



Private Security Regulation  
 Authority  
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# PSRA SPOTLIGHT

January - December 2016

## MANDATORY PROOF OF CERTIFICATION REQUIRED FOR REGISTRATION AND RENEWAL



The Authority launched an advertising campaign, focused on advising private security stakeholders and the nation as a whole of the required training standards for the licensing and registration of private security guards, trainers, companies etc, and requiring each applicant to provide evidence of certification based on three options:

- PSRA Regulations - 80 hours basic training,
- HEART Trust NVQJ Standard
- City & Guilds International

The campaign captioned 'I am Certified' was communicated via a 30 second radio commercial which was aired on four major radio stations as well as published in the Friday Star. Additionally, posters were produced and distributed to stakeholders. The primary objective of the advertising campaign was to inform existing and prospective licensees of the requirement of proof of certification and to raise awareness of the value of certification, including that it will lead to better professionalism, better customer service and better security. All companies were advised in writing that evidence of certification was required effective January 2016 for registration and renewal of licenses for all stakeholders.

In addition to the public advertising campaign, the PSRA also highlighted the options available for training and certification on cyclical electronic presentation displayed on a television monitor in the lobby of the organization. Recent and planned activities of the PSRA are also displayed on the monitor in the lobby of the Authority. These electronic presentations serve to apprise all visiting clients of information on training and ongoing activities of the Authority.

## COOPERATION BETWEEN THE JCF, THE PSRA AND INDUSTRY STAKEHOLDERS

### **Jamaica Society for Industrial Security**



The Authority engaged the Jamaica Constabulary Force (JCF), and industry associations ASIS - Jamaica chapter, and the Jamaica Society for Industrial Security (JSIS), in a number of consultative meetings regarding how the private security industry could interface in the national security architecture and assist in improving the safety and security of Jamaicans.

This resulted in the development of protocols to guide the interaction of between the Jamaica Constabulary Force, the Private Security Regulation Authority, and JSIS. The primary objectives of these protocols are to i) facilitate the strengthening of mechanisms for vetting, ii) facilitate cooperation for the sharing of information where authorized, and iii) execution of industry specific training to bolster the capacity of the private security industry.

## PARTNERSHIP BETWEEN THE PSRA AND THE MINISTRY OF LABOUR & SOCIAL SECURITY

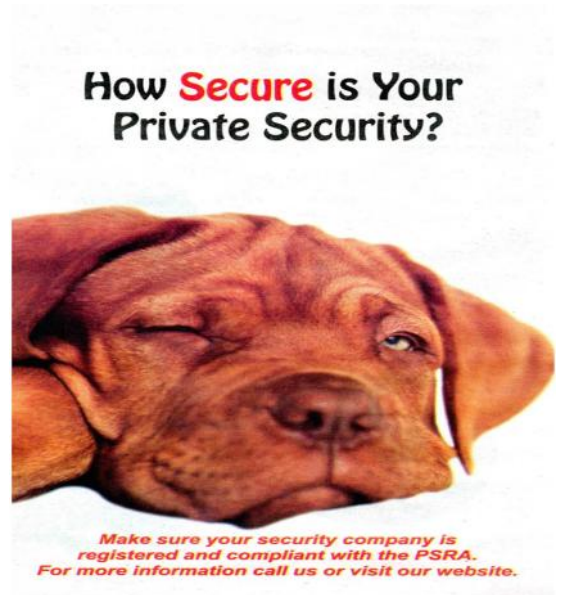
The PSRA collaborated and partnered with the Ministry of Labour and Social Security (MLSS) for the administrative monitoring of compliance of security standards, and the working conditions of private security guards.

As the PSRA continues to pursue avenues for the improvement of working conditions for private security guards a number of policy instruments have been employed, including Memorandum of Understanding and draft Cabinet Submission with the Ministry of Labour and Social Security.



# AMENDMENTS TO THE PSRA ACT AND REGULATION

Draft amendments of the Private Security Regulation Authority (PSRA) Act 1992, and the Private Security Regulation Authority (PSRA) (Licensing and Registration) Regulations 1992, were completed and submitted to MNS for further action. A critical development is a new Schedule to the Act to address the Code of Conduct and Ethics for the Private Security Industry. The Code of Conduct and Ethics focuses on establishing a protocol for the conditions of service for security guards and standard operating procedures for private security companies.



## NEW PSRA BOARD APPOINTED IN 2016



Dr. Ronald Robinson

Chairman



Mr. John Azar

Deputy Chairman  
Industry Representative

Mr. Sean Clacken

Industry Representative

Mr. Paul Beswick

General Legal Council Representative

Mr. Linton Gordon

General Legal Council Representative

Dr. Osbil Watson,

Veterinary Division Representative

Mrs. Maria Williams - Love

PSOJ Representative

Mrs. Prudence Gentles

PSOJ Representative

Mr. Lincoln Allen,

Permanent Secretary Appointee

Mrs. Rosalyn Campbell

Executive Director

## REGISTRATION OF COMPANIES AND PRIVATE SECURITY GUARDS

### REGISTRATION OF PRIVATE SECURITY GUARDS AND COMPLAINACE RATES

<u>QUARTER</u>	<u>NUMBER OF REGISTERED PRIVATE SECURITY GUARDS</u>	<u>COMPLIANCE RATE</u>
January - March	22,093	74%
April - June	22,267	70%
July - September	22,148	80%
October - December	22,324	81%
<b>AVERAGE ANNUAL RATES</b>		
January - December	22,208	76.25%

The ongoing registration of private security guards is a priority for the PSRA. In order to manage compliance, the PSRA utilizes communications strategies which targets industry stakeholders generally, as well as through the active engagement of industry stakeholders by PSRA Inspectors and Monitoring Officers. Communication strategies include 30 second radio commercial, text messaging, posters and advertisement as well personal visits by PSRA Inspectors and Monitoring Officers to work sites of private security guards. The PSRA also has a 1-888-GET-PSRA an anonymous line, on which members of the public may lodge complaints and provide tips about breach of industry standards.

### NUMBER OF REGISTERED PRIVATE SECURITY COMPANIES

<u>QUARTER</u>	<u>2016</u>	
January - March	319	Primary considerations for the renewal of licenses for private security companies includes the provision of: <ul style="list-style-type: none"> <li>• Current Tax Compliance Certificate for companies, and</li> <li>• Proof of insurance coverage for Accidental Death and Dismemberment for private security guards</li> </ul>
April - June	322	
July - September	294	
October - December	286	

# UK DEFENCE AND SECURITY EXHIBITION

On February 26, 2016, the UK Trade and Investment (UKTI) Defence & Security Organization (DSO) executed a Security and Defence Exhibition in Jamaica to which it invited Members of the Ministry of National Security, its Departments and Agencies, Private Security Companies and Security Practitioners. UK Trade & Investment (UKTI) is the Government Department that helps UK-based companies succeed in the global economy. We also help overseas companies bring their high-quality investment to the UK's dynamic economy acknowledged as Europe's best place from which to succeed in global business.

This exhibition brought together UK Security & Defence companies and local agency representatives as part of a trade mission and exhibition for one-on-one discussions/meetings and exhibits. The selected security companies were the primary exhibitors and represented a cohort selected from among the best in the security industry in the UK.

The purpose of the exhibition was to enhance the exposure of the Jamaica security sector to international security trends, equipment and processes, while simultaneously facilitating the exploration of business partnerships in Jamaica for UK security companies. The exhibition involved presentations, receptions, networking events, one-to-one meetings and table top exhibitions, in order to discuss sales opportunities and to develop long term win-win relationships. At the local level, the British High Commission and local ministries assisted with the planning and hosting of the event.

## LIST OF EXHIBITORS



# PSRA HAT DAY



## PSRA STAFF ATTEND ASIS INTERNATIONAL JAMAICA'S ANNUAL AWARDS BANQUET

The Authority supported the annual ASIS International Awards Banquet which recognized three Awardees for their outstanding contribution to the private security industry.



The awardees were Jason McKay, Chief Executive Officer of McKay Security and Investigation Limited, Beverly Stewart, Security Manager in charge of Kingston & Montego Bay Free Zones, and Dr Kenroy Wedderburn, Chief Executive Officer of the Firearm Licensing Authority.



# I AM CERTIFIED

Better professionalism  
Better customer service  
Better security!



The Private Security Regulation Authority requires all persons working as security guards to be certified. Certification ensures they are properly trained and fully prepared for the challenges of their job.

Certification must be done by PSRA certified trainers.  
Don't miss the opportunity to advance your career.

**Get certified!**

For more information visit [PSRA.gov.jm](http://PSRA.gov.jm)

A message from the Private Security Regulation Authority.

Regulating with Professionalism and Integrity



## PRIVATE SECURITY REGULATION AUTHORITY

Do you know of  
any company  
**NOT** registered with  
the PSRA?

**Call 1-888-GET-PSRA**  
**(1-888-438-7772)**



### Who needs to register with the PSRA?

- Contract Security Companies
- Private Security Guards
- Proprietary Security Organizations
- Private Investigators
- Security Trainers

**Make sure that your security company is registered and compliant with the PSRA.**  
**For more information call us or visit our website.**



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A Message from the Ministry of National Security



## GROUP SELF CONTRIBUTORY HEALTH INSURANCE SCHEME

A medical Insurance Survey was conducted on 349 randomly selected private security guards who attended the offices of the Authority during the period May and June 2016. The forms were collated and analyzed in July 2017. A total of five questions were posed to the randomly selected private security guards. Questions 3, 4 and 5, were however the focal point of the research.

In which age group do you fall?

What is your gender?

Would you be interested in having medical insurance for yourself?

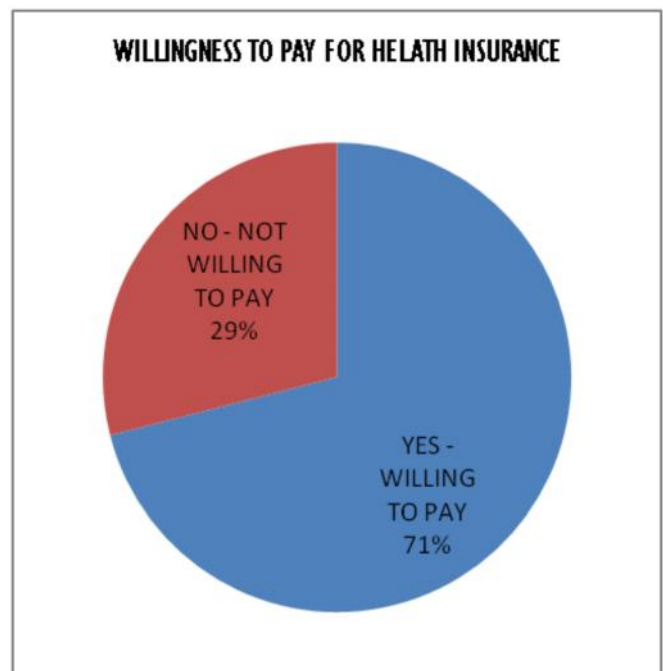
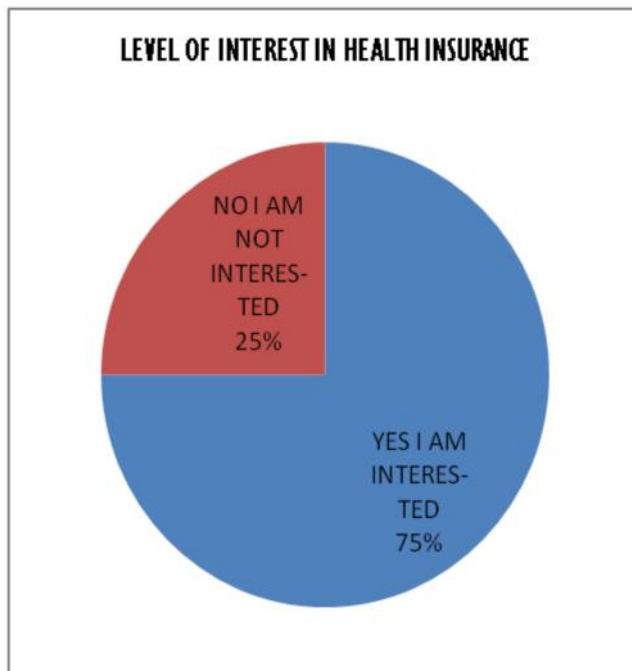
If yes, are you willing to pay for it?

How much are you prepared to pay each month?

The findings of the research bearing in mind questions 3, 4 and 5, the focal point of the research among the approximately 340 private security guards participating in the survey are as follows:

In response to **QUESTION 3**, 75% of the respondents indicated they were interested in having medical insurance.

In response to **QUESTION 4**, 71% of the respondents indicated they were willing to pay for the medical insurance.



In response to **QUESTION 5**, respondents indicated they were willing to pay for the following level of premiums for medical insurance.

26% indicated they were willing to pay \$1,000

24% did not indicate how much they were willing to pay.

23% indicated they were willing to pay \$2,000

15% indicated they were willing to pay \$2,500

12% indicated they were willing to pay \$1,500

Arising from the findings of the research the PSRA in July, 2016, the Board of the PSRA in October 2016, took a decision to pursue the establishment of Group Self Contributory Health Insurance Scheme for private Security Guards.

# GROUP SELF-CONTRIBUTORY HEALTH INSURANCE SCHEME ANNOUNCED FOR PRIVATE SECURITY GUARDS

On November 8, 2016, the Honourable Minister of National Security Robert Montague announced a self-contributory health insurance scheme for private security guards, provided through Guardian Life. The Minister outlined there was a process which culminated with this announcement. The plans have been so structured that at a minimum a guard may access a plan for \$997 on a monthly basis. It is expected that the approximately 23, 000 registered private security guards will have access to a basic plan and thereby have some basic coverage when faced with illness. The Honourable Minister noted that the self contributory health insurance scheme is a step towards the overall review and reform of working conditions for Private Security Guards.



# PSRA CHRISTMAS PARTY AND AWARDS LUNCHEON



# Citation

## Chairman's Award



*Roxanne Smith*

“On this solid rock we stand”

This statement is true of the recipient of the Chairman's Award today.

She is always affable and has a pleasant personality and in her quiet way is very passionate and dedicated to the tasks she performs ensuring a high level of professionalism at all times. Her calm and focused demeanor has facilitated her progression from a temporary clerk to the Supervisor of the Registry.

Her personality and diligence is recognized by the Authority as in spite of many challenges this year, she has demonstrated that she is the “ROCK” of the Registry and has consistently added value to the Authority.

Roxanne Smith, this afternoon, December 9, 2016 the PSRA recognizes your service to the organization and presents you with the Chairman's Award.



# Citation

## Executive Director's Award



*Sashell Smith*

**"Your attitude will determine your altitude"**

We are all familiar with this quote which our Executive Director reiterates at every staff meeting.

On September 13, 2013 a young lady was hired as a temporary clerk assigned to the Electronic Archiving Project. It was not long before all recognized that she was very different from her peers. She was quiet, flexible, polite exceptionally respectful with a professional demeanour which belied her age. Additionally, she demonstrated that she is a flexible team player, who is willing to increase her competencies in areas assigned. This led to her promotion to Secretary in 2015. She is a role model and exemplifies the "ATTITUDE" that will enable the PSRA to provide exceptional customer service to its internal and external customers.

Sashell Smith, this afternoon, December 9, 2016 the PSRA recognizes your service to the organization and presents you with the Executive Director's Award.





# **Private Security Regulation Authority**



## **Mission Statement**

**To promote international and professional standards and practices in the Private Security Industry.**

## **Vision Statement**

**To monitor and regulate the operations of organizations and individuals in the Private Security Industry. To facilitate a closer link between Private Security and State Security in the interest of national well-being.**

# Get on Board!

**I AM CERTIFIED**


• Better professionalism • Better customer service • Better security!

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A message from the Private Security Regulation Authority



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