



Confederation of European
Security Services



Annual Report 2005



Working Committee **GUARDING**

**President of
WC GUARDING :
Tore K. NILSEN,
Sweden**



MEETINGS

2004

12th December : policy paper on CEN (European Committee for Standardisation) work and draft EU Directive on Services in the Internal Market

2005

18th January : decision on CEN work policy and discussion of resources for WC activities

14 th April : CEN work update, decision on priority questionnaire for WC work

19 th July : Services Directive work update, priority questionnaire analysis and work plan

16 th November : best value seminar open for all CoESS members, CEN work update, minimum harmonisation of statutory legislation

CEN PROJECT

The WC was empowered by the CoESS Board to present the industry's interests and negotiate a solution for the change in the CEN project targets and context.

The WC achieved, through internal/external activities and in negotiations with CEN, an alteration to the goal and title of the first phase project,

changed now from industry standard to industry terminology.

The general role and goals of CoESS in the standardisation work were clarified internally and externally. Since the Budapest meeting on 5th September 2005, the real work in the terminology project has started and optimistic reports from the members of the project have been received.

DRAFT EU DIRECTIVE ON SERVICES

The WC has addressed issues related to draft EU Directive on Services in the Internal Market proposal in accordance with CoESS strategy. WC has discussed and drafted proposals of the directive policy at different stages especially in connection with the standardisation project negotiations.

The WC was active in acting as the link and discussion forum in the directive proposal matter between the national member associations and CoESS.

THE FOCUS AREAS

The WC sent a questionnaire to the national member associations to find out the most important topics, from their point of view, to be taken up by the WC.

Three topics emerged as the most important ones :

- Proceeding with the European and national standardisation work.

- The promotion of the best value idea and its publication by active distribution of information, with the help of the WC (CoESS).

- The promotion of European harmonisation of statutory regulation by creating a CoESS model in order to back up the national associations in their negotiations with the relevant authorities.

ONGOING ACTIVITIES

CoESS' active presentation in and follow up on the CEN project has been organised.

The draft EU Directive on Services in the Internal Market back up work is

proceeding according to the CoESS Board requirements.

An updated standardisation policy draft for the next phase (European security services standard) is being prepared.

The work on best value promotion continues with a planned presentation to the CEN task force in the next meeting (23rd February 2006).

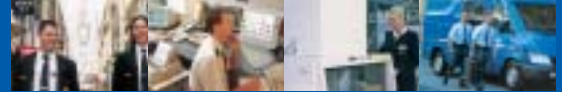
The work on an updated harmonised regulatory model draft and back up material is prepared in co-operation with CoESS general secretariat and discussion have started.

GENERAL COMMENTS

The main goals have been achieved thanks to active support from the national associations, especially in the CEN project.

The main focus of the WC in the near future will be on the standardisation, distribution of "best value" information and statutory regulation harmonisation - according to the needs and requirements of the national member associations.

The group which forms the WC, drafting the proposals and taking the decisions, remains too small, but it recently received an increased interest in participation. We hope that this is a good sign for intensive participation in 2006.



coess working committees

> Check www.coess.org (structures) to have the present list of members of all CoESS WCs

Working Committee **CASH-IN-TRANSIT**



currently discussed and will be presented to the plenary session of the European Parliament on 16th February 2006 and afterwards the European Commission will express its views. More to come by mid-2006.

President of WC CASH-IN-TRANSIT : Bernard DUMOULIN, France



CASH ISSUES

New Legal Framework (NLF) Payments in the Internal Market

This NLF aims to improve the efficiency of payment systems, and the European Commission has expressed its view that there is a strong business case for this efficiency improvement.

The Commission has stated that Cash is more expensive than other (notably electronic) means of payment and intends to disincentive the use of cash.

Our industry has responded and its position paper has established that Cash is a natural form of payment and the most preferred one of consumers and users. Furthermore, when one considers the net cost of cash (including its contribution to public revenue, or seignorage), the cost of cash is 0,5% of GDP and could be further reduced, down to 0,15%, through re-engineering of the cash inflows and subsequent automation.

The rationale of this Directive and its provisions should reflect this and be neutral as regards Cash.

ES2

The European Central Bank (ECB) has started planning for the second series of euro banknotes, which are expected to be introduced towards the end of this decade, gradually replacing the euro banknotes that are currently in use. The upcoming banknotes might be made of a new substrate (polymer) that is staining resistant and might consequently, if chosen, substantially jeopardize our industry's investments in theft deterrent systems. Our industry is actively present on this front to defend our/your interests and ascertain that our crime deterrent efforts are paying off.

RECYCLING FRAMEWORK

The principal objective of this framework is to implement effectively a common policy regarding banknote recycling by Credit Institutions and other professional cash handlers who will be allowed to re-issue euro banknotes only if these banknotes

are duly checked for authenticity and fitness according to the criteria laid down by the ECB.

Whilst globally agreeing with this framework, our industry is currently negotiating with ECB on two issues:

- Cash back and ATMs replenishment by independent operators make derogation to the rules and we can not accept this situation creating an uneven playing field.

- Cash handlers are subject to a "licensing" procedure controlled by their respective National Central Bank (which could be a competitor in some countries) instead of a European body.

DIRECTIVE SERVICES

The European Commission has put forward a proposal for a Directive on Services in the Internal Market. The proposal explicitly excludes CIT (Cash-In-Transit) from the scope of Country Of Origin (COO) until 2010 or until a specific harmonisation instrument is adopted.

As the conditions which led the European Commission to propose derogation from COO to CIT in its draft Directive on Services will still prevail in 2010, our industry asks the EU co-legislators to delete the limit to 2010 and give a permanent derogation to our industry.

Amendments from the European Parliament are

ESTA and CoESS agreed upon a joint position paper concerning the draft EU Directive on Services in the Internal Market. The document is a clearer indication of the joint positions and merely a rewording of the existing CoESS position paper. It supports the idea of a derogation from the country of origin principle for the whole sector of the private security, unlimited in time, that is, until a harmonisation tool is found. Both ESTA and CoESS use this common position (available on CoESS website).

STANDARDISATION

At the request of the British Standardisation Institute (BSI), a standardisation process has recently been initiated under the patronage of CEN (European Committee for Standardisation), in a view of setting European standards on Cash degradation systems (Intelligent Banknotes Neutralization System).

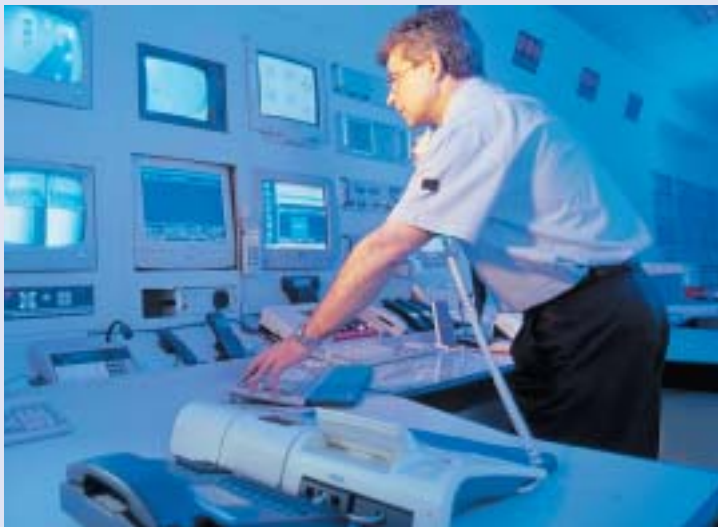
Our industry is actively participating in this attempt, mainly as representative in the different standardisation bodies in the EU Member States and at the CEN level itself.

CIT LAWS - EU COMPARATIVE SURVEY - PART 2

Under the provisions of a grant agreement from the European Commission, our Committee is cooperating with CoESS WC Social Dialogue, UNI-Europa, and the appointed consultant Lilany Morr , to review the legislations governing Cash in Transit in the 10 new EU Member States.

This study is scheduled to be delivered by 31st May 2006 and will be the follow-up of our first part (EU 15) survey, completing and updating the first document.

A newly formatted questionnaire has been circulated and your cooperation is essential to the completion of this important survey.



Working Committee ELECTRONIC SURVEILLANCE

President of
WC ELECTRONIC
SURVEILLANCE :
Danny VANDORMAEL,
Belgium



MEETINGS

2005 :
8th February : Dublin
18th May : Birmingham

All meetings were joint meetings between CoESS and Euralarm.

TOPICS

- Writing a "Code of Practice" for Monitoring and Alarm Receiving Centres (MARC).

- Writing a joint position paper with Euralarm on electronic security monitoring.

CURRENT STATE OF AFFAIRS

"Code of Practice MARC" finalised in Birmingham, was presented to the CoESS Board for approval in June 2005.

After approval, the Code of Practice was distributed to all country associations as a document to be used as guideline until the CEN (European

Committee for Standardisation)/Cenelec standard has been approved.

Euralarm has not yet approved the document "Code of Practice for Monitoring and Alarm Receiving Centres (MARC)".

JOINT POSITION PAPER

Proposal to send approved document to CEN/Cenelec is supported. Consensus CoESS – Euralarm was difficult to achieve.

Decision to write CoESS paper stand alone was taken.

Draft was discussed with CoESS committee members, finalised and proposed to the CoESS Board in May 2005 and approved afterwards.

STATISTICS ON ALARMS MONITORING

File with data on number of alarms, price,... for European countries will be made available into 2006.

FUTURE

Collaboration with Euralarm was provisionally ended after the Birmingham meeting but discussions to resume this collaboration have taken place at the end of the year.

New meetings to be organized around CoESS objectives of position paper :

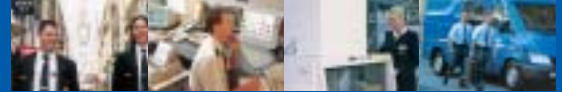
- Legislation / response service / collaboration public authorities

- Technological evolution

- Working conditions, insurance,...

COMPOSITION OF WC

As for the future composition of the WC Electronic Surveillance, the idea is to have more experts in the field of alarm response activities : an invitation for additional candidates has been sent out to all CoESS' member federations.



coess working committees

> Check www.coess.org (structures) to have the present list of members of all CoESS WCs

Working Committee AIRPORT SECURITY

MEETINGS

2005 :
17th March
25th August
24th October

TOPICS UNDER DISCUSSION

- Admission of the different quality standards and training in the separate countries => Social Dialogue project
- Training paper – Feedback SAGAS (Stakeholders' Advisory Group on Aviation Security)
- Third Party Liability (with Interel)
- Collection data aviation market in Europe
- Survey on wages
- Insurance / Pros and cons of the insurance cover for our clients

TOPICS OF MEETINGS

Data about the aviation market in Europe :
At the end of the year 2004 the members of EASA (European Aviation Security Association) and CoESS were asked to fill out surveys in order for CoESS/EASA to have an idea of the market and to be better able to represent the companies and to develop the market.

As not every member is willing to contribute to the survey it is impossible to give an overview about the market size.

Quality Standards for Recruitment, Selection and Training of Security Staff for screening of hand and hold luggage (for SAGAS purposes) :
The above mentioned documents are passed and handed over to SAGAS. The comments of SAGAS are expected.

Admission of the different quality standards and training in the separate countries :
The training project (project to set up basic training standards for Aviation security officers across Europe) which has been started in cooperation with the WC Social Dialogue, started in December 2005. The one-year project received financing from the European Commission.

Third Party Liability (TPL) :
At the moment there is only a limited insurance coverage available but the security providers shall bear an unlimited risk. The insurance companies insure only risks that are calculated. But Third Party Liability (TPL) resulting from acts of war and terrorism is not calculable (see also article page 3).

The WC is assisted by a consultancy in order to explain the problem of TPL in the policy, to insurers, airlines and airports.

**President of WC
AIRPORT SECURITY :
Friedrich P. KÖTTER,
Germany**



The WC has discussed this problem with the responsible EU-departments. The first results are existent. Final results are not available. Unfortunately, too many companies accept the risk of open liability without worrying about the disadvantages. "Someone who has nothing to lose, therefore is not able to lose anything."

In the field of the Third Party Liability, the WC underlines the importance of lobbying.

Insurance / Pros and cons for the insurance cover for our clients :
Some clients want to give their cover to the security company in order to get a lower price from the security company. However, that does not exclude the TPL.

A meeting with an insurance broker in order to explain the aviation security insurance was arranged in London during the WC meeting in October 2005.



Working Committee MARITIME SECURITY



**President of WC
MARITIME SECURITY :
Iskender TARGAC,
Turkey**

Post-9/11, security experts all over the world have been focussing their attention on three new aspects of "security", covering counter-terrorism; counter-terrorism related to weapons of mass destruction (WMD), maritime counter-terrorism and counter-terrorism related to energy security. Each of these items requires a new approach and a new thinking as realised by WC Maritime Security (MARSEC).

"Maritime Security" and "Maritime Counter-Terrorism" go hand in hand. Without effective Maritime Security, there cannot be effective Maritime Counter-terrorism and vice versa. But, the two are not synonymous. Maritime Counter-terrorism covers a much larger canvas. It deals with a large gamut of issues such as intelligence collection, analysis and assessment, physical security measures required to prevent maritime terrorism, crisis management if there is a failure of intelligence and physical security.

With regard to security steps taken in general, apart from strengthening the physical security infrastructure of the airports, not much was done. The result: 9/11. We should not repeat the mistake in respect of maritime terrorism, by emphasising continuously the importance of "Maritime Security".

In 2005, Maritime Security not only preserved its utmost importance worldwi-

de, but also gained momentum as far as its pre-emptive implementations were taken into account, particularly against maritime related terrorism and piracy.

While the leading organisation in this field, International Maritime Organisation (IMO)'s agenda was full with the relevant works such as the endorsement of the amendments to STCW (Standards of Training, Certification and Watchkeeping) Convention and Code as far as Ship Security Officers are concerned, CoESS WC MARSEC also put all its efforts on the table in 2005, in order to contribute to the EU's maritime security in accordance with the mandate entrusted to it by the CoESS Board, covering the subjects of regulation, ISPS Code (International Ship and Port Facility Security Code), training, membership and partnership within one or more committees of the European Commission.

In this regard, the WC MARSEC met in Constantza on 28th January, at the HQ of the Constantza Port Authority, and decided on the following issues in this first meeting of 2005:

The title of the training document was decided as the "Maritime Security Training Manual of EU".

The document should be based on IMO ISPS Training Standards.

Furthermore, it has to include national concerns, expertise and requirements to integrate with the existing IMO ISPS Training Standards.

A brain storming session is needed to find an answer to the question of; "How and where can the MARSEC training institutions be structured and how can CoESS be related to this?"

The title of the second document is decided as "Code of Practice for Maritime Security Management in EU". The document should include national concerns on the ISPS implementations as well as the procedures of inspections to pin-point sub-standard ports and ships.

On 29th September, the WC MARSEC's Progress Report was presented to all CoESS members, during the Ordinary General Meeting in Brussels and the WC President Iskender Targac informed the members about the new tasks of the Committee and requested much closer support from the member Organisations due to some instances of reduced participation. As a result, Sweden, Germany and Poland allocated new members and further support is also expected.



MEETINGS



1st meeting : 28th January in Constantza, Romania.

2nd meeting : 29th November in Wemmel, Brussels.

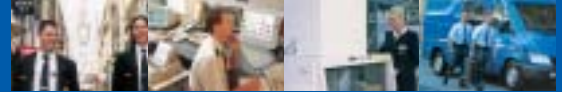
To summarise, all meetings served their aims also from the point of view of actual MARSEC implementations. Besides the steps taken under the WC's programme, different aspects of maritime security were discussed.

The second WC MARSEC meeting was held in Brussels, on 29th November. A draft skeleton of the Code of Practice document was presented by the Chairman and overall, the WC members accepted the format by taking the following decisions:

The work of the Sub-Committee should be in line with the European Security and Defence Policy and European Security Strategy (both agreed by the EU) as well as with the Strategic Plan of the International Maritime Organisation (IMO) and the Maritime Security Policy of CoESS.

Inspections are to be seen as the most important topic. CoESS should recommend the correct way to perform inspections.

The Code of Practice document should be finalised by August 2006.



coess working committees

> Check www.coess.org (structures) to have the present list of members of all CoESS WCs

Working Committee SOCIAL DIALOGUE



President of WC SOCIAL DIALOGUE : Eduardo COBAS URCELAY, Spain

During 2005, the Working Committee Social Dialogue has continued a fruitful and long-established relationship with UNI-Europa (European trade union) in different fields. Several projects have been implemented and different questions have been dealt with in the working groups and plenary sessions.

The plenary group meeting of the private security sectoral social dialogue Working Committee took place on 14th November. In addition to this, we had three Working Committees on 21st January, 1st April and 14th June and several secretarial meetings in the meantime.

All meetings were supported financially by the European Commission and organised on the European Commission premises in Brussels. Participation from CoESS was restricted to current members of the European Union.

Several issues were analysed. We discussed the basis for a future declaration on undeclared work, by identifying specific national good practices. The implications of restructuring for our sector, in particular in the context of Cash in Transit, were also studied. A presentation of the possible application of the framework agreement on work-related stress, the consequences of the proposal Directive on Services and the particular situation of our sector in the Baltic States were also on the agenda.

In the final plenary meeting we revised jointly our working programme for 2006. Finally, the European Commission called the communication on "enhancing the social dialogue", the revised Lisbon strategy and new European social agenda and the studies on sectoral social dialogue to the attention of companies and trade unions.

Thanks to the financial contribution of the European Commission, we have been involved in different projects during 2005. In particular, a

two-day conference was organised in April in Warsaw trying to increase the involvement of new Member States social partners in social dialogue activities. The results of the Madrid conference, the final version of the health and safety study and the Cash in Transit study for the old Member States have also been evoked in different meetings and events.

We are currently involved in three major projects :

- An updating of the Cash in Transit study for the old Member States and an extension to the new member states is currently being prepared.
- The preparation of new training manual for specific areas (mobile patrolling, alarm response centres and airport security) is also under way.
- Finally, on 22th March, a Conference organised by the TAIEX (Technical Assistance Information Exchange Instrument) office from the European Commission will take place in Riga, with the participation of the three Baltic States.

We also envisage organising more best value conferences in Germany, Poland, Hungary and Czech Republic, should financing from the European Commission be obtained.

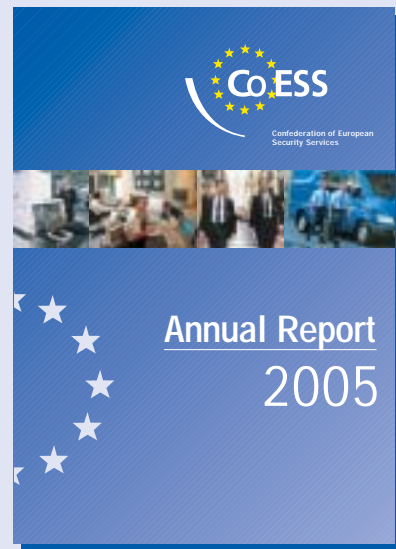
Finally, we have taken part in different official consultations from the European Commission, in particular on the proposals on violence of work, year 2006-mobility, simplification of the health and safety directives and the European Qualifications Framework.

MEETINGS

2005 :
 21th January
 1st April
 14th June
 21st November : Plenary group meeting
 Plus several Secretariat meetings

2006 :
 18th January
 5th April
 6th September
 29th November : Plenary group meeting

Our committee, thanks to the support from all its members and especially due to the intensive involvement of CoESS Secretariat, has been actively working in 2005. We have tried to increase our cooperation with the remaining CoESS committees through our projects, specifically addressed to individual areas of our business. We shall even try to increase our objectives and improve our results in 2006.



Working Committee PROFESSIONAL TRAINING



**President of WC
PROFESSIONAL TRAINING :
Stefan HAY,
United Kingdom**

2005 was a very active and highly productive year for the WC Professional Training and we believe that the momentum will carry forward into 2006. The membership of the Committee was reviewed and we now have participants from across the EU, including many new Member States.

MEETINGS

2005 :
9th May
29th June

SOCIAL DIALOGUE PROJECT: DEVELOPMENT OF A EUROPEAN EDUCATIONAL TOOLKIT FOR THREE PRIVATE SECURITY ACTIVITIES.

Following the meeting of the 9th May, an initial project proposal to develop further modules for the Vocational Training Manual was prepared. This proposal was presented to the European Commission (EC) at the Social Dialogue meeting on the 10th April in Brussels and gained the full support of UNI-Europa, which also nominated representatives to participate in the working groups.

It was agreed at the meeting on the 29th June that an EC funding application would be made. The WC President, with outstanding support from Mieke Loncke, CoESS and Eduardo Cobas, President of the WC Social Dialogue, prepared the proposal, which was submitted by CoESS to the EC on 1st September and subsequently approved. The project started in December 2005 and the first joint CoESS / UNI-Europa project meeting was hosted by UNI-Europa in Brussels on 19th January 2006.

OVERALL SUGGESTED STRUCTURE OF THE SOCIAL DIALOGUE PROJECT:

Three subgroups each with three representatives from CoESS and three from UNI-Europa have been allocated to the toolkit development work.

Each subgroup will have three meetings, which will all take place in Brussels and all travel expenses will be reimbursed by the project funding. Where possible, extra meetings will have to be combined with Social Dialogue meetings in order to reduce costs.

CONTENT APPROACH OF THE PROJECT:

The WC has agreed that the basic manual, representing the common minimum for Europe, wasn't useful for all Member States. Those countries that already have a competence level higher than the one suggested in the manual were unable to make use of the tool. It is believed that further pre-established manuals might be received as something to adopt without changes (take it or leave it), but, on the other hand, could be very useful for countries with low or no standards at all. The new toolkits should, therefore, be useful for all countries concerned.

THE PROPOSED PROJECT OUTCOMES ARE:

An educational toolkit, useful for countries with low or no standards.

A menu giving recommendations: learning aims, individual learning goals/objectives, recommended material, suggested lesson plans, competency outcomes. Countries would be able to choose the items that they find relevant and useful to introduce in their own national system in order to upgrade the level of competence.

The project will focus on the English version of the toolkits, letting the intellectual work prevail. Nevertheless, a future translation budget must be foreseen in order to translate national information into English. A second follow-up project could focus on translation, publication and dissemination. The same goes for the updating of the existing manual.

OVERVIEW OF TRAINING IN A BROADER SENSE

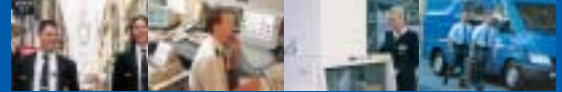
Although the upcoming Social Dialogue project is a very important task for the WC Professional Training, it is not its only task.

The main task remains establishing and maintaining an overview of training in a broader sense. The committee has agreed that it mustn't lose sight of the bigger picture of training in Europe. At the Social Dialogue Meeting of 10th June 2005, a number of serious HR issues were raised. E.g. UK dealing with a skills shortage (not enough people available or willing to become private

security guards) and the skills gap (the people who are interested don't have the right qualifications). The UK therefore attracts skilled agents from e.g. Poland, Hungary and Czech Republic to work in the UK. But to be able to work in the UK, the trained agent – who went through all the necessary training requirements in his own country – has to follow a 4 day course and undergo SIA checks before he is allowed to start working in the UK. This counter-productive procedure results from the fact that countries are unaware of the type and level of training in other EU Member States.

OTHER TASKS FOR THE WC TRAINING

The WC believes that it could function as a control group, monitoring the situation in the Member States, assessing the compatibility of national initiatives with the content of CoESS toolkits and manuals. All of this will need to be performed outside the scope of the new Social Dialogue project therefore not always requiring the participation of the unions. Members of CoESS are urged to research the situation in their own country and to report back to the WC Professional Training. CoESS is striving to become the central point of information and a centre of excellence concerning education in the sector.



CoESS working committees

> Check www.coess.org (structures) to have the present list of members of all CoESS WCs



Working Committee ENLARGEMENT

SECURITY MARKET TODAY IN THE NEW EU MEMBERS STATES

CHARACTERISTICS:

- Dynamically growing market.
- Highly fragmented market with too many companies.
- Competitive associations in some markets.
- High number of security staff in relation to West-European countries.
- Hourly wages on a low-level (€1 – 2 per hour) in most markets.

PROBLEMS AND RISKS :

- Implementation of legislation and different regulations in countries
- Beginnings of consolidation of the market
- Black Market components and undeclared work drives quality level down
- Evasion of taxes and social insurance charges in some countries due to fierce price competition in the market
- Unfair Competition methods in some markets (e.g. subsidy fraud results in market prices below wage level per hour)
- Underdeveloped social dialogue due to weak associations and unions

DEMAND FOR HARMONISATION OF LEGISLATIONS THROUGHOUT THE EU:

- Licensing of companies and employees
- Regulation of arming, training and quality
- Requirement for a free and fair competition

CONFLICTS WITH CROSS-BORDER SERVICES DUE TO DIFFERING LABOUR COSTS AND EU SERVICE DIRECTIVE: solution demanded

WORKING PROGRAMME

- SUBJECT OF MONITORING AND CONSULTING
- Changes in legislation
- Progress of social dialogue
- Market developments
- Relationship police / private security industry
- Competitiveness report

FUTURE PERSPECTIVES

- Growing market in a growing economy
- The European harmonisation needs time (legislation, economy, social factors)
- The private security industry contributes to a higher security situation in the society

President of WC ENLARGEMENT : **Stephan LANDROCK, Austria**



COUNTRIES MEMBER OF THE COMMITTEE

AUSTRIA - BALTIC STATES - BULGARIA - CZECH REPUBLIC - CYPRUS - FINLAND - GERMANY - HUNGARY - POLAND - SLOVENIA - SLOVAKIA - SPAIN - TURKEY

A main issue at the meetings is the regular update of all information on developments in the national markets of the various countries, highlighting: changes in legislation, progress on social dialogue, market developments, relationship police / private security industry, competitiveness report

SECURITY MARKET IN EUROPE

	Companies	Employees
"Old" EU Member States	14 983	731 010
"New" EU Member States	11 664	353 830
TOTAL EU	26 647	1 084 840
Turkey (2003)	483	179 500

SECURITY MARKET IN THE NEW EU - MEMBER STATES

Country	Companies	Employees
Estonia	70	4 900
Latvia	270	5 000
Lithuania	67	10 000
Poland	3 600	200 000
Czech Republic	2 210	30 030
Slovakia	1 370	17 200
Hungary	3 900	80 000
Slovenia	126	4 500
Malta	6	700
Cyprus	45	1 500

TOTAL : 11 664 COMPANIES AND 353 830 EMPLOYEES

General Secretariat and organisation



In 2005, the CoESS Secretariat became a 100% "women" entity. Next to Hilde DE CLERCK (left), the general secretary, and Myriam VANDERVORST (right), the administrative assistant, Mieke LONCKE (middle) joined the Secretariat in March 2005 as the new policy officer. This small staff of three, working on a part-time basis for CoESS, has also in 2005 been responsible for supporting, coordinating and supervising all the CoESS activities.

A few highlights of the wide range of activities by the Secretariat.

Coordination of the lobby work

In comparison with 2004, the year 2005 was marked by an even more intensive lobbying with regard to the EU draft directive on services in the internal market. Although the core of this lobby work has been outsourced to a specialised agency, INTEREL, based in Brussels, the CoESS Secretariat has been closely and actively involved in all aspects of the on-going series of activities related to this issue: development of the different phases of the lobby work, participation in and follow-up of numerous meetings with interested stakeholders, EU institutions' representatives and other key players, and defining of the overall objectives and strategy.

To strengthen its position even further, CoESS adopted a joint position paper on

the draft directive together with ESTA, The European Security Transport Association, a corresponding member of CoESS.

Projects

Also in 2005, the necessary preparations were made in order to guarantee the well-functioning of a series of joint CoESS – UNI-Europa projects:

A vocational training project: "Development of a European educational toolkit for three private security activities/profiles: 1) mobile patrolling 2) alarm response centres and 3) airport security" started of in December 2005 with final results awaited for December 2006.

Once again, although the project is a joint project with UNI-Europa, CoESS takes on most of the administrative an

organisational work as the sole contractor with the European Commission, carrying the overall responsibility for the project.

Cash-In-Transit II study: sequel study to CIT I with respect to the 10 new EU Member States "Analysis framework in view of the comparative study of the CIT legislation within the EU Member States". CIT II has the same subject as CIT I but will focus its attention to the 10 new EU Member States. At the same time all participants in the Part I study will be asked to update their information in order to get the most up-to-date information about the sector. The study is a joint initiative of CoESS and UNI-Europa and performed by an impartial research unit.

CoESS and UNI-Europa engaged in organising a round table on social dialogue in the private security sector in the three Baltic States (Latvia, Lithuania and Estonia), which became EU members in May 2004. The event will take place on 22nd March 2006 in Riga, Latvia and aims at improving the social dialogue in the Baltic States with the purpose of identifying suitable partners for both UNI-Europa and CoESS.

The conference is financed through the budgetline of TAIEX (Technical Assistance Information Exchange Instrument) available within the Directorate General Enlargement of the European Commission.

The CoESS Secretariat has also updated the CoESS website and fuelled it with relevant and necessary documents concerning the private security sector. Through a more intensive use of the intranet, the instrument should become a complementary tool in supporting CoESS activities, providing all organisational information as well as the minutes of the meetings of the different Working Committees. Furthermore, the Secretariat provided support in the overall organisation of all CoESS meetings (Working Committees – General Meeting – Extraordinary Meeting – Executive Committee) from preparatory arrangements to the meeting itself and the follow-up afterwards, all of these activities in close collaboration with the respective Presidents.

The CoESS Secretariat took part in several conferences throughout Europe:

- Qualifications Frameworks in Europe: learning across boundaries (Glasgow)
- Euroconference 2005 : the new European agenda for EU business associations (Brussels)
- EU Fact Finding (College of Europe – Brussels)...

Finally the Secretariat assisted in the preparation of this special issue of the newsletter.

Support to the organisation of an important conference in Warsaw

On 21st and 22nd April 2005, a conference was organised in Warsaw (Poland) about the challenges of the social dialogue within the European private security industry after the EU enlargement. Although this conference has been a joint project with UNI-Europa and an initiative of the European social dialogue committee (composed by CoESS and UNI-Europa), CoESS has been the contractor with the European Commission for a substantial co-funding of the project and therefore carried the overall responsibility for the Conference. Luckily for the CoESS Secretariat, the secretariat of the Polish member federation PZFO, in the person of Barbara Bujak-Kowerczuk, organised and coordinated magnificently the whole of the conference and its follow-up.



Barbara Bujak Kowerczuk,
Secretary General PZFO

The Secretariat is also grateful for the help it received from UNI-Europa. The conference resulted in speeding up a constructive cooperation between the social partners, on all levels and across the new EU Member States, with a common goal to improve, to establish and to develop the social dialogue at national levels and thus improve the working conditions and the quality of service which would inevitably lead to the improvement of the status of the sector.



COESS WEBSITE

A full, regularly-updated source of information at your service. Make sure you surf it often to find and download the latest news and documentation.



new and "old" members

POSSIBLE MEMBERS AND COOPERATION FOR THE FUTURE

Malta, Russia, Latvia, Serbia and Montenegro, Macedonia, Bosnia-Herzegovina, Croatia, Lithuania....

There is indeed a growing interest in CoESS. The Confederation has currently many contacts with several countries which could result in positive memberships in the future. Among these countries we count Malta, Russia, Latvia, Serbia and Montenegro, Macedonia, Bosnia-Herzegovina Croatia and Lithuania.

Moreover, during the last General Meeting (GM) held in Brussels, the Board of Directors tabled a second application from Romania (ARIS - Romanian Association of Security Industry) as well as from Greece (SEEA - Federation of Hellenic Security Services), with both countries already present in CoESS through SEYA (Union of Manned Security Services Company), the Greek active member of CoESS and through PATROSAC (Romanian Association of Security Companies Employers). Both SEEA and ARIS were invited to provide more detailed information and to make contact with the associations officially representing their country at CoESS. At the CoESS Board meeting of 13rd February 2006, ARIS was accepted as associate member of CoESS.

Concerning the request of the Russian Security Industry Association, the Board agreed to accept the representatives of this federation as observers of the WC Enlargement. The Board also believes that closer contacts must be developed in order to obtain more information.

The Latvian Association of Security Business has filed a first request for active membership. The CoESS Board welcomed the interest shown by the Latvian Association of Security Business to become a member and invited the association to the next Board meeting. However, the Board will first need more detailed information

and documentation before taking a final decision.

CoESS has also been approached by Serbia and Montenegro where the academic sector is very eager to build up a relationship and a cooperation with the Confederation as there are currently no possibilities of membership through a representative national association with reliable companies due to the country's lack of legislation regulating the private security sector. For this reason, Mr Dusan Davidovic (next to Hilde De Clerck on the picture), Director of the Crime Prevention Centre in Belgrade and representing the Serbian Association of Private Security Companies (SAPSC), which is interested in cooperation with CoESS, was given the opportunity to present his organisation at the last GM of Brussels. Established five years ago, the Crime Prevention Centre was recently officially recognised. The basic prerequisite of his contacts and cooperation with CoESS would be the enrichment of experience and the exchange of information and knowledge. By doing so, CoESS could confirm its leading role within Europe and promote the European values. Also member federations from Macedonia, Croatia, Lithuania, Malta and Bosnia-Herzegovina have shown interest in joining CoESS.



FRANCE

UFISS, founding member of CoESS in 1989, was dissolved at the end of 2005, and a new French representation in CoESS is expected to be organised for 2006.

Present and active in UFISS since its creation in 1992, Claude Tarlet, Vice-President of CoESS and President of the French Guarding Association USP, a major member of the former French Private Security Federation, is convinced that "France will not stay absent long from CoESS after so many years working directly for its development. We are studying the best way to return as soon as possible. If it is not achievable rapidly through a new organisation assembling the various French activities, UPS will find the solution to maintain France's seat and role in CoESS".

Mr Bernard Dumoulin, President of CoESS WC CIT,

member of the only French CIT association FEDESFI (Fédération des entreprises de la Sécurité Fiduciaire - member of ESTA), has suggested to the Board that the French association representing cash-in-transit and SPEESSA, the French association representing airport security, might also consider becoming members of CoESS, whilst awaiting the establishment of a new umbrella federation to replace UFISS. Finally, the second French guarding association, SNES, has made contact with the CoESS Secretary General to find a quick solution. Encouraged by all this goodwill, CoESS is eagerly awaiting the planned reorganisation.

DOUBLE COUNTRY MEMBERSHIP:

an exception awaiting unification of the organisations

The Statutes are now very clear concerning the situation if two organisations from one and the same country wish to join CoESS.

Article 1.3.1. explains that it is only "exceptionally" that a country may be represented by two bodies or even more: "only in the event of the activity of each of these bodies being sufficiently distinct, so that all of security services in all their forms are represented". As an exception to this rule, "there can be several bodies representing one country, even within the same branch of activity, but only for a limited time and while awaiting unification of these bodies representing the same branch of activity". This is precisely what happened in late April in the Irish membership with the constitution by the two members SFI and ISIA of a specific common forum entitled SCI - Security Council Ireland for their unified representation to CoESS. Note that "unification must take place within one year after admission of the second body or body last admitted representing the same branch of activity". The member association UPSS (Union of Private Security Services) of the Czech Republic has done the same thing in the past, joining together the Security Club and APSS.



EGM Brussels : New Statutes

The last Extraordinary General Meeting (EGM) held in Brussels on the 29th September 2005 ended the important reform of CoESS's Statutes, started in Istanbul in September 2002 and in Corfu in September 2003. These ultimate improvements or clarifications mark important steps forward in CoESS history, towards a more efficient functioning of the organisation based on clarified basic Statute principles.

Currently faced with many applications, CoESS therefore wishes to remind the countries and the associations in this situation that "all of the bodies that would thus represent one country will undertake to do everything to move towards one national body representing all of these separate bodies" and that "admission into the Confederation is subject to a formal agreement by the concerned bodies to engage in this process" (new version of statutes -art1.3.3 - approved at last GM). This is precisely the recent position taken by the CoESS Board about a second Greek association (SEEA) wishing to join CoESS, and a second Romanian request (ARIS - Romanian Association of Security Industry) which joined CoESS on 13rd February 2006.

In 2005, the CoESS website was redeveloped. It is now a very complete, useful and functional information tool both for internal use by CoESS members (via a special private intranet section) and for our vast external public throughout Europe and beyond.

Its 2005 facelift has turned the home page into "hot" media,

making the latest news very accessible. A great deal of information and documentation in several European languages can be found very easily, including the most recent official documents and news from all CoESS members. The intranet section reserved for CoESS members provides access to a full database of working documents for

downloading. All members should get into the habit of consulting the CoESS website regularly and use it as a downloading platform.

Members are encouraged to check the intranet section for potential answers to any questions they may have before contacting the CoESS Secretary.

www.coess.org



Ireland - SCI

New Irish private security legislation is being introduced



Ruairi BRADY and Bill BROWN from the newly established SCI

SFI and ISIA, the two Irish national organisations, CoESS members through their European umbrella common association SCI, have recently started discussions with the Irish authorities concerning the new private security legislation which is being introduced. Licensing is now taking effect with the licensing for companies involved in the manned guarding and/or door supervisory industries opening in October 2005 and closing in March 2006. It will be an offence to provide either a security service without a license or for a client to engage an unlicensed security company after 1st April 2006. Licensing is based on the attainment of the Irish Standard IS999:2004 and a criminality check on all shareholders and Directors.

It will also be an offence for any person to act as a guard or door supervisor after that date. Licensing of individuals will be based on all persons attaining a national qualification, FETAC Level 4, which itself is based on the European Basic Guarding Manual. Licensing companies engaged in the Electronic Security Industry will also start during 2006. ■

Slovenia



Slovenia, with the Republic of Croatia, starts a project in the field of education of the security guards

In the field of professional training of the security personnel in the European Union Member States one can find great differences not only in their legislation but also at the level of practical activity. The particular projects encounter a problem of dealing with the topics of content and extent of particular trainings with no preliminary clarification of vocational profiles. Within the EU such a vocational profile was defined more than six years ago in the final report of the "European Vocational Training Manual for Basic Guarding (EPSSET)" project. A vocational profile of a so-called "security co-operator" was defined in this project, which can be identified as a basic vocational structure in this branch: security guard – a person who personally ensures security. Nowadays it is obvious that this profile is incompletely defined in many senses and that it is necessary to open a discussion followed up by the profile's completion and updating.

The initiative was discussed with the representative chambers, that is private security associations of the Republic of Hungary and the Republic of Croatia, which both expressed great interest in cooperating in this project.

In this sense we intend to supplement the vocational profile of a security guard from the final report of the EPSSET project within the framework of the stated project. ■

Poland

The Polish Security Companies Association on many fronts



Integration of security employers associations:

In recognition of the initiative undertaken officially at the Warsaw Social Dialogue conference on April 21st 2005, PZFO and the Polish Association of Employers "Ochrona" (PZP Ochrona) are continuing actions aimed at uniting and creating a homogeneous organisation of private security employers.

PZFO and PZP Ochrona have mutually decided to integrate and create a stronger representation of the market. Representatives of both parties meet regularly and try to set the best unification

framework and to finalise the mission. Recently, with the creation of a new cash processing organisation (representing almost all the companies engaged in cash processing), a possibility to advance the plans and broaden the representativity by creating a joint federation has appeared and it is planned as a topic for talks in the very near future.

Notwithstanding formal actions, cooperation takes place on a day to day basis through joint representation of PZFO and PZP Ochrona in the national social dialogue, sectoral works for legislation reforms, contacts with public authorities and all other actions fundamental for the branch.

New members 2005



January 2005

Luxemburg : ALEGA has become an effective full member of CoESS

April 2005

Bulgaria is accepted as a CoESS associate member through NAIS/NAFTSO



The National Association of Industrial Security Companies - NAFTSO - was established on 12th December 2001.

NAFTSO unites 37 Bulgarian private security companies that employ more than 12,700 employees (about 11,100 of them are guards).

The turnover of the member companies for the year 2004 exceeded €33 million, a quarter of the total business. The total Bulgarian sector numbers 1,150 companies, 58,770 guards and represents approximately €130 million in annual turnover.

The Association performs representative functions with respect to the Ministry of the Interior and participates in the work of the Advisory Committee on Cooperation with the Directorate of National Police in connection with issues of private security business.

The Association has engaged in delivering statements on drafts for amendments and modifications to the regulations that govern private security services.

In late December, on its initiative, the first National Meeting of the Bulgarian Private Security Industry was held, during which a joint declaration was signed by the different employer organisations representing the Bulgarian private security companies (see p.12). Website : www.naftso.org

Ireland already an active member of CoESS through the membership of two national organisations, the Security Federation Ireland (SFI) and the Irish Security Industry Association (ISIA), are now officially represented by the "SCI - Security Council Ireland", a joint forum for their unified representation to CoESS.

CoESS congratulates the two Irish national associations for this exemplary initiative in line with the text and the spirit of the CoESS Statutes. The merger of SFI and ISIA into SCI leads up to a representation of 80% of the Irish private security industry.

September 2005

Romania : PATROSEC, Association of Security Companies Employers, new CoESS associate member



This association, founded in 2003, represents, promotes, asserts and protects the interests of its members; proposes standards at sector level; participates in the social dialogue with the authorities and the trade unions; keeps public opinion, the authorities, the Parliament and the media informed about the activities, problems and requirements of the members and ensures the quality of services performed. The federation consists of 91 members and 33,100 employees, represent-

The social dialogue:

A working group formed by representatives of PZFO, the cooperating association PZP Ochrona and trade union organisations, meets regularly and is working on creating a cooperation framework which will let the partners engage in constructive debates over the Polish private security market situation. The first issues will be dealt with, hopefully, in 2006.

Legislation reforms:

Taking advantage of the political situation, PZFO has actively engaged in the works of a recently called to life committee of delegates of all existing organizations to accomplish this very important objective. The goal is to revise and to improve the Act of the 22nd August 1997 on protection of persons and property. PZFO's representatives have already attended two meetings and the first conclu-

sions are to be announced in March 2006. The Association has also initiated an open debate regarding the legislation in its last Newsletter and is going to publish the results on its website.

Cooperation with public authorities:

After the 2005 elections, meetings and talks with the Government officials and representatives of other administrative bodies as well as institutions of vital importance for the security market are carried on. Among them: Mr. Ludwik Dorn, the Minister of Internal Affairs and Administration and representatives of the Department of Permits and Licenses of the above mentioned Ministry. ■



This and subsequent CLA's were officially approved by the Ministry of Labour. For the moment, both parties are discussing a possible change in the existing legislation. SEYA represents 40 companies (including some major stakeholders) and 14,000 employees, which is approximately 50% of the industry, and has a turnover of 60%. The members perform security services like guarding, CIT, patrolling, etc., all but the installation of technical security equipment.

SEYA, which became an active CoESS member on 28th September 2005, is represented at CoESS by Mr Alexandros Sampris and Mr Stavros Zournatzis (see picture).

ting approximately 51% of the market. The Romanian Association of Security Companies Employer is represented at CoESS as an associate member (as Romania is not yet a EU Member State) by Mr Ion Popescu, President and Mr Cristian Irimescu, Representative with International Issues (see picture with Marc Pissens and Hilde De Clerck).



Slovenia : Chamber of the Republic of Slovenia for Private Security, new CoESS active member

The Chamber of the Republic of Slovenia for Private Security is the only legal representative of the security industry in Slovenia comprising 150 companies and 5000 employees, representing more than 90% of the national private security industry. The main focus of its activities is quality, development of the industry and training of guards. Slovenia has had private security legislation for eleven years. Recent legislation in 2003 made the Chamber of the Republic of Slovenia for Private Security the official sector body competent for standardisation in which the association is particularly interested. In this area it works in close cooperation with the National Chamber of Standardisation. Mr Ingo Pas (see picture) represents the Chamber of the Republic of Slovenia for Private Security at CoESS.



Greece

ENEA (Hellenic Security Industry Association, active member from Greece) and EOA (Hellenic Security Companies Federation, active member from Greece) are excluded as members.

SEYA : Union of Manned Security Services Companies accepted as active member of CoESS

SEYA was founded in 2003 upholding close contacts with the competent authorities (Ministry of Public Order) from the very start. This resulted in the signing of a Collective Labour Agreement between SEYA and the representative trade union.



The Republic of Malta

The Maltese private security legislation

With the most recent EU enlargement of 1st May 2004 the island state of Malta became a Member of the EU. Malta is also a young independent state (since 1964) that became a republic in 1974. With just under 400,000 inhabitants Malta relies roughly on 1,800 manpower strong police force and just about 881* private security force (* from the few informal data we were able to collect, a steady growth of the security industry in Malta is observed) to safeguard their security. It is estimated that there are around 14 licensed private security companies and 2 companies are licensed to execute private warden (specialised in dealing with traffic and parking issues) services.

Like so many Member States Malta has a relatively young (recently modified) private security legislation. The private security industry falls under the responsibility of the Minister of Justice and Home Affairs. The police commissioner plays a major role in the licensing

and controlling of the industry and kind of serves as a go-between between the candidate and the responsible authority.

The licenses need to be obtained prior to the start of the aspired activities and are limited in time (1 year), they are issued per activity (may be accompanied by additional obligations) and are renewable. No one is allowed to execute a security activity without the necessary licenses. Companies can only employ licensed/qualified personnel (issued on an individual level) and they equally need to dispose of the mandatory indemnity/liability insurance, and pay an annual fee to the responsible authority as well. Any infringement on these regulations or infringements on other relevant Maltese laws will result in a proper sanction ranging from fines, withdrawal of the license up to imprisonment of maximum 1 year.

Malta has already expressed its interest in joining CoESS. ■



Bulgaria



INITIATIVE OF NAFTAO

First National Meeting of the Bulgarian Private Security Industry : A Joint Declaration signed by the different employers' organisations representing the private security companies

At the initiative of NAFTAO, CoESS member organisation, an important national meeting took place in Sofia, Bulgaria, on 1st December 2005, bringing together for the first time representatives of the private security companies (represented within NAFTAO, the most representative organisation, and by some smaller associations), the national police authorities, high level representatives of the political bodies responsible for private security, academics and experts.



At the outcome of the meeting, a Declaration was signed by all representatives of the industry. The Declaration addresses the current problems faced by the private security market in Bulgaria, defines the objectives of the sector related to the necessary developments of the industry and lists the commitment of the signatories to reach these objectives. [The full text of the Declaration can be consulted on CoESS website : www.coess.org](http://www.coess.org) ■

Turkey

SECURITY SYSTEMS AND MONITORING ORGANIZATION'S ASSOCIATION



New law gives a new dimension to the market

2005 was the turning point for the private security sector in Turkey, as the new "Private Security Law - # 5188", which entered into force on 10th June 2004, became the leading factor in this field, lifting the barriers for security investors thus making joint ventures possible with international security companies. This year, the GUSOD's priorities stated previously as "training, legislation and international relations and recognition" also maintained their importance.

The mandatory requirement of 90 and 120 hours training for unarmed and armed guards respectively, imposed by Law # 5188, created a new dimension in the security market. Too many security training companies set up in business, most of which would not see the New Year and had closed their doors before the end of 2005 due to the narrow vision of their founders - not only did they fail to create added value, but they also practised unethical competition by reducing training fees to an unacceptable level.

The positive effect of the new law made the business life easy for entrepreneurs and the company owners, strongly supported by the increasing trend in the international private security market. This totally new environment also made it possible for several security associations to become active, mostly focusing on similar targets but with different attitudes from the founders. On this sensitive point, GUSOD, as the oldest association, once more demonstrated its leadership, by starting to coordinate the foundation of the Private Security Associations Federation (PSAF). As a result of several coordination meetings, the draft of the PSAF's Statute was prepared with contributions from almost all associations. It is expected that the aim of PSAF's foundation will be achieved in the first half of 2007 after final preparations, if it cannot be achieved in the second half of 2006. ■