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INTRODUCTION

This report uses a problem solving methodology to justify a bill establishing a body to regulate the private security industry. The problem solving methodology consists of four steps.

In the first step the social problem that the bill aims to resolve is identified.

Part II of this report describes how the recent increase in crime has exposed the ineffectiveness of the Guyana Police Force to adequately provide security to the residence of Guyana. As a result, more businesses and individuals are now employing private security guards. Unfortunately, there are no special requirements as to who can form a Private Security Firm which allows some persons of questionable character to register security businesses with relative ease.

In addition the report describes whose and what behaviour comprise the Social Problem.

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I. the owners and employees of security firms who are of questionable character, owners who do not provide adequate training to guards, guards who are poorly trained or are not easily identifiable as guards and who are unprofessional, the police who do not follow procedure when application is made for a constable to perform special duties.

In the second step the causes of the problematic behaviour are stated. Part III of this report show that guards are too poor to afford uniform or badges, the security firms do not monitor guards through constant radio contact to prevent sleeping on the job, the police do not always follow procedure in issuing Police clearance to people. In addition, Police Officers are xxx by low salaries and lack of equipment.

In the third step logic is used to develop legislative solutions to address the causes of the problem, and to select the most cost effective. Part IV of this report explains why the government should enact legislation that creates a regulatory body to regulate the Private Security Industry and to require Private Security Firm to be licenced.

3.

The final step provides for monitoring and evaluation of the effectiveness of the legislation.

Part IV of this report also prescribes for Annual Reports from the Private Security Services to the Regulatory Body. In addition the regulatory body is required to visit the Security Services to ensure that the rules are followed.
Some solutions for the Private Security Services are:

1. An established and recognized Regulatory Body to govern the activities of a Private Security Service.
2. A participation of all stakeholders and other interest groups.
3. Accountability by the Private Security Service by making an Annual Report all activities with special emphasis on financial matters, hiring, supervising and dismissal of guards.
4. The Regulatory Body must be proactive and not reactive by providing the necessary training, information so as to enable their Private Security Services to come up to the required standard.
5. To keep under review the private security services and the operation of the legislative framework.
6. Counselling service must be provided for guards and also their customers.
7. There must also be incentive schemes to encourage better efficiency of the guards.
8. Compensation schemes should be implemented in the event of injury or death.
9. Guards must have input in the Private Security Services decisions so it would properly reflect their concerns.
10. Ensure the development of all Private Security Services to a high standard by constant training.
Within the Regulatory Body a system should be set up where visits are carried out on a regular but impromptu basis on these services to see that the rules are adhered to.

Problems

Increasingly people have come to value good security to protect life and property.

This bill concerns the behaviour of Security Companies and will not solve the bigger problems of violence in this country.

Private Security Companies -

1. This bill was proposed four years ago, what impact would it have on society now if it is enforced?

1. No regulations as to the way some security services are formed.

1. As a result unsavoury characters forming security companies and thus creating dangerous situations for members of the public.

1. There are one hundred and twenty seven (127) Private Security Firms which obviously pose a competitive problem.

Consisting of in-house security service and Private Security Service

2. No register to show how many security services are in operation.
1. Dismissed guards being re-employed by another company. No co-ordination.

1. The Supernumerary Constables are being trained by the Police so the Company has no control over the discipline of these officers and it obviously poses a problem to the Security Service.

1. Guards sleeping on the job, stealing and staying away without giving adequate notice because they are (i) tired (ii) in need.

**GUARDS**

1. A few of the large companies provide insurance benefits (sickness, death) for their guards while the small companies do not provide insurance nor pay N.I.S.

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1. Some companies do not provide uniforms - they are new and funds are limited.

1. Some guards have to do two jobs to supplement their salaries.

1. Poorly paid guards - small companies.

1. Conditions at work unsatisfactory.

2. Not unionised. If they were, the unions would fight for their rights.

1. Some companies dismiss guards at their whims and fancies to replace guards who they feel might give them better service.

1. Incentives being taken away if the guards were found sleeping etc. That should not be some other means of punishment should be meted out.
POLICE

1. With the limited resources and the rise in crime the police are finding it difficult to cope with the situation.

1. The root cause why these policemen are killed should be investigated.

1. High powered weapons and security gears are needed urgently for use by the crime fighters.

1. Confidentiality is a paramount importance because people would not want to share vital information that might be helpful in locating criminals.

1. Police are afraid to enter certain districts to locate bandits and as a result those bandits rob, kill and harass innocent victims and even the police.

1. Some policemen might be involved in corruption.

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1. Some policemen are trigger happy and there might have been killings which should not have been.

1. The police need to deal with a different kind of violence now which they are not prepared to handle. Training is necessary.

1. The police are afraid for their lives because almost every day a policeman is either killed or injured.
CAUSES OF PROBLEMATIC BEHAVIOURS

To understand the causes of the problematic behaviour of the guards, one has to look at the work of guards and the management of the private security firms.

The increase in criminal activities has resulted in a proportionate increase in security firms. There is also an increase in the use of firearms in criminal activity. This increase in the use of firearms in criminal activity is evident in other Commonwealth Caribbean Countries with relatively high populations such as Jamaica and Trinidad.

In pre-independence times the security of the public was ensured by the Police. Owing to the high standards of the Police Force, it appears that the budgetary allocations to the Police Force were not proportionate to the needs of the Force. This resulted in low salaries, lack of equipment, such as vehicles for transportation and firearms.

The public is now willing to pay for whatever security they can afford. Initially, the more organized security firms enjoyed a lucrative market. Owing to demand, there is an increase in the number of security firms. This has led to the establishment of very organized security firms where only...
well off businesses or individuals can afford. It has also resulted in organizations with poor management and ill-equipped guards.

The state of existing rules that govern security firms cannot be found in a consolidated text. A security firm can be establish by simply forming a company under the Companies Act. The guards that are armed are supernumerary constables and are trained by the police. They are police officers within the meaning of the Police Act. With respect to their appointment and dismissal, they come under the Police Act. The guards that are employed by the security firms that belong to the Association GAPSO are said to be highly trained. However, there are over one hundred other such organizations and the guards that are in their employ are reportedly not well trained. For example they are not properly dressed in uniform. A non-legal factor that affect the problematic behaviour of guards is incapacity. This is objective in nature. Some of the guards in the better paid security firms are ex-policemen who with their training and experience set high standards. This cannot be said of the guards in the other organizations.

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3. There is also a subjective factor which is also non-legal in nature. The management of private security firms cannot discipline supernumerary constables. This results in problematic behaviour such as a high rate of absenteeism.

Another subjective factor is ideology. Citizens values and attitudes vary from town and city, village from village and to some extent ethnic background.

A problematic behaviour identified in some security firms is that in the effort to reduce charges, they neglect to provide compensation schemes and sometimes even break the law by not contributing to the National Insurance Scheme for their workers. Some of these firms hire guards that are not screened properly for example persons with criminal records.

In conclusion, the increase in the number of security firms makes it difficult for the Government to regulate the behaviour of the guards. Lack of rules (sanctions) makes it difficult to correct problematic behaviour of the guards. The lack of rules also allow certain security firms to be established with bad management practices. These problems can be addressed by an agency set up to lay down conditions as to how a security firm should operate and implement a uniform code of conduct for its guards.