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newsletter

summer 2003 - n°12

editorial



Building the new CoESS

Since more than half a year now, the new structures and organisation of CoESS are being put into practice. After the adoption of the new CoESS Statutes at the General Assembly in Istanbul in September 2002, the real work – the implementation of the new Statutes - had to start. We have tried not to loose time.

All efforts and energy were joined to reach as soon as was reasonably possible some first concrete results. We have from the start known and decided that 2003 would be a transitional, but nevertheless crucial, year. The list of achievements is therefore already quite impressive. Let me give you just a few highlights (for a more detailed overview, please refer to the main article on this page) :

All of the **7 Working Committees** (Airport Security, Guarding, Training, Enlargement, Transport of Valuables, Monitoring, Social Dialogue) have been officially established and their first meetings have been held. Each one of these Working Committees is now in the process of defining its general working programme and starting up concrete projects. And the Presidents of the Committees have already been able to exchange information on their on-going work at two Board of Directors meetings.

The CoESS **Executive Committee** is meeting on a regular basis and has taken important decisions concerning the CoESS communication strategy, the information procedures and the promotion material to be prepared.

The Executive Committee also gives an overall input and coordinates important issues such as :

- the work related to the future new Member States of the European Union,
- the preparation - together with UNI-Europa - of **the 4th European Conference on Private Security Services to be held in Barcelona in September 2004** under the heading "Towards a European Model of Private Security",
- the elaboration of a CoESS general set of principles and over-all strategy for the future and the translation of these into the work of the different Working Committees.

Most importantly, the CoESS Executive Committee and the **Board of Directors** have stressed the importance of developing the complementarity between the national federations and CoESS as a whole. CoESS will not be able to function properly without **strong national federations**. National federations, in order to become strong and efficient, need the input of CoESS. CoESS has therefore set as one of its major goals to reinforce that link. There is also an engagement from the CoESS Board, and a strong personal engagement from myself, to organise over the coming months an in-depth contact with each one of our members. It will allow both CoESS and our member federations at national level to assess possible difficulties and to search together for the most efficient strategy for improvement.

It is obvious that we still have a long way to go. But strong foundations have been laid down and now we can continue building, layer after layer. We all can look forward to the developments in the construction of the new CoESS "house". Once again, we will need your help, creativity and assistance. However, once again, I am hopeful that we will be able to count on all our members.

Marc Pissens, *President*

a decisive

ISTANBUL MEETING *move forward*

Thirteen years after its foundation in Rome in 1989, the new CoESS was created in Istanbul with no schism ! A very auspicious start for the ambitious framework that will guide all actions to make the organisation "the only voice in Europe for all branches of Private Security Services ...and European in every sense of the word ".



General Meeting

Overview of main working subjects on Social Dialogue

While the last CoESS General Meeting, held in Istanbul in late September 2002, marked the start of the new organisation, it also provided the opportunity for a broad overview of numerous activities of the association. Among the points covered, a detailed report was made on subjects conducted jointly with CoESS social partner UNI-Europa and managed by the CoESS Working Committee on "Social Dialogue", presided by Claude Lévy.

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Extraordinary General Meeting

New structures for new ambitions

The second day of the Istanbul meeting, on 27 September 2002, saw the creation of the new CoESS organisation, when the Extraordinary General Meeting adopted, unanimously, the new statutes of the European professional association of Private Security Services and elected its new Executive Committee and Board of Directors.

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summary

LEGISLATION HARMONISATION

Comparative overview : Restrictions for employees

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SECURITY COUNTRY BY COUNTRY

Finland



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RENDEZ-VOUS

Project of a 4th "European Conference on Private Security Services" :



Barcelona, September 2004

**RENDEZ-VOUS
ESTA Conference and Exhibition on CIT : Paris, 18/19 May 2003**

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new column

NEWS & INITIATIVE CoESS members



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EUROPEAN PRIVATE SECURITY SERVICES

News from CoESS Working Committees :

- ← Guarding
- ← Monitoring
- Airport Security
- ← CIT

Training and Enlargment, Social Dialogue (page 2)

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“CoESS re-birth ...”

General Meeting Overview of main working subjects on Social Dialogue

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“Modernisation of work organisation” : project SPOT



This project (co-funded by the European Commission, managed by the Brussels University and supervised by CoESS and UNI-Europa) concerns research and analysis on issues related to work organisation : vocational training, working time, working conditions and technological innovations. In a second phase, the results of the research on these issues has been checked against the legislative, conventional and socio-economic context of the private security sector. The project, titled “SPOT : Sécurité Privée et Organisation du Travail”, conducted in Belgium, Denmark, Spain, France, the Netherlands and the UK is now finalized and a publication of the first results is now available in hard copy and also downloadable from the internet.

The CoESS members decided in Istanbul that before formulating any conclusions, it is important to complete the outcome of the project with data from other EU – and possibly also EU future new Members States, in order to provide a complete picture of work organisation in Europe and to include in that picture all national specificities and practices. This approach is in conformity with the joint declaration of CoESS and UNI- Europa on the modernisation of the organisation of work which includes the establishment of a European reference framework with a view to guide and inspire actions at national and company level. It was therefore decided that CoESS members will complete the data results with information concerning their country.

<http://homepages.ulb.ac.be/~vcortese>

“Health and Safety”

On another common project with UNI-Europa “Health and Safety”, presented to the European Commission by the Institute of Sociology – ULB (Brussels) in order to obtain funding, details were given concerning its aim to identify risks for workplace health and safety in the private security sector in the European Union. The project will lead to a list and an evaluation of risks related to the sector and the prevention measures to be adopted. The research will be conducted in Spain, Italy, Ireland, Germany, Sweden and Belgium. The expected outcome will be a set of good practices in the field of health and safety that could prepare for the establishment of a manual, in a later project phase.

Code of Conduct

Within the European Social Dialogue and as a follow-up of the Joint Declaration on Harmonisation of the Legislative Frameworks, adopted in Brussels on 13 December 2001, CoESS and UNI-Europa are still in the process of preparing a Joint Code of Conduct. This code would cover the following themes : objectives and methodology of the code, licenses and authorisations, recruitment, vocational training, social relations in companies, working conditions, wages and incomes, health and safety, work organisation, working environment, relations with clients, the public, users, the police and with other private companies, and, finally, the evolution of the code. Discussions with UNI-Europa on this issue are now continuing at a good pace through further social dialogue meetings.

“Harmonisation of legislation” : works on CIT

In the light of the follow-up of the Ecotec study on the “Harmonisation of legislation” it was agreed that the study will have to be regularly updated and possibly extended to a more in-depth study of CIT or Monitoring (see article in the “European Private Security Services” section).

For CIT, it is now up to the CoESS Working Committee and the one on Social Dialogue to closely monitor this important work. In order to deal with the follow-up of some other issues described in the ECOTEC study on harmonization, CoESS and UNI-Europa have set up a restricted working group to act as the motor and initiator of the political discussions on harmonisation to take place within the Sectoral Dialogue Committee. Going back to the Joint Declaration on Harmonisation of the Legislative Frameworks, signed at the Brussels Conference on 13 December 2001, the working group will prepare the following steps, to be validated by the Sectoral Dialogue Committee.

Vocational training : translation of Manual on basic guarding

Concerning this Manual, it is still planned to request from the European Commission a subsidy for its translation, initially edited and published in five languages (English, German, Spanish, Italian, French), into all other languages of the EU and to create a CD-ROM version of the manual in order to facilitate its wide scale distribution. The CoESS Working Committee on Vocational Training is following-up this project and will define the next steps for action.



Project for a 4th European Conference in Barcelona (Spain)



This strategic project was first discussed in Istanbul, and it was later decided by the Board of Directors, after analysing other candidatures, that Barcelona, Spain could host the next European Conference on Private Security Services

in 2004. The CoESS proposal has been presented to UNI-Europa, which accepted it. The two organisations will submit the project to the European Commission in view of obtaining financial aid which will be decisive to confirm the project. In order to get ready for this major Conference, the Board set up a steering committee composed by Angel Vizcaino Ocariz and the General Secretary, among others. This steering committee is now formulating ideas concerning the programme, speakers, documents, etc. to be discussed with UNI-Europa.

Those were the major topics discussed in Istanbul on the first day of the General Meeting. *“The meeting was exceptionally well organised and hosted by our Turkish representatives”* said Marc PISSENS, President of CoESS, on the closing day, warmly thanking the national association for *“Its willingness to host this event and the smooth preparation of the meeting and related activities”*.

Extraordinary General Meeting New structures for new ambitions

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Before the new statutes were approved, productive discussions offered explanations and better understanding for all the members.

The debate made clear that representation on the different CoESS Working Committees must be proposed and backed solely by the national associations, members of CoESS. Therefore, any proposal by ESTA for the Presidency or membership in the CoESS Working Committee on CIT must be done through a national association. The objective is that in the future CoESS and ESTA be able to work jointly towards an efficient and unified defence of the interests of the CIT business, thereby acting as a single European voice through a strong and unified CoESS.

Unanimous approval

After the unanimous approval of the new Statutes by the necessary majority of members present or legally represented, Hilde De Clerck was appointed as General Secretary of CoESS and it was decided upon proposal by the Board, to establish the administrative office and general secretariat of CoESS in Belgium, at the offices of the Belgium association : APEG-BVBO.

The Assembly proceeded, again unanimously, to elect the new Board of Directors composed of the Executive Committee and Chairmen of Working Committees and chose the members of each working group (see organisational chart below).

As the new working committees are the strategic operational keys to the success of the new

organisation, Marc Pissens, President, pointed out that *"It is the responsibility of each Chairman to compose his working committee and to organise its functioning"*.

Following discussions about budget and annual contributions for 2002 and 2003 and the candidature for associate membership by the Cyprus Association of Security Companies (adopted later in February 2003), the Greek member proposed to hold the next 2003 General Meeting on September 25 and 26 and the proposal was accepted. Since then, the Board has stated a prerequisite for holding the G.M. in Corfu : that the two Greek associations (ENEA representing the big companies and EOA representing the SME's) cooperate and work together.

Guidelines and frameworks of actions

Since this most important event in Istanbul, the Board of Directors has specified number of important issues (see President's editorial on front page) about the conduct of CoESS' new strategy :

- the absolute need for CoESS to be based on strong and representative national federations in all countries.
- the need to build up a strong information and

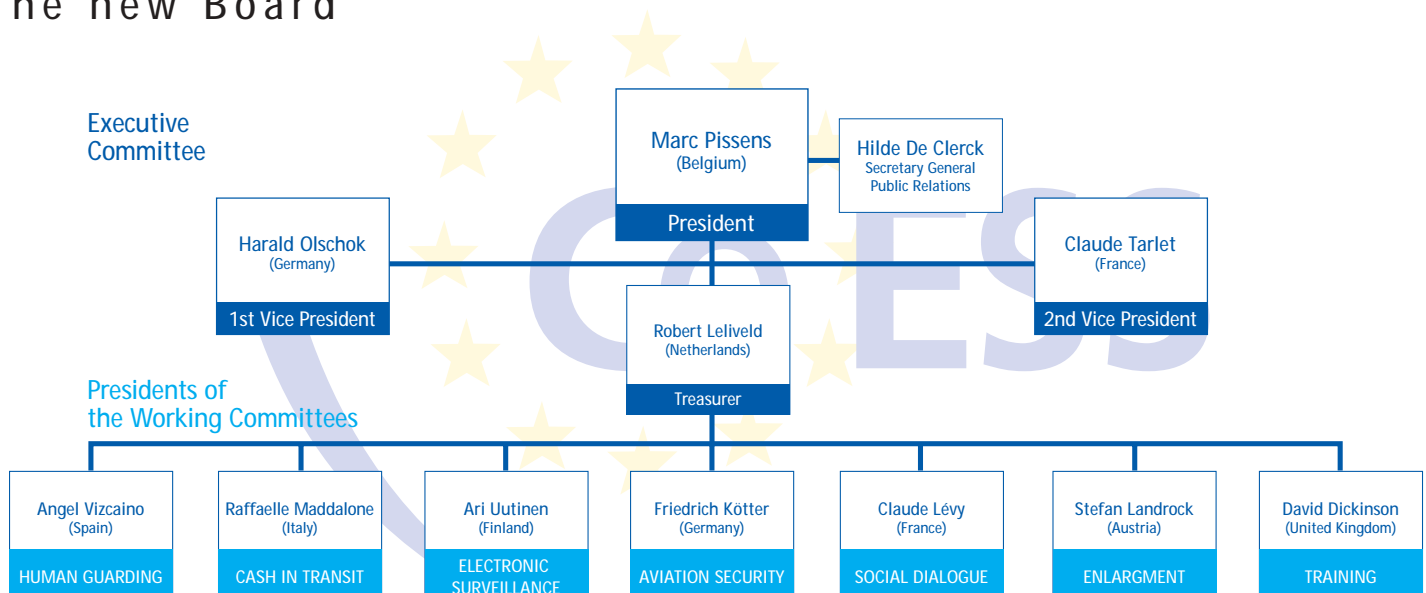
communication strategy : in this respect, the CoESS website (www.coess.org) will soon be online, the CoESS newsletter is being prepared both in a hard copy and an electronic version and an annual report for 2003 will be prepared for the end of the year.

- The need for all branches of the industry to work within a common set of general objectives along the lines of the CoESS objectives. Each Working Committee has to prepare a "business charter adapted to the specific situation of every business".

In conclusion of the Extraordinary G.M., President Marc Pissens expressed his belief that *"The conviction, shared by many, that CoESS now has the means and structures to rise to the new challenge of becoming the only voice in Europe for all branches of Private Security Services ...and European in every sense of the word"*.

... for a decisive step

The new Board



United Kingdom

BSIA Two typical English public-private security co-operation

Innovative crime reduction initiatives involving Greater Manchester Police and the British Security Industry Association have recently been established in the UK.

Operation Hawk-Eye to reduce cash-in-transit robberies

A joint Police and security industry initiative in Manchester has helped to reduce cash-in-transit crime by 77 %. Operation Hawk-Eye was launched in September 2002 in conjunction with the Greater Manchester Police (GMP) Operation Hawk (street crime) initiative. It is an evidence-gathering operation

involving the deployment of surveillance vehicles, equipped with mobile CCTV, to cover the routes and destinations of cash-in-transit vehicles. The aim of Operation Hawk-Eye is to deter criminals from committing cash-in-transit crime. During the first three months of the initiative

there has been a 77 % reduction in the number of cash-in-transit attacks compared to the same period in the previous year.

Prove of effectiveness

GMP's Assistant Chief Constable Alan Green says : 'Operation Hawk-Eye has proved to be a resounding success in helping to reduce cash-in-transit robberies, clearly demonstrating what can be achieved when

working together in partnership. GMP and the BSIA have channelled a variety of extra resources into this initiative, which has enabled us to make the streets of Greater Manchester safer. David Dickinson, Chief Executive of the British Security Industry Association (BSIA), comments : 'We are delighted that this groundbreaking partnership approach to crime reduction has been successful. Despite the constant efforts of the industry to produce deterrent measures, cash collection and delivery continues to be targeted by criminals because of the very nature of the service. Operation Hawk-Eye has proved to be the most effective deterrent to date. The industry would like to thank GMP for their support and for their proactive approach to a problem that not only affects businesses, but affects the whole community.' ■



Raid-control™ to reduce robbery and create a safer retail environment

The second proactive robbery reduction initiative is being pioneered by Greater Manchester Police. Raid-control™ consists of a package of security measures aimed at reducing robbery and creating a safer retail environment. Raid-control™ is based on five key crime reduction principles : staff trained in raid awareness ; time-delay systems in use ; cash minimised ; camera(s) in operation ; and stolen cash traceable. Raid-control™ is aimed primarily at deterring crime, but

equipment can also generate evidence to convict criminals if a robbery does occur. A GMP Crime Reduction Advisor will certify the premises to Raid-control™ standards. Retailers can then display the Raid-control™ logo, which gives the clear message that their store is not an easy target for crime.

If success : nation wide extension

By encouraging retailers to implement the Raid-control™ measures, GMP aims to reduce the 1 800 plus robberies at business premises that took place in Greater Manchester from April 2001 to March 2002. Greater Manchester Police's Chief Constable Michael Todd launched Raid-control™ in March 2003 for a six-month trial, with a view to subsequent expansion to robbery hot spots in other areas. Michael Todd said : 'Greater Manchester Police is

proud to be piloting this new and innovative crime reduction initiative. We are committed to reducing retail crime and would encourage retailers to help deter offenders by taking on board this package of security measures to create a safer environment for their employees and customers.'

Raid-control™ is aimed particularly at independent retailers who have few security measures in place, so both financial and time constraints have been taken into account. Raid-control™ security measures cost under £ 2000 and the training package is quick and easy to use. Financial assistance with the purchase of equipment may be available. If the Greater Manchester Police trial is successful, Raid-control™ will be launched nationwide later this year. ■

www.raid-control.org



Spain



News from the Spanish CoESS member

Statistics on the Spanish Private Security sector

For the first time, Aproser has produced an extensive report containing the basic data regarding the Spanish private security. Amongst many other issues, the number of people involved in the sector, the turnover per activity and the weight and importance of Aproser's member companies have been identified.

Spanish Private Security Congress

The different private security companies associations, clients associations, trade unions and national authorities have agreed on the organisation of a Spanish Private Security Congress which shall take place in the 4th quarter of this year. Different issues will be analysed, including legal, technical and social aspects of the business.

Aproser's web site

Basic information on the activities and the member companies of Aproser can be obtained through the website: www.aproser.org. In the next months, new contents will be gradually incorporated. ■

France



Reinforcement of legislation : trained before missioned

Following several legislative proposals, a new text was voted in France in February 2003, considerably updating the initial and general law on private security dating from 1983. The major new feature is a fundamental point concerning the obligation of training. Every person, at any level, - guard as well as manager- working in private security companies will have to prove his professional capability before being assigned to a mission (ex-ante). To prepare for this genuine "revolution" the French sector has two years to comply. The new law concerns personnel already working in companies as well as any future hired workforce, making it a significant challenge that the sector will have to cope with.

SNES, the human guarding organisation section of the French federation UFISS, is already at work with the administration to put in place the necessary training certificate for new hires and also for current employees who will have the possibility of earning a specific certificate by validation of their experience and professional knowledge.

French human guarding has its website

Everything you always wanted to know about the private human guarding sector in France is now accessible on the web at www.e-snes.org. SNES, the human security organisation member of UFISS, and a CoESS member, is using this new media to offer a full panorama of



the sector for professional and the general public. But the human security organisation of UFISS will also use this website as a specific and confidential means of communication, work and mobilisation with its 150 company members. Available in French only, the new website which presents itself as "the official website of the private guarding sector" also provides information about the French professional organisation around UFISS which is a federation of private security services covering the human, electronic, CIT and airport security branches.

Fifth statistical report on French manned security services sector

For the past five years now the manned security branch of UFISS publishes a vast and complete annual report with statistics providing a good economic and social overview of the guarding sector in France. The main figures for year 2001 were : 1,980 companies, 2.83 billion Euros in turnover, with annual growth of 12 %, 107,400 employees, 21 % of turnover from public contracts in the broad sense of the term. From this wealth of statistical information we can identify trends in the sector over the past 5 years : the activity of French companies specializing in personal security consists of 78 % in surveillance and intervention, 12.5 % in monitoring and 9.5 % in other activities related to the private security business. UFISS which launched this Statistical Report for its biggest branch, is now working on a global report for all its branches. A big step towards a better comprehension of the profession which will be very useful when the same project becomes possible for Europe. ■



Hungary

Discover the CoESS Magyar member federation

BNSZ was founded in 1995 at the initiative of the market leading large companies in the private guarding and security sector. It is currently the largest professional private security association representing 60 % of all larger businesses in the field. Its member companies work with a staff of 10 000 in total and their turnover exceeds a total of HUF 14 billion.

The main activities of the BNSZ companies include transport of cash and other valuables, static guarding (individuals and different facilities) and the installation of security systems. The member companies also take

private security assignments tailored to needs of the clients. All member companies offer high quality services.

BNSZ has been participating in the establishment of the professional chamber of the guarding and security sector and in the preparation of the related Act on guarding property and assets.

BNSZ is also participating in the legislative work related to the harmonization of the existing laws with the European legal standards (legal harmonization attempts). It provides assistance to the authorities for the amendment of the Act on protecting

property and assets. It is furthermore involved in the codification of regulations related to licensing for guns and for armed security guarding.

The composition of the local chamber is unique as currently members consist of both employers and employees, which will not satisfy the future needs of this sector nor comply with the European Union requirements. BNSZ therefore believes that after the reorganization of the chamber only employers should be allowed membership. ■

For more information visit www.bnsz.hu

Germany



Three important steps ahead

Specific DIN norm regulating the requirements on security service

In 2002 three important projects of the German security industry were brought to a close. The BDWS had been working on these projects up to some nine years. Using these so called "milestones" DIN 77 200, recognized professional training and amendment of the legal framework for security companies, a offensive of quality will be started.

In June 2002 the new DIN 77 200 was presented to the public. This DIN is a norm regulating the requirements on security services. It was developed by a 20 headstrong committee led by BDWS Vice-president Franz Feuerstein since November 1998. Representatives of security companies, associations, public authorities, insurances and unions took part in the project. Using the DIN as an objective basis there is for the first time the chance to value the quality of a security service. This way it is possible for clients to apply equal standards of quality when awarding a contract.

Launch of a recognized professional training

Also in summer of 2002 the first industrial trainees started their education as "Fachkraft für Schutz und Sicherheit". After nine years of preparation a recognized professional training was created. Co-operating with the BDWS the responsible authorities presented a three year long two-tier form of education for the recruitment of young people for the private security sector. In the first year an amount of 150 trainees are being trained by the members of the BDWS, however the association counts upon an increase in the following years.

Extension of compulsory minimum training

The amendment of the legal framework for the security industry in Germany, which came in effect in January 2003, is also dealing largely with vocational training. The compulsory minimum training for private security agents was lengthened from 24 to 40 hours, for employers in the security industry from 40 to 80 hours. Further on an examination for security agents working in public places was introduced.

Apart from these activities the BDWS took part in the European EQUAL project to integrate disadvantaged groups into the labour market. In three local projects migrants, women and repatriots are being trained up to two years for jobs in the private security industrie. ■

Restrictions on the background of employees

Tina Weber, from ECOTEC, the author of the study on "Harmonisation of legislations": "Legislation becomes an important quality guaranty as the sector of private security is developing."



Much of the adverse publicity associated with private security companies relates to the performance or actions of operational staff and some of the more spectacular headlines relating to the sector have been related to criminal activities on the part of guards. The regulation and implementation of strict background checks for the staff of private security companies is therefore one of the main concerns of legislation in this area.

The legislation and regulations governing the background of employees are similar to those for owners and managers of private security companies and currently primarily relates to the following factors :

- Criminal background
- Minimum age requirements
- Cumulation with other activities
- Qualifications

Again, all countries currently have some form of regulation governing the restrictions placed on the background of employees of private security undertakings. However, a number of differences arise in relation to level of restrictions imposed and the way in which compliance is verified.

Criminal background checks : harmonisation highly desirable

All Member States currently require a criminal background check. In most cases this is carried out by the police or justice authorities, but in some cases this is done by chambers of commerce or companies themselves, which can raise questions as to the veracity of checking procedures in times of staff shortage.

In addition, not all countries have set down specific exclusion criteria relating to criminal background. While some countries deny access to individuals with any form of criminal record, others exclude those with offences leading to penal sanctions or a set term of imprisonment. This is the case in Belgium, France, Greece, the Netherlands and Spain. In such cases, lesser terms of imprisonment often qualify as

CoESS Newsletter continues the publication of the key characteristics abstracts from the report : "Comparative overview of legislation governing the private security industry in the European Union" (*). Following "Entrance Requirements" (see our last issue), underline we survey "Restrictions for employees".

exclusion criteria if they relate to offences relevant to the tasks of private security. In some countries, no exclusion criteria have so far been set and requirements often remain vague, such as the requirement for a recruit to be a "fit and proper person" (e.g. Ireland/the UK).

Important differences also exist with regard to the level at which background checks are carried out (by national or local authorities, by representatives of the sector or by companies themselves) which could have an impact on the rigour of such background checks. The frequency with which periodic checks are carried out (if at all provided for) also varies significantly. In setting minimum standards in this area, the sensitivity of exchanging data relating to criminal background needs to be borne in mind. In addition, any differences in the level of penal sanctions applied to certain offences and the thresholds set at which offences are registered on an individual's criminal record need to be considered. A level of harmonisation in relation to the application of criminal background checks appears highly desirable.

A significant number of member states see the tasks of a private security guard as being incompatible with a number of other activities and therefore forbid the cumulation of such tasks with those of the ownership and management of a private security company. Examples include the activities of private investigation and the role of a civil servant, which is the case in Belgium, the Netherlands and Spain. However, in a number of other countries, however, no such restrictions currently apply. Because of the impact of cumulation on confidentiality, a degree of harmonisation in this area appears again desirable.

Age limits are imposed by all countries, the limit is generally set at 18 or at the legal age of maturity.

Training : obligatory minimum standard appears necessary

Eight out of the 15 member states currently require security guards to undergo a course of basic training (Belgium, Denmark, Finland, France, Germany, the Netherlands, Spain and Sweden). In the remaining countries such training remains voluntary. As shown in section 6 below, number of hours of basic training and their content differ greatly from member state to member state. The requirement ranges from 280 hours in Spain to 32 hours in France. Similarly, the

accreditation of trainers and training establishments also varies widely. In the interest of the professionalisation of the sector, the setting of an obligatory minimum standard of training appears desirable and the work of CoESS and Uni-Europa in developing basic training for guards can contribute to this process.

The highest level of regulation in relation to the restrictions on the background of owners and staff can be found in Belgium, the Netherlands, Spain and Greece, where precise exclusion criteria and cumulation restrictions apply. The least restrictive provisions are found in Ireland and Germany with all other countries falling into the "median" category. ■

**published in january 2002 the study concerns legislation in activity at that time. New texts may have been voted since then but aren't mentioned in the original publication from which is abstract the upper article.*

THE KEY CHARACTERISTICS SCREENED BY THE COMPARATIVE OVERVIEW :

- Entrance requirements for firms
(published in CoESS news n°11)
- Restrictions on background of owners / managers
- Restrictions on background of operational staff
(see beside)
- Performance requirements for companies
- Minimum requirements for training and education
(published in CoESS news n°10)
- Regulations governing the wearing of uniforms
- Legislation governing the use of (fire) arms
- Provisions regarding the use of dogs on duty
- Provisions relating to governing control and sanctions of the industry



Finland's Private Security sector



In a country of about 5 million people living on 300 000 km², the turnover of the Finnish Private Security Services represents 645 M euros for a gross national product of 140 billion euros.

The heritage of private security services dates back to the year 1922, when the first private guarding company started in Finland. Today the private security business consists of guarding, cash in transit, security technique (locking included), private detective services, security contracting, security consulting, information security business and security training/education.

The market share of the three largest security companies in Finland is 75 % of the total turnover of the guarding business in the country. By name the companies are Securitas, G4 Falck and government-owned Engel Security Ltd. Totally there are 400 security companies in the country representing all branches of private security services. The majority of the companies are small having employees from a couple up to 40-50 persons. The total manpower of private security branch is about 7 500 employees. The challenges for the private secu-



ity services are predictions for unstable global economical situation, increase in criminality and disorderly conduct, increased use of drugs, competition in prices - instead of quality - and lack of skilled employees especially in guarding. Consequences due to the challenges mentioned above are development towards outsourcing of security services to private security companies and small and middle scale companies plus households as a new group of clients. Security awareness is also more and more taken into account in constructional security.

An advanced education system

The private security branch is on an average expecting a small growth in business in the year 2003, 3,5 %.

The Ministry of Interior and the Ministry of Transport and Communications are controlling the private security industry in Finland. The coordinating part is Confederation of Finnish Industry and Employers with its bureau of corporate security. The official representative of Finland in CoESS is the Association of Security Services in Industry.

A remarkable element in Finnish corporate security grouping is the advanced education system. For a young student interested in security branch it is possible to find one's way either to a poly-technic-level or a university-level security education program. The aim of the studies is to reach Bachelor's degree or Master's degree (in a university). After graduation it is time for work. After three to five years of experience on field service in private security branch it is possible to undertake continuing education studies or post-graduate studies in Adult Management Skills institutions or in Technical High school to deepen one's knowledge in security management. The studies may lead to licentiate -or doctorate- level graduation in security.

The security educational system described above has been of remarkable importance in Finnish security society. ■



ASSI : Association of Security Services in Industry.

Finnish legislation*

The private security industry in Finland is governed by the law on private security providers (1983). A licence is required to operate a private security undertaking and owners and managers of such undertakings have to undergo a criminal background check (no specific exclusion criteria are set down). A financial viability check is also required. Owner and managers of private security companies have to have received a prescribed course of training. Operational staff are also vetted for their criminal background in applying for their licence which is renewable every five years. New legislation requires operatives to have received at least 100 hours of practical and theoretical instruction.

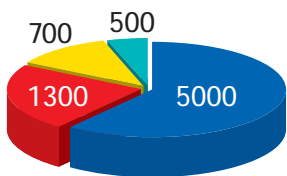
Uniforms worn by security guards must be distinct from those of other public order officials and must be approved by the police authorities. The use of fire arms is permitted, but those carrying weapons in pursuit of their duties must apply for a licence. Guards carrying weapons must have received special training. The new law requires an annual test of proficiency for the use of fire arms. The police authorities are able to revoke an undertaking's licences if it is repeatedly found in infringement of the relevant legislation.

Impossible to operate without a license

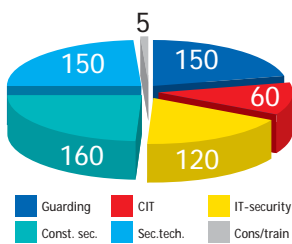
Finland has a central collective agreement setting down terms and conditions for workers in the sector. In addition, national legislation regulates working hours, holiday entitlements, employment protection and the rights of part-time and temporary workers.

Legislation provides for a maximum working week of 48 hours. Collective agreements stipulate a maximum of 120 hours worked in a period of three weeks. The maximum number of hours to be worked in one shift is set at 16. During one week, an employee is entitled to one uninterrupted rest period of 30 hours. In addition, there must be at least 10 hours between each shift. Minimum wages are usually set in collective agreement and employers are required under the Employment Contracts Act to apply at least the wage conditions laid down for the same or similar work in national collective agreements. The same Act also sets down minimum Employment Protection regulations. The statutory requirements of 30 days paid annual leave is further elaborated in collective agreement. Holiday pay is also set in collective agreements. Part-time and temporary workers are entitled to the same terms and conditions as their full-time counterparts on open-ended contracts. Bogus self-employment is not common in the industry and is governed by the laws on private security providers. This forbids anyone to operate in the industry without a license. Tax legislation is also relevant in this area and forbids bogus self employment.

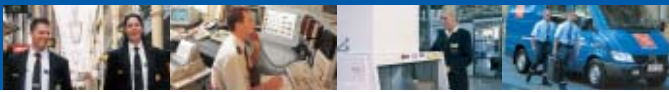
* abstract of CoESS/Uni-Europa's report (january 2002) : "Comparative overview of legislation governing the private security industry in the European union"



manpower in segments



business-segments in million euros



cash-in-transit

Harmonisation : useful seminar in Athens between social partners

The transport of values is the subject of a particular work session within the working group "harmonization of the legislations". The harmonization of the European legislations regulating the sector of private security is an important topic of the social dialogue of the COESS and UNI EUROPA. Two joint texts were adopted within the framework of the social dialogue ; the first, in London in 1996 and the second in Brussels in 2001.

The committee of social dialogue decided to constitute a working group to continue the work on the harmonization of the legislations. This work will be the basis of an initiative for a harmonization of the legislations which the European Commission could take on, upon a joint request of COESS and UNI Europa.



In addition, anxious to be able to circulate the Euro without obstacle on the European territory, Directorate General Economic and Financial Affairs (DG ECFIN) invited the interested partners – of which UNI Europa and COESS – to take part in the work on the harmonization of transport. DG ECFIN recently informed the parties that it intends to intensify its work and multiply the meetings in the next months.

The object of DG ECFIN is to prepare a proposal for decision of the Council in view of taking out the obstacles to freedom of movement of transport of funds. Initially, in October 2002, it submitted a working document to the social partners and to the concerned federations illustrating a possible option and constituting a first base of discussion on the ground transport of funds between Member States.

Several working sessions between UNI Europa and COESS, under the aegis of the social dialogue, made it possible to achieve two first conclusions :

- The first one is that a study of the existing status of the various national legislations on the transport of values, in the 15 and even the 25 future Member States was necessary. A draft study will thus be presented by COESS and UNI Europa to the European Commission in May for financing.
- The second one is that UNI Europa and COESS were to present their

respective points of view on this question in order to be able to envisage a constructive dialogue. It is thus at the Athens' seminar of april 12 that this exchange had been programmed.

Differences and common points

The Athens' seminar has been very useful and made it possible to the two parties to count their differences, but also their common points. For

- The obligation for a company wanting to work in this sector to obtain a license and to respect it.
- To distinguish two types of transport, with and without IBNS (Intelligent Banknote Neutralization System).
- To analyze the various systems of existing IBNS in order to evaluate them, this having to lead to a European certification.

trade and of the use of weapons if they have to be used.

- The minimal standard of the armoring of the vehicles which should resist gun shots of firearms meeting standard EN1063 B4.
- The wearing of bullet proof vests able to resist at least the projectiles of level 3 as defined by the standard ISO 14876-2:2002.

However, the disagreement exists on :

- The obligation to armour or not the cabin of a vehicle intended for transport with the use of IBNS systems.
- The minimum number of conveyors having to compose a crew with or without use of IBNS.

A certain number of ideas, like the prohibition of night transport, psychological help for victims of aggression and their families, the obligation of reserved parking places to minimize the pedestrian risk, remain to be discussed.

The Athens' meeting also made it possible to obtain a consensus on the difficult question of the weapon. Indeed, the respect of the national legislations seems to us all the only possible way. The next weeks and months will thus see the establishment of a dialogue between the social partners, which we hope will be constructive. ■

Raffaele Maddalone, Bernard Dumoulin, CoESS Working Committee "CIT"



example, the two parties agree on the following :

- To restrict at first, the application field of a first initiative to a cross border transport from point to point, without treating "cabotage".
- The obligation to equip the vehicles with tools of communication such as the mobile phone and of localization such as the GPS.
- The obligation for all crews to have received a minimal training of the

The New EU Directives for Civil Aviation and their Impact on Private Security Firms

The new EU Directives for establishing joint regulations for security and safety in civil aviation entered into force on 6th January 2003 ; but they do not, however, apply yet at the national level, as the individual European countries have a further 6 months in which to implement them. First, the impact these directives will have on civil aviation must be addressed.

The attack on New York on 11th September 2001 demonstrated that, above all, terrorism presents one of the greatest imaginable threats to civil aviation. The Chicago Agreement of 7th December 1944, which foresaw minimum standards for guaranteeing security and safety in civil aviation, forms the basis for this decree, whose aim is to protect citizens travelling by air.

To this end, each member country is being called upon to draw up a national security and safety programme, and to appoint a single authority at the national level to co-ordinate and monitor the implementation of the said programme. Taken in detail, this regulation foresees each airport drawing up its own security and safety programme within the framework of the national security and safety programme. This programme will be tailored to each airport's specific requirements, and will have to be approved and monitored by the responsible authority.

Quality control programme, national training

This national security and safety programme will include a quality control programme and, naturally, a national training and further-training programme. Acting on this basis, the responsible authority will have to conduct regular tests based on standardised methods. The testers will have to be able to show they are in possession of a qualification based on jointly agreed criteria. The object of this system will be to detect and rectify shortcomings.

Moreover, in co-operation with the responsible authority and the Commission, unannounced, random inspections are to be carried out, which are required under supervision of the Commission for checking the efficiency of national security programmes. The test reports are to be passed on to member states so that they can rectify any shortcomings.

In practice, this means that considerably stricter precautions are to be introduced, such as, for example, security screening of airport staff. This will affect every member of the staff who has access to security areas in the course of duty. Every person employed at the airport will be under obligation to carry an airport pass on him or her. Before access to the security areas is granted a body-search will be conducted. All aircraft not in operation and located in security areas are to be subjected to an "aircraft security search" immediately before and after a flight. The operation and handling of equipment installed in aircraft will have to be effected by properly recruited and trained personnel.



Especially in respect of further training essential, far-reaching, measures are to be introduced for, in the words of the European Union, executives who develop and conduct security and safety training for the airport security personnel and ground staff, and for the airlines, will have to possess the required qualifications, knowledge and experience. This means, above all, broad practical experience in, amongst other things, the field of flight safety :

- a recognised qualification from the responsible national authority or
- an equivalent permit,
- necessary knowledge in the field of security systems and access checks,
- security on the ground and in flight,
- security of luggage and freight,
- weapons and prohibited items,
- security of aircraft,
- searches, and a overview of the topic of terrorism.

Obligatory annual refresher course

These executives and instructors will have to attend an annual refresher course in the field of the latest security-related developments in flight safety. All other personnel will receive an initial introduction comprising a minimum of three hours of theoretical instruction and one hour's practical introduction, whereby here, too, staff will have to attend an obligatory annual refresher course. A novel, but extremely

important approach in the area of personnel management is motivation. Concepts will have to be worked out as to how staff can be motivated, and thus be better and more efficiently integrated into these intensified security and safety measures.

All these approaches and measures are aimed on the one hand at enhancing the security and safety consciousness of personnel, and on the other, at achieving a significant improvement in the current safety and security systems.

What impact on private airport security firms ?

Proceeding from these demands, which will in future be placed on all the countries in the European Union, the question now arises as to what impact this overall concept will have on private security firms operating in the field of airport security.

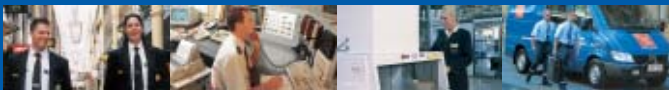
It will be very difficult for the individual countries to ensure security in every area of their national airports from their own resources. A possible solution would be to gradually increase the integration of private security firms into these special areas. Hence there is an urgent requirement for private security firms to broaden the spectrum of services they can provide in this field. Airports have large numbers of places which potential terrorists might use for launching an attack, and these will have to be made secure.

Since, however, airport security is an extremely sensitive field, private security firms will have to become highly specialised if they are to remain competitive in this field.

When providing this service in future, quality will be one of the prime factors, more than hitherto. A "quick fix" can in no way meet the requirements. As far as services are concerned, the quality concept can only be met and entrenched through comprehensive training and further-training.

Consequently, personnel destined for such sensitive areas must be given thorough, broad and in-depth training prior to their employment, and must, of course, be afforded continuous further training. This is the basis for all future services in airports. The new EU guidelines expect no other alternatives, which is most certainly in our interest, and in the interest of the private security service, too. ■

Friedrich P. Kötter,
President CoESS Working Committee
"Airport Security"



human guarding

Necessary efforts to adopt a common coherent strategy

The Committee's first meeting was held in Brussels on last January 16th. The most outstanding issues to be dealt with by the Committee (and therefore its work programme) were discussed. In particular, the Committee members agreed on the preparation of a CoESS draft position paper on the Guarding activities.

The need to move forward with the legal harmonisation of the regulations governing guarding activities has been stressed, as well as the importance of establishing additional co-operation links with both the public authorities and the trade unions. It has also been pointed out that all necessary efforts should be made to adopt a common coherent strategy to face the major problems of the sector related to shortage of personnel, the quality of the services, the relations with government agencies, the civil liability issue, the search for comprehensive security solutions, etc.



The Committee members are also aware of the fact that despite some problems the guarding activities are still in a growing cycle. New tendencies like the incorporation of added value into the service can be already identified. We are behaving in a global market, with multinational clients involved in global decision processes; it is a market that in the last years has faced significant merger processes both at a national and international level. We must react to the evolution of the final user profile and consequently improve our quality and professionalism. In short, we need to be able to attach greater value to prices and quality according to the service needs.

These ideas will be discussed in the next meeting (April 24th 2003) and a draft position paper will be examined and further elaborated. ■

Angel Vizcaino Ocariz,
*President CoESS Working Committee
"Human Guarding"*

CoESS working committee *training* upcoming actions

David Dickinson, President of CoESS Working Committee on Training has forwarded to the members of the Board a report on the first meeting held (10 February 2003) and on the actions that this Committee will undertake, a.o. the elaboration of a framework showing

all sector definitions and the education systems currently available across all sectors in the United Kingdom. This framework will be produced and sent to all committee members. Each committee member will map their current sector definitions and education systems

against the UK framework to identify commonality and disparity. The focus will be on the manned security services sectors such as guarding, CIT, store detection, door supervision etc. It was further agreed that most work would be able to be conducted via email, but further meetings would be required - date, time and location still to be agreed.

Skills and Qualifications Mapping Project

The purpose of the Skills Mapping Project would be to agree on the skill requirements of security personnel across member states. Identifying common skills and skills specific to certain states. This project would also address legislative and licensing requirements and new growth sectors (for example the introduction of Community Wardens

in the United Kingdom). This follows the Skills Mapping Project in that each member state will have existing qualifications targeted at their current skills requirements. In mapping the existing qualifications, the Training Committee should be able to agree on transferability and acceptance of qualifications across other states and produce guidelines for companies on the relevance of the qualifications. This would allow mobility of qualified personnel.

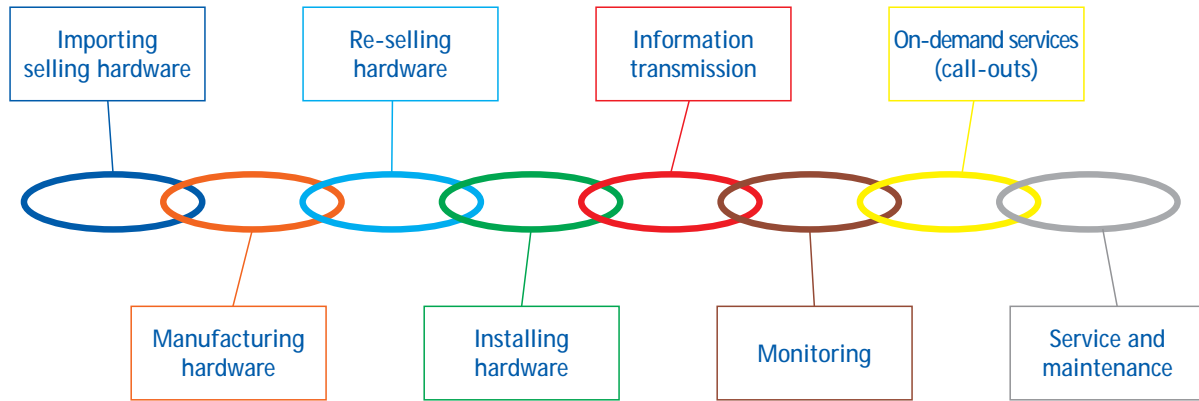
Concerning continuous Professional Development, this project would address career paths, succession planning and the shortage of qualified supervisors and managers in the industry. ■



electronic surveillance

Linking :

co-operating with partner associations and charting national practice to harmonize



Value chain in monitoring

The Working Committee Monitoring (Electronic Surveillance) has launched its work in the beginning of this year. The goal of the group is to work on the harmonisation of activities inside the electronic surveillance field taking into account especially the enlargement of EU and the needs of the current candidate countries. The main target of the Committee is to describe the chain of services, how to overrule it and make recommendations of doing the business properly. There are 15 members in the Committee all around Europe. The term of office is two years.

The essential part of the work of the Committee is co-operation with the other organisation working on the same field of operations, but having a slightly different kind of view to examine the

issue. The most familiar co-operation partners are CEA, Cenelec and EurAlarm (SC 7).



and go ahead towards the target. With a very high probability the work will be done in keen operation with EurAlarm (SC 7). Indeed last Board of Directors decided that such a dialogue is an absolute condition for a good management of the

whole of monitoring industry and has mandates Marc Pissens and the president of this WC to organise a first informal meeting with representatives of EurAlarm and / or other organisations.

Assumptions in the field of operations of the committee are complicated and the practices and legislation diverse in different countries. The committee is facing a massive but interesting field of work. ■

Ari Uutinen,
President CoESS Working Committee
"Electronic Surveillance"

CoESS working committee *enlargement*

Conference and investigations

The objectives of the Working Committee on Enlargement, presided by Stefan Landrock, (first meeting held on the 28 January 2003) include : in-depth examination of the national situation concerning representation of the industry in a number of Central and Eastern European countries, the organisation of a second conference in with both employers and trade union representatives after the first one held by UNI-Europa on 15 October 2002 in Vilnius, Lithuania with participants of the Baltic States, Poland, Sweden, Denmark and Finland (Social Dialogue project). The Board of Directors has also mandated this specific Working Committee to investigate the situation in a number of countries (Czech Republic, Hungary, ...) and to obtain information on the other concerned countries. ■



CoESS working committee *social dialogue*

Claude Lévy, President CoESS Working Committee "Social Dialogue"
see report page 2



September 2004, Barcelona

Project of a 4th "European Conference on Private Security Services"

After London, Berlin and Brussels, the 4th "European Conference on Private Security Services" will take place in Spain, in Barcelona, the capital of Catalonia. It should be held in September 2004 under the heading "Towards a European Model of Private Security". Jointly organised by CoESS and Uni-Europa, with the active and financial support of the European Commission, the number one general event of the sector is a professional "rendez-vous" that you must not miss. Book the dates on your diary now ! CoESS is preparing for it. A steering committee composed of Angel Vizcaino Ocariz (from Aproser, our Spanish member) and the General Secretary is already working



on ideas concerning programme, speakers, documents, etc. The final program will be chosen closely with UNI-Europa. More news in next issues. ■

18/19 May 2003, Paris

E.S.T.A. Conference and exhibition on CIT



Our corresponding member, E.S.T.A.(*) – which is largely represented in CoESS Working Committee on CIT - will organise on 19 and 20 May 2003 a conference in Paris, France, on the subject of "Security transporters in a changing Europe".

To help understand the latest industry developments, technologies and services, ESTA has organised several sessions with speakers specialising in : insurance, harmonisation, innovations and new technologies (Mobile computing, new systems for mobile digital), Management Information in Cash Centres, ATM Monitoring, Forecasting Innovations, SQS Innovations (ATM – CIT - °), Cash processing... etc. A number of information stands will also be open during the Conference. Exhibitors will display the latest technical advances and the most innovative products providing solutions and ideas for every need ■

(*) Conference Coordinator : ESTA
Secretariat : Tel. +32 2 758 13 90 - Fax +32 2 759 43 70

Last minute... New legislation in UK...

The Security Industry Authority (SIA) was officially launched in London on 2 April 2003. It will regulate the private security industry in England and Wales, in accordance with the Private Security Industry Act 2001. This includes the introduction of licensing for : contract security officers ; managers, directors and partners of contract manned security companies ; door supervisors ; security consultants ; private investigators and wheel-clampers. To obtain a licence, an individual will need to undergo a satisfactory criminal record check and meet other requirements such as completing basic training. The SIA will also establish a voluntary approved security contractors scheme. Licensing will begin in 2004 for door supervisors and wheel-clampers, with security officers licensed from 2005. In-house security officers are not covered by the Act. Similar legislation is currently being considered in Scotland and Ireland. ■

For more information see www.bsia.co.uk and www.the-sia.org.uk

CoESS diary

Board meetings :

20/11/02 (Brussels), 8/02/03 (Brussels), 13/06/03 (Brussels)

Executive Committee Meetings :

17/01/2003 (Paris), 28/02/2003 (Frankfurt), 12/06/2003 (Brussels)

General Assemblies :

26/04/02 (Sevilla), 26 & 27 Sept 2002 (Istanbul), 25 & 26 Sept 2003 (Probably Corfu – to be confirmed)

Working Committees :

- Social Dialogue :
27/01/03, 02/04/03,
03/07/03 (to be confirmed),
14/10/03 (to be confirmed),
16/12/03 (to be confirmed)
- European Project on Health and Safety
18 & 19 Sept. 2003 : closing conference
- European Project on CEEC's
October or November 2003 (Poland)
- Training :
10/02/03
- Airport Security :
29/01/03, 27/05/03, 16/10/03
- Guarding :
16/01/03, 24/04/03, 26/06/03, 16/10/03
- Electronic Surveillance :
28/01/03
- CIT :
18/03/03, 03/06/03 (to be confirmed)
- Enlargement :
28/01/03, 24/04/03, 24/06/03, 24/09/03

ESTA :

Conference and Exhibition
"Security Transporters in a Changing Europe"
18-20 May 2003 (Paris)

League :

Ligue Seminar 2003,
"The CIT Market in Europe",
22 & 23 May 2003 (Madrid)

on the move

Uni-Europa :

Nicolas Konstantinou replaced by Sabrina De Marchi



Nicolas Konstantinou of UNI-Europa, acting as CoESS main interlocutor for many years, and in charge of social dialogue with the private security sector, is heading for a new position in the organisation of our social partner. On behalf of CoESS, President Marc Pissens said during a recent social dialogue meeting held in Brussels : "We regret this departure and thank Nicolas for the longstanding and constructive co-operation which has contributed to the strengthening of the social dialogue and professionalism in the sector. We wish him success and we warmly welcome his successor, Ms. Sabrina De Marchi".

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