning and crowd management. In the context of incidents, the range of what can go wrong may include terrorist events, mass shootings, hooliganism, crowd disorder, assault, vandalism, logistical failures, fraud, theft, building collapse, fires, stampedes, and inclement weather (Hall et al, 2012).

The Las Vegas shooting is prominent because of the risk nature and consequence of injury and death that was perpetrated deliberately. In the scheme of things, the nature and anticipation of the various risks to special event stakeholders (spectators, officials, competitors, volunteers, community members etc.) drives the

“

***The Las Vegas shooting is prominent because of the risk nature and consequence of injury and death that was perpetrated deliberately.***

need for the creation and maintenance of a safe and secure environment throughout the expected phases of a disaster or crisis. Nunez (2017) reasoned that the phases of critical incident management consider the context of actions performed before, during and after an incident. Formally, the phases can be referenced as the tactical, operational, and strategic steps of the incident management process, which are ideally meant to eliminate incidents, prepare responders, and allow for response and recovery against any (un)foreseen threat.

The consideration and establishing of safety and security measures at sport and special events requires the collaboration and coordination of many individuals and agencies. To achieve this, the organizers of special events should foster close working relationships among key stakeholders involved in the planning and implementation of security plans, policies and



protective measures which begins with the formation of a high-performance working group (Hall et al, 2012). This working group will determine the risk strategy, communication strategy, crisis leadership, and decision-making principles among other things. Depending on the event being planned, it can have multiple levels and multiple participants. As with the expected clinical planning for the event, the group complement should be by design and should include practitioners from law enforcement, medical services, facility management, emergency management, legal, media relations, training,

logistics and physical security. By pooling together these special skill sets, a concerted effort is made to plan for the worst outcomes in the best possible way and can be the disrupter of another Las Vegas type incident.

Whether the event security planning team is planning for the Olympics or a gathering of a few people, the fundamental step of establishing the necessary team members remains the same. The only difference to be considered would be the size of the team, which is often decided by the magnitude or type of event being planned.

# E-FAST

## EMERGENCY FIRST AID & SAFETY TRAINING



**876.281.4772**  
**876.830.0792**



[www.emergencyfastja.com](http://www.emergencyfastja.com)



[info@emergencyfastja.com](mailto:info@emergencyfastja.com)



[efastja](https://www.instagram.com/efastja)



[efastjamaica](https://www.facebook.com/efastjamaica)



Joining the Jamaica Chapter of ASIS International has proved to be one of the best decisions I have ever made in my career. The Chapter has a knowledgeable and diverse group of individuals who are devoted to the security industry. They are always available for advice and guidance.

*- Jason Robinson, PCI, PSP*



Warren L. Smith, CISSP, CRISC, PMP, PMI-RMP, CPP, PCI, PSP  
ASIS Council Liaison

# INTEGRATING CYBERSECURITY AND RISK MANAGEMENT: AN IMPERATIVE FOR MODERN CORPORATE SECURITY

THE RAPID CONVERGENCE OF PHYSICAL AND DIGITAL THREATS DEMANDS A HOLISTIC APPROACH TO ENTERPRISE SECURITY.

The rapid convergence of physical and digital threats demands a holistic approach to enterprise security. Recent legislative developments, such as the Data Protection Act (DPA) enacted in Jamaica, underscore the urgency for corporate and physical security leaders to embrace cybersecurity and risk management. There is a critical need for this integration, focusing on the risks, challenges, and strategies essential for securing enterprises and their assets.

## THE CONVERGENCE OF PHYSICAL AND CYBER THREATS

Corporate security has traditionally focused on protecting physical assets like buildings and personnel, while cybersecurity protected digital assets such as networks and data. However, the lines between these domains have increasingly blurred. Cyber threats can now compromise physical security systems, and physical breaches can lead to cyber vulnerabilities. For example, an intruder might physically infiltrate a building to install malicious hardware or exploit insecure Wi-Fi to gain network access.

## THE EXPANDING RISK LANDSCAPE

The proliferation of Internet of Things (IoT) devices, smart buildings, and connected infrastructure has increased points of vulnerability. A breach in one area can now cascade across an enterprise. For instance, a cyber attack that disables a building's security system can allow unauthorized physical access. Conversely, a physical break-in can lead to data theft or sabotage if servers are accessed.

“

***Cybersecurity protected digital assets such as networks and data. However, the lines between these domains have increasingly blurred.***

The recent passing of Jamaica's Data Protection Act heightens the stakes. The DPA imposes stringent penalties for data breaches, including fines up to 4% of gross worldwide turnover, JMD \$5 million or imprisonment. Compliance with such regulations necessitates a comprehensive understanding of both physical and digital security measures.

## CHALLENGES IN INTEGRATING CYBERSECURITY AND PHYSICAL SECURITY

1. **Siloed Operations:** Historically, cybersecurity and physical security have operated independently, with distinct protocols and priorities. This segregation hampers coordinated responses to threats that span both domains.
2. **Cultural Differences:** Significant cultural gaps often exist between IT departments and physical security teams. Bridging these gaps requires strong leadership and a commitment to fostering collaboration and mutual understanding.



1. **Resource Allocation:** Budget constraints can lead to prioritizing one type of security over the other. Balanced investment strategies are essential to avoid neglecting any area.

#### STRATEGIES FOR EFFECTIVE INTEGRATION

1. **Unified Security Framework:** Establish a unified security framework encompassing both physical and cybersecurity. This should include common policies, procedures, and governance structures to ensure cohesive risk management.
2. **Cross-Disciplinary Teams:** Form cross-disciplinary teams with members from both cybersecurity and physical security departments to facilitate better communication and collaboration. Regular joint training sessions and scenario planning can enhance integration.
3. **Integrated Technologies:** Invest in integrated security technologies that provide a unified view for monitoring and managing threats. Advanced security information and event management (SIEM) systems can correlate data from physical and cyber sources to identify and mitigate threats more effectively.
4. **Risk Management and Assessment:** Implement comprehensive risk management and assessment programs that consider both physical and cyber risks. This includes regular audits, vulnerability assessments, and threat intelligence sharing.

5. **Leadership and Culture:** Security leaders must champion a culture of holistic security awareness across the organization. This involves educating employees about the interconnected nature of threats and promoting a proactive security mindset.

#### THE ROLE OF SECURITY LEADERS

Security leaders play a pivotal role in driving the integration of physical and cybersecurity. They must:

- **Advocate for Integration:** Promote the benefits of an integrated security approach to senior management and stakeholders.
- **Facilitate Collaboration:** Encourage and facilitate collaboration between cybersecurity and physical security teams.
- **Align with Business Objectives:** Ensure that security strategies align with the organization's business objectives and risk appetite.
- **Continuously Evolve:** Stay informed about emerging threats and continuously evolve security strategies to address new vulnerabilities.

Today, security leaders must adopt a comprehensive approach to protect their enterprises. By fostering collaboration, investing in integrated technologies, and championing a unified security culture, organizations can effectively safeguard their assets against multifaceted risks. This paradigm shift is crucial for resilience and long-term success in an increasingly vulnerable landscape.



As an organization, ASIS International—and the Jamaica Chapter in particular—has been instrumental in my professional journey within the private security sector in Jamaica. They have provided not just unwavering support but also a vital platform to shape the ongoing growth and evolution of private security as a respected and desirable profession. I am deeply honored to be part of such an empowering and inspiring community.

**- Capt. Garth Gray, CPP, PCI, PSP**



Kevin Williams, CPP  
Member

# HOMICIDE STATISTICS VS REAL RISK IN JAMAICA

THE AVERAGE MAN CAN FURTHER REDUCE THIS RISK BY APPLYING SECURITY COMMON SENSE

Jamaica stands out in many ways, for music, culture, its people, cuisine, prowess in sports, tourism, and so much more. Sadly, the homicide rate also stands out. If the average person, hoping to visit Jamaica was to look purely at the statistical figures of homicide in Jamaica they would certainly be dissuaded from visiting. Further if they looked at travel advisories from different high commissions in Jamaica they would certainly not want to visit. It is therefore important to take this opportunity to clarify and qualify the statistics being put forward to Jamaicans locally, those in the diaspora as well as foreigners hoping to visit.

The statistics as of 2023 suggest that Jamaica murders 0.0495% off its population every year. Over the last decade the figures have varied from 1,000 per year to as high as 1,600 and as at the end of 2023 just under 1,400. This is alarming when compared to any other country, but it is important to understand the context within which these homicides occur. The police have sought to provide an understanding of the motives that were derived from their investigations to get an appreciation of the underlying reasons for these homicides. They have done this to help the average man to realise what the real risk is to him as he goes about his lawful business. Yet this information often seems to get no further than the police press conference because the real figures and the real understanding rarely ever hits viral social media quite the way bad news does. So, I will attempt to help the average man as well as those intending to visit Jamaica with the analysis.

“

**Over the last decade the figures have varied from 1000 per year to as high as 1600 and as at the end of 2023 just under 1400.**

As at the end of December 2023 there were 1,393 homicides, of that amount 67% or 933 of these murders were reportedly gangsters killing gangsters, 21% or 293 of these murders were interpersonal conflicts that resulted in a homicide, 4% or 60 of these murders were criminal homicides, generally crimes of opportunity gone to its extreme, 1% or 14 of these murders were mob killings (vigilantly groups taking the law into their own hands), not to be confused with gang killings, 7% or 98 of these murders were undetermined, meaning they fell into more than one of the categories mentioned above or the investigations have not been able to determine its classification.

What does this mean to the average man? It means if you are not in a gang your risk of being killed in Jamaica reduces by 67%, if you are self-controlled and have the capacity to manage interpersonal relations and the skill to de-escalate conflicts a further 21% of your risk of being killed in Jamaica also vanishes, unless you commit a crime and leave yourself exposed to being killed by an angry mob then a further 1% is removed from your risk, a further 7% disappears having not



fallen into any of the above categories, this leaves the real risk to the average man at 4% of total homicides. This 4% consists primarily of crimes of opportunity.

The average man can further reduce this risk by applying security common sense, avoiding geographic areas that are known to have a high risk of gang activities and applying security measures to fortify their homes and businesses will reduce that 4% risk by a further 2 to 3%. Not attempting to put up resistance if you are being robbed increases your survival rate by 90%. Therefore, the true risk to the average man who goes about his lawful business in Jamaica lies within a 1 to 2% risk of being the victim of a homicide. This real risk therefore would put Jamaica at approximately 27 persons killed annually (as of 2023). With a population of 2.827 million that would equate to approximately 1 homicide per 100,000. While this is certainly still no figure to celebrate because one death is still too much, it would certainly change our ranking in the scheme of things. Even more so, it would change travel

advisories and communicate a more accurate risk factor for visitors to our island. It must be understood that homicide figures by themselves do not communicate the truth about actual risk and it is the risk that they need to know, not the mere number of persons killed.

Case in point, if 1 in 5 persons in the world died from cancer, it would not be accurate to say everyone in the world has a 1/5 chance of dying from cancer. The doctors would be quick to check the history of the family's predisposition to cancer as well as other factors. This is how it should be when communicating crime statistics to the public. It is irresponsible to simply provide only a part of the picture without helping people understand how it impacts them. One's lifestyle contributes significantly to their risk of being a victim of homicide in Jamaica. I challenge security practitioners, police, governments, high commissions and the like to deliver the whole truth and not just homicide statistics. Present the truth about REAL RISK, after all security is about risk management.



Ms. Keren Amaya, Vice Chair ASIS Bogota Chapter paid a courtesy call on members of the local Chapter at the Spanish Court Hotel in March 2024



Nichelle Duncan, CPP, PCI, PSP and Shanna Shirley, CPP, PSP, alongside (L) Cy Oatridge, CPP - President ASIS International Global Board and Pablo Colombres, CPP - Chairman Latin America and Caribbean Regional Board.



Nichelle Duncan, CPP, PCI, PSP (left) and Alexandria Davis, CPP, PCI, PSP from Puerto Rico.



# ASIS AWARDS OF EXCELLENCE CELEBRATION

## with the Outstanding Security Performance Awards (OSPAs)



## My Experience at GSX 2024

**Conroy Samuda, CPP, PSP  
Member**

I had the pleasure of attending my first Global Security Exchange (GSX) this year in Orlando, Florida. I must say that it was an exhilarating experience that provided a unique opportunity to engage with industry leaders, explore cutting-edge technologies, and expand my professional network.

One of the highlights of the event was the diverse range of sessions and workshops that were available. Renowned experts shared their insights on topics such as cybersecurity, risk management, and the evolving landscape of physical security. I found the discussions about integrating AI and machine learning into security protocols fascinating.

The exhibition hall was a testament to the innovation in the security industry. Numerous vendors showcased their latest products and solutions, from advanced surveillance systems to state-of-the-art access control technologies. I had the opportunity to interact with representatives, ask questions, and see demonstrations that showed how these tools can enhance security measures. It was enlightening to see how technology is shaping the future of security.



*Lyming at the Ice Bar, L-R: Maj. Lamb, Capt. Bewry and Lt. Col. Smiley.*

“

***The exhibition hall was a testament to the innovation in the security industry. Numerous vendors showcased their latest products and solutions, from advanced surveillance systems to state-of-the-art access control technologies.***

The event was not just a conference; but a transformative experience that reinforced my commitment to the security industry. The knowledge gained, the connections made, and the innovative solutions explored will undoubtedly influence my professional journey moving forward. I left the event with a renewed sense of purpose and excitement about the future of the industry.

I also had the pleasure of enjoying the event alongside my colleagues from the Jamaica Chapter of ASIS International as well as those from the broader ASIS International community. The time was well spent and I'm already looking forward to GSX 2025 and the opportunities it will bring!



# ECLECTIC SECURITY SERVICES LIMITED



## Our Services:

Guard Operations (Armed, Unarmed & K9)  
Security Audits & Surveys  
Background Screening  
Investigations  
Consultations  
Training

## Why Choose Us

We focus on quality without compromise.

## Contact



876-619-2002-3



[info@eclecticsecurity.co](mailto:info@eclecticsecurity.co)



[www.eclecticsecurity.co](http://www.eclecticsecurity.co)



1 Montgomery Ave, Kingston 10



ASIS INTERNATIONAL  
JAMAICA CHAPTER  
ANNIVERSARY ISSUE

# 50 YEARS OF LEADERSHIP AND LEGACY

Our Golden Anniversary is not just a celebration of our past but a bold step into the future. We are committed to fostering the next generation of security professionals through mentorship, innovative initiatives, and strategic partnerships that will further enhance our industry's resilience and adaptability.



Layout and Design by **VirtualArt**  
[www.virtualartja.weebly.com](http://www.virtualartja.weebly.com)  
[virtualartja@gmail.com](mailto:virtualartja@gmail.com)