

# **Private Security services in Europe**

**CoESS Facts and Figures 2013**

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## Introduction

The present report of the Confederation of European Security Services (CoESS) entitled 'Private Security Services in Europe – CoESS Facts & Figures 2013' is an update of its 2011 analysis. This document is the fourth edition<sup>1</sup> and provides a comprehensive overview of the European private security services landscape and targets a wide geographical area of 34 countries, i.e. the 28 EU Member States and six additional European countries: Bosnia & Herzegovina, Macedonia, Norway, Serbia, Switzerland and Turkey.

The report allows for an updated and accurate outline of the private security services industry in each country focusing on the following aspects:

- Economic aspects: Private security market, private security contracts, private security companies, private security guards
- Legal aspects: Private security legislation, controls and sanctions, collective labour agreements, entrance requirements and restrictions, specific requirements, powers and competences, weapons, K9 (dogs), training and related provisions, public-private cooperation, the fight against piracy on the high seas

We have included information of two new sections, i.e. public-private cooperation and the fight against piracy on the high seas. Subsequently, we will provide an overview of these issues.

The 2013 report is the result of an intensive consultation process predominantly among CoESS' member federations at national level and other national private security organisations and European countries.

Collected information was incorporated into individual country fiches consisting of tagged information, which facilitates the consultation of facts and figures for each country and the identification of similarities and differences between the 34 targeted countries.

## *Methodology*

The information reflected in the individual country fiches was mainly supplied by CoESS' member federations at national level and other national private security organisations and European countries. CoESS hereby warmly thanks all organisations involved for their contributions and the time and effort invested in order to achieve this successful outcome. Their continued support helps create a comprehensive and realistic representation of the European private security services industry today.

Additional pertinent information was gathered through desk research and the assistance of (local) authorities, international organisations, diplomatic and academic bodies and other relevant organisations. CoESS hereby expresses its sincere gratitude for their invaluable input.

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<sup>1</sup> CoESS has launched Facts and Figures on Private Security in Europa in 2004, 2008 and 2011.

Prior to their participation in the report, CoESS' member federations at national level and other national private security organisations and European countries received a detailed outline detailing the expected data. This outline is mirrored in the individual country fiches.

The country fiches follow a uniform structure, however, as it was decided to include all available data and given the wide variety of detailed information provided, some fiches comprise additional or more elaborate information. Where no information was received or could be collected, tags were omitted from the individual country fiches.

It is important to stipulate that we have not received an update from the following countries: Bosnia Herzegovina, Bulgaria, Cyprus, the Czech Republic, Denmark, Estonia, Hungary, Lithuania, Portugal and Slovakia. We gathered information from public authorities and judicial information in order to update the data as accurately as possible.

### *Structure of the report*

The present report contains 34 country fiches in alphabetical order, each one representing a single country. All country fiches consist of three main sections:

- General information: Population, Gross National Income (GNI), ratio security force versus population, ratio police force versus population
- Economic aspects: Private security market, private security contracts, private security companies, private security guards
- Legal aspects: Private security legislation, controls and sanctions, collective labour agreements, entrance requirements and restrictions, specific requirements, powers and competences, weapons, K9 (dogs), training and related provisions, public-private cooperation, the fight against piracy on the high seas

The country fiches are followed by a statistical overview reflecting which questions within the Facts & Figures 2013 questionnaire were not or less frequently answered and which were more frequently answered. The statistical overview provides information as to why this is the case.

We will also present an overview of our two new sections, i.e. public-private cooperation, the fight against piracy on the high seas.

The conclusions section provides a consolidated overview of the facts and figures available for the 34 targeted countries.

The last part of the report, the EU legislative mapping, reflects the level of strictness of national-level private security legislations across Europe and provides an analysis of the responses to the questions within the legal aspects section of the Facts & Figures 2013 questionnaire.

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## **Facts and Figures 2013 – Country overview**

### **AUSTRIA**

#### **General information**

Population: 8 374 872

Gross National Income (GNI): € 274.3 billion

Ratio security force/population: 1/523

Ratio police force/population: 1/380

#### **Economic aspects**

##### Private security market

Yearly turnover (2013) of the private security industry: € 500 million

Market growth of the private security industry (based on yearly turnover)

Percentage of growth in 2004 compared to 2003: 22.46%

Percentage of growth in 2005 compared to 2004: 11%

Percentage of growth in 2006 compared to 2005: 7%

Percentage of growth in 2007 compared to 2006: 4%

Percentage of growth in 2008 compared to 2007: 12%

Percentage of growth in 2009 compared to 2008: 3%

Percentage of growth in 2010 compared to 2009: 3%

Combined market share (2010) of the top three private security companies (market concentration): 45%

Repartition of yearly turnover (2010) by private security industry segment

General guarding (excluding the segments listed hereafter): € 281 million

Airport security: € 35 million

Cash-In-Transit (CIT): € 30 million

Monitoring and remote surveillance: € 4 million

Number of armoured cars currently (2010) in use in the private security industry for Cash-In-Transit (CIT) operations: 270-300

##### Private security companies

Licensing for private security companies is required by law

Total number of private security companies (2013): ± 202

Number of private security companies (2010) actively carrying out private security services: ± 100

A 'specialty principle' for private security companies<sup>2</sup> is not provided for in the legislation governing the private security industry

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<sup>2</sup> The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

Other activities performed by private security companies: Cash-In-Transit (CIT), private investigation services, airport security, private fire brigade

Percentage of single-service private security companies (only carrying out private security activities): 95%

Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 5%

### Private security guards

Licensing for private security guards is not required by law

Total number of private security guards (2013): +/- 12 259

Number of private security guards allowed to carry weapons (2010): 600

Maximum number of working hours in the private security industry

According to the collective labour agreement

A maximum of 12 hours per day

A maximum of 54 hours per week

Overtime: 40 hours depending on the task, region and field of activity

Weekend and nights: No difference between this and regular salary

Stand-by: This type of flexibility does not exist

Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)

Gross: € 1,600 per month

Net<sup>3</sup>: € 1,540 per month

Average age of a private security guard working in the private security industry: 35-40

Percentage of men and women active in the private security industry

Men: 80%

Women: 20%

An Equal Opportunities (EO) Policy is in place in the private security industry

Policies and/or legislations determining the EO Policy: Regulated by paragraph 1 of the Federal Administrative Law, Article 7 (Abs 1 B-VG Art 7)

Annual staff turnover rate<sup>4</sup> in the private security industry: 80%

### **Legal aspects**

#### Private security legislation

The private security industry is not regulated by sector-specific legislation, but by general commercial law

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<sup>3</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

<sup>4</sup> The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

General commercial law regulating the private security industry: 'Trade, Commerce and Industry Regulation Act' (Gewerbeordnung § 129), enacted in 1994

Online information can be found here:

<http://www.ris.bka.gv.at/GeltendeFassung.wxe?Abfrage=Bundesnormen&Gesetzesnummer=10007517>

The law regulating the private security industry does not allow armed private security services unless a special licence has been granted

Competent national authority in charge of drafting and amending legislation regulating the private security industry: Trade and commerce authority (Gewerbebehörde). They are responsible for controls and inspections as well as imposing administrative and penal sanctions.

Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry

Airport security

### Controls and sanctions

Competent national authority in charge of controls and inspections for the private security industry: Trade and commerce authority (Gewerbebehörde)

Competent national authority in charge of imposing the below sanctions for the private security industry

Administrative sanctions: Trade and commerce authority (Gewerbebehörde)

Penal sanctions: Trade and commerce authority (Gewerbebehörde)

One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

### Collective labour agreements

There are sector-specific binding collective labour agreements in place for the private security industry: salary/hour: € 7,61 - € 10,06 + extra pay during the night (€ 0,30/hour) + 100% on public holidays

### Entrance requirements and restrictions

Entrance requirements (vetting procedure) for the private security industry

Entrance requirements only exist at the level of the individual guard. There is a special approval procedure for staff without tertiary education. Criminal records check and reliability/conduct check are required for all staff. Proficiency in the national language and minimum training are also needed.

Entrance restrictions for the private security industry

On the background of owners of private security companies: No specific restrictions

On the background of private security personnel: Criminal records check, reliability/conduct check, proficiency in national language and minimum training

Minimum age for private security guards to be able to enter the private security profession

Managers: 18



Operational staff: 18

### Specific requirements

There are specific requirements related to the uniforms of private security personnel: Permission of the Ministry of Economics is needed. Uniforms must not bear any resemblance with the uniforms worn by the police, military or fire brigade.

There are no specific requirements related to the identification card (ID card) of private security personnel

### Powers and competences

Private security guards have the following powers and competences: 'Jedermannsrecht' or the right to stop a person, the right to self-defense, the right to provide assistance and help in need; all these rights apply to any citizen in such circumstances

Guards are allowed to perform a search and seizure

Search and seizure is allowed in the following circumstances: Rights connected with the so-called 'Hausrecht', which means that during the course of an event a search and seizure can be carried out, but only if the response (search and seizure) is proportionate to the action/danger being faced

This constitutes a limited right to search and seizure (limited to a 'proportional' response)

### Weapons

#### Company level

A special licence is required for private security companies providing armed private security services

Competent national authority issuing the licence: Police authority

The licence is renewable

A special licence is required for private security companies owning weapons

The licence is renewable

There are no legal requirements for storing weapons after hours

There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register

There are limitations as to the type and/or number of weapons used and/or to the ammunition used:

Maximum of two handguns per person

#### Personal level

A special licence is required for private security guards providing armed private security services

Competent national authority issuing the licence: Police authority

The licence is renewable

Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons

This training comprises: Theory, target practice and a psychological test

#### K9 (dogs)

Dogs can be used for the provision of private security services

A special licence is not required for private security companies using dogs for the provision of private security services

Dogs are used in the following areas/segments of the private security industry

Mobile alarm response and call-out services

In-house manned security

Critical infrastructure protection

Private security guards are not required to follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

#### Horses

Horses can be used for the provision of private security services

A special licence is not required for private security companies using horses for the provision of private security services

Private security guards are not required to follow specialised and obligatory training (by law) in order to be able to use horses for the provision of private security services

#### Training and related provisions

There is an obligation for private security guards to follow basic guard training

Employees need: "Full legal capacity, reliability and ability"

This training programme is mandatory by law

Number of training hours: 7.5

The training is provided by the Security Academy of the Ministry of the Interior and the industry/employers association, VSÖ

The training is financed by the company

There are no compensation schemes in place for companies whose employees are following basic training

Upon successfully completing the basic training, private security guards are not issued with a certificate of competence

Mandatory specialised training does not exist (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)

Follow-up or refresher training exists

This follow-up or refresher training is organised in line with procedures pertaining to individual companies

This follow-up or refresher training is not mandatory by law

Specialised training is foreseen for the following types of private security activities

Commercial manned guarding – duration: 7.5 hours

Beat patrol – duration: 7.5 hours  
Mobile alarm response and call-out services – duration: 7.5 hours  
In-house manned security – duration: 7.5 hours  
Event security (crowd control) – duration: 2 hours  
Door supervision (bouncing) – duration: 7.5 hours  
Bodyguarding (close protection) – duration: 7.5 hours  
Cash-In-Transit services (including cash handling/processing) – duration: 7.5 hours  
Alarm and CCTV monitoring – duration: 7.5 hours  
Aviation security – duration: 100 hours  
Urban security (train/metro stations, city patrols complementing the police etc.) – duration: 7.5 hours  
Critical infrastructure protection – duration: 7.5 hours  
Fire prevention and protection services – duration: 7.5 hours  
Receptionist/concierge services – duration: 7.5 hours  
These specialised trainings are provided by the Security Training Institute  
When applying for an individual private security guard licence, the law requires the private security guard in question to undergo  
A psychotechnical /psychological examination  
This is required for guards carrying weapons  
A background check/security check  
This background check/security check is carried out by the police  
The basic conditions for a private security guard to pass this check are: No criminal offence, no conviction, good conduct

#### Public-Private cooperation

Public services are increasingly transferred to private security companies. As a result, public private partnerships are growing.

## BELGIUM

### General information

- Population: 11 161 642
- Gross National Income (GNI): € 32,67 per capita
- Ratio security force/population: 1/637 (staff of private security companies and in-house security departments)
- Ratio police force/population: 1/282 (when only looking at the number of operational staff of the federal and local police force)

### Economic aspects

#### Private security market

- Yearly turnover (2013) of the private security industry: € 641,7 million
- Market growth of the private security industry (based on yearly turnover)
  - Percentage of growth in 2004 compared to 2003: 1.66%
  - Percentage of growth in 2005 compared to 2004: 3.12%
  - Percentage of growth in 2006 compared to 2005: 4.75%
  - Percentage of growth in 2007 compared to 2006: 6.51%
  - Percentage of growth in 2008 compared to 2007: 6.29%
  - Percentage of growth in 2009 compared to 2008: 1.18%
  - Percentage of growth in 2010 compared to 2009: -0.10%
  - Percentage of growth in 2011 compared to 2010: 1,7%
  - Percentage of growth in 2012 compared to 2011: 4,4%
  - Percentage of growth in 2013 compared to 2012: 1,2%
- Combined market share (2013) of the top three private security companies (market concentration): 95%
- Repartition of yearly turnover (2013) by private security industry segment
  - General guarding (excluding the segments listed hereafter): € 355,6 million
  - Airport security: € 60,8 million
  - Maritime security: € 4,2 million
  - Cash-In-Transit (CIT): € 96,8 million
  - Monitoring and remote surveillance: € 8,4 million
  - Other segments: Governmental, European and military sites: € 115,9 million
- Most used security technology/equipment in technology or combined solutions: CCTV, telecommunications technology, remote surveillance equipment
- Future expectations for the next 5-10 years:
  - Technology solutions: positive
  - Human input solutions: positive
  - Combined solutions: positive

- Number of armoured cars (2013) in use in the private security industry for Cash-In-Transit (CIT) operations: 255
- The amount of private security companies which have obtained a license for cross-border transportation of euro cash, based upon the EU regulation 1214/2011: 0. In Belgium, there are no private security companies with a license for cross-border transportation of Euro Cash. This is because the exact content of the training for cross-border transport is not yet established. Once this is the case, private security guards will be able to follow the training for cross-border transport and private security companies will be able to request a license with the Ministry of Interior.

#### Private security contracts

- Number of commercial contracts for the private market (private customers): 78%
  - Percentage of short-term commercial contracts for the private market: N/A
  - Average duration of short-term commercial contracts for the private market: N/A
  - Percentage of long-term commercial contracts for the private market: N/A
  - Average duration of long-term commercial contracts for the private market: N/A
- Number of commercial contracts for the public market (public customers): 22%
  - Percentage of short-term commercial contracts for the public market: N/A
  - Average duration of short-term commercial contracts for the public market: N/A
  - Percentage of long-term commercial contracts for the public market: N/A
  - Average duration of long-term commercial contracts for the public market: N/A
- Share of public contracts: 22%
- Share of private contracts: 78%
- The number of public contracts did not increase over the last 5 years
- Number of operational guarding hours (commercial hours sold and thus paid for by the customer) performed each year in the private security industry: 19 667 254 hours, which represent 11 466 man years<sup>5</sup>

#### Private security companies

- Licensing for private security companies is mandatory by law
- Total number of private security companies (2013): 204 private guarding companies and 222 in-house guarding services.
  - Number of private security companies (2010) actively carrying out private security services: 187
- A 'specialty principle' for private security companies<sup>6</sup> is embodied in the legislation governing the private security industry

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<sup>5</sup> Calculating man years is a method of describing the amount of work performed by a private security guard throughout the entire year. A man year takes the amount of hours worked by a private security guard during the week and multiplies it by 52 (or the number of weeks worked in a year).

<sup>6</sup> The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

- Percentage of single-service private security companies (only carrying out private security activities): 100%
- Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 0%

#### Private security guards

- Licensing for private security guards is mandatory by law
- Total number of private security guards (2013): 18.136 in November 2013 (staff of private guarding companies as well as staff of in-house security departments and staff of safety services of public transport companies)
  - Number of licensed private security guards (2013): 18.136
  - Number of individual licence holders actively carrying out private security activities (2010): 15,261
  - Number of private security guards allowed to carry weapons (2010): 150
  - The licence fee is financed by the company in nearly all cases
  - Cost compulsory license (2013): € 20 per licence
  - Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 81%
- Maximum number of working hours in the private security industry
  - According to the collective labour agreement
    - A maximum of 12 hours per day
    - A maximum of 48 hours per week
    - Overtime: 180 hours per month
    - Weekend and nights: Maximum 28 weekends worked per year.
    - Stand-by: not regulated at sectoral level at present (except for intervention after alarm), specific systems in place at company level in certain companies
  - According to national legislation
    - A maximum of 8 hours per day (exceptions up to 12 hours are allowed)
    - A maximum of 40 hours per week (exceptions of up to 48 hours are allowed)
    - Overtime: 9 hours per day
    - Weekend and nights: In principle, this is not allowed unless otherwise regulated in sector legislation or collective labour agreement. The maximum uninterrupted work period must not exceed 6 consecutive days. The minimum rest period after a period of 6 working days or after 60 hours is 48 hours.
    - Stand-by: Not regulated
- Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)
  - In average, the monthly starting salary of a full-time non-armed private security guard is 2.040,50 Euro. However, there are differences in the monthly starting salary, depending on the statutes of the personnel: For workers: €12,7266 per hour during the first 3 months and €13,3964 per hour after 3 months; For administrative employees: €2.046,16 (stat. - cat.1), €2.178,64 (TF/WT. - cat.1), €2.246,64 (stat.- cat.2), € 2.379,11 (TF/WT - cat.2),

€2.387,83 (stat. - cat.3), €2.520,31 (TF/WT - cat.3), €2.535,35 (stat. - cat.4), €2.667,82 (TF/WT - cat.4); For operational employees: €2.160,19 (stat. 1a - cat.1), €2.246,64 (stat.1b - cat.1), €2.379,11 (TF/WT - cat.1), €2.211,03 (stat. - cat.2), €2.343,51 (TF/WT - cat.2), €2.419,43 (stat. - cat.3), €2.551,90 (TF/WT - cat.3), €2.731,33 (stat. - cat.4), €2.863,79 (TF/WT - cat.4); For CIT: €2.463,00

- Net<sup>7</sup>: € 1.425
- Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)
  - Gross: € 2 242
  - Net<sup>8</sup>: € 1 577
- Average age of a private security guard working in the private security industry: 40 years
- Percentage of men and women active in the private security industry
  - Men: 83%
  - Women: 17%
- An Equal Opportunities (EO) Policy is not in place in the private security industry
- Annual staff turnover rate<sup>9</sup> in the private security industry: 19,3%

## Legal aspects

### Private security legislation

- The private security industry is regulated by law
  - Law regulating the private security industry: 'Wet op de Private en Bijzondere Veiligheid' (Law on Private and Special Security), enacted in 1990
  - Updates and/or amendments introduced since can be found on the Vigilis website ([www.vigilis.be](http://www.vigilis.be)). The last update of the Law on private and special security dates from 13<sup>th</sup> January 2014.
  - Online information can be found here: [www.vigilis.be](http://www.vigilis.be) (available in French and Dutch), on the website of the Belgian 'Staatsblad' (<http://www.ejustice.just.fgov.be/cgi/welcome.pl>).
  - In accordance to the Royal Decree of 17th November 2006, private security activities may be performed in an armed mode upon special request by the client and after the agreement of the Minister of Interior. The Minister of Interior will only grant this permission if specific conditions are met: - The security guards may only carry weapons if this is necessary because other methods or means are not sufficient to prevent or inhibit the security risk of the private security guards or the persons protected by the private security guards. - The private security company does not perform activities of surveillance and protection of mobile goods or properties in dancing halls or bars. - The

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<sup>7</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

<sup>8</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

<sup>9</sup> The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

private security company has the necessary licenses to perform private security activities that intend the carrying of weapons. - The private security company is able to prove that the carrying of weapons during the performance of activities is covered by insurance. - The private security company has at least one separate weapon room. - The private security company has at least two executing staff members that meet with the requirements of training in weapons. - The private security company is not subject of a procedure of withdrawal or interruption of its license. - The private security company has met with the payment of all administration costs. When these conditions are met, the Minister of Interior is able to grant permission for a period of 5 years. In accordance with the Law of 10th April 1990 on private and special security, the surveillance and protection of vessels is always performed in an armed mode (article 13.22). The Royal Decree of 7th April 2003 on the methods of surveillance and protection with the transport of values and the technical features of the vehicles for the transport of values stipulates that the transport of values may be performed by armed private security guards when an escort of the Belgian Federal police is not possible.

- There are 2 general tracks in drafting and amending legislation regulating the private security sector. Firstly, the Minister of Interior (or any other Minister) can propose a draft of new legislation or an amendment to existing legislation. In practice, these drafts or amendments are prepared by the administration. Secondly, the Belgian Parliament can propose a draft of new legislation or an amendment to existing legislation. In both tracks, it is the Parliament that votes the legislation. Legislation is executed (executive acts and regulations) by Royal Decree (the King, de facto the Ministry of Interior), by special Royal Decree (the King, de facto the Council of Ministers) or by Ministerial Decree (Minister of Interior).
- Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry
  - General guarding (excluding the segments listed hereafter)
  - Airport security
  - Maritime security
  - Cash-In-Transit (CIT)
  - Monitoring and remote surveillance
  - Technology and equipment only based services
  - Other segments: bodyguarding, mobile guarding, control of persons to guarantee the security on places that are or are not accessible for the public, to perform findings on the condition of goods in the public domain, accompanying of secured special transports, accompanying of groups of persons to guarantee the road safety.

#### Controls and sanctions

- Competent national authority in charge of controls and inspections for the private security industry: Ministry of the Interior in cooperation with the police
- Competent national authority in charge of imposing the below sanctions for the private security industry
  - Administrative sanctions: Ministry of the Interior



- Penal sanctions: Penal tribunals
- Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 25 000
- One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

#### Collective labour agreements

- There are sector-specific binding collective labour agreements in place for the private security industry. The sectoral collective labour agreements (CLA) are concluded and signed in the Joined Labour Committee (JLC) 317. They are applicable to the members of the JLC 317 (the unions and APEG-BVBO) and to the members of these members. Secondly, the CLA are declared generally binding by Royal Decree, published in the Belgian 'Staatsblad'. After this publication, the CLA is applicable to all employers and employees (including workers). This is the standard procedure for all CLA's. The scope of the CLA's includes all private security companies in scope of the Law of 10<sup>th</sup> April 1990, as well as the surveillance services (companies that execute activities of permanent or temporal services to third parties, namely the conception, installation, maintenance or repair of remote surveillance systems and alarm centers). The sectoral collective labour agreements are very wide-ranging covering job classification, minimum wages, premiums, working hours (weekly, overtime and holidays), flexitime, special schedules (nights, teams, weekends), workload restrictions, job security, contracts, period of notice in case of dismissal, staff takeover scheme when a contractor changes at a site, end-of-career management, vocational training, health and safety at work, social fund, trade union rights and worker representation.

#### Entrance requirements and restrictions

- Entrance requirements (vetting procedure) for the private security industry
  - At company level
    - Be a citizen of the EU
    - Having a primary residence in one of the member states of the EU
    - Meeting with the requirements on training
    - Not being a member of the Belgian police force during the last 5 years
    - Being 21 years old
    - Meeting all security requirements
    - Licence to be obtained from the Ministry of the Interior
    - Positive advice from the Minister of Justice (information collected by State Security and judicial authorities)
    - Insurance requirements
    - At least one manager must have followed compulsory training for managers and at least one person must have followed compulsory training for the activity for which the licence is requested
    - Necessary infrastructure and material required for the activity for which the licence is requested

- The company may not have social or fiscal debts and the company may not have been involved in bankruptcy
- At personal level
  - Being a citizen of a member of the EU
  - Having a primary residence in one of the member states of the EU
  - Meeting with the requirements on training, experience and psychotechnical examination
  - Being 18 years old
  - Meeting all security requirements
  - Licence to be obtained from the Ministry of the Interior
  - No criminal background
  - Positive medical examination
  - Positive psychotechnical examination
  - Successfully completed compulsory training
  - Agreement with the conduction of a security check (background screening)
- Entrance restrictions for the private security industry
  - On the background of owners of private security companies: No convictions for infractions that lead to a criminal or correctional sentence (except for infractions on the traffic codes); not executing at the same time the function of warder, private detective, manufacturer or dealer of arms or ammunition or any other function that may cause a threat for the security of the Belgian state; not executing at the same time a function for a private security company and for a company that provides services for a bar or dancing hall; not at the same having the actual leadership of a bar or dancing hall and working for a private security company; not being subject to a decision of the Ministry of Interior that stipulates that the person does not meet with the security requirements during the last 3 years. Additional information can be found on the Vigilis website ([www.vigilis.be](http://www.vigilis.be)).
  - On the background of managers and Board of Directors: No convictions for infractions that lead to a criminal or correctional sentence (except for infractions on the traffic codes); not executing at the same time the function of warder, private detective, manufacturer or dealer of arms or ammunition or any other function that may cause a threat for the security of the Belgian state; not executing at the same time a function for a private security company and for a company that provides services for a bar or dancing hall; not at the same having the actual leadership of a bar or dancing hall and working for a private security company; not being subject to a decision of the Ministry of Interior that stipulates that the person does not meet with the security requirements during the last 3 years.
  - On the background of private security personnel: No conviction for theft, receiving stolen goods, extortion, fraud; not executing at the same time the function of warder, private detective, manufacturer or dealer of arms or ammunition or any other function that may cause a threat for the security of the Belgian state; not being a member of the Belgian police force during the last 5 years; not executing at the same time a function for a private security company and for a company that provides services for a bar or dancing hall; not being subject to a decision of the Ministry of Interior that stipulates that the person does

not meet with the security requirements during the last 3 years. Additional information can be found on the Vigilis website ([www.vigilis.be](http://www.vigilis.be)).

- Minimum age for private security guards to be able to enter the private security profession
  - Managers: 21
  - Operational staff: 18

### Specific requirements

- There are specific requirements related to the uniforms of private security personnel
  - Over 90% of private security activities are carried out by uniformed private security guards
  - Uniforms are not compulsory, but if they are being used, they must be clearly distinguishable from those worn by the police, military and other public security officers
  - Moreover, every visible piece of the upper-body part of the uniform must have the emblem 'Vigilis' stitched onto it
- There are specific requirements related to the identification card (ID card) of private security personnel
  - To obtain an ID card (proof of the granted individual licence), the private security guard must
    - Pass the medical examinations and the psychotechnical tests
    - Pass the training and related examinations
    - Meet the security requirements (security investigation by the Ministry of the Interior)
    - Have the nationality of one of the EU Member States
    - Have attained the age of 18
  - To obtain an ID card (proof of the granted individual licence), the private security manager must
    - Have not been sentenced for any crime or misdemeanour involving a fine, community service or imprisonment
    - Meet the training requirements
    - Have the nationality of one of the EU Member States
    - Refrain from certain incompatible activities
    - Satisfy the condition regarding prohibition of passage
    - Comply with security conditions and have committed no act that was contrary to professional ethics
    - Have attained the age of 21

### Powers and competences

- Private security guards have the following powers and competences: In general, private security guards have no police powers. They have the same rights as any other citizen. Exceptions relate to stopping an individual who is carrying out a crime and controlling transport tickets. The use of

force is not allowed. However, the private security guards working for the security services of public transport companies do have special powers. In some cases, they are allowed to use handcuffs and pepper spray.

- They are allowed to perform a search and seizure
  - In general: Private security guards are only allowed to carry out a very superficial body search. This is a superficial fondling of the clothes of the person concerned and a control of the goods or hand luggage that the person carries with him/her. The private security guards may not execute a systematic search and seizure. They are only allowed to perform a search and seizure when they have fair reasons to believe that the person concerned is carrying a weapon or a dangerous object. The search and seizure may only be performed by a private security guard of the same gender as the person concerned and may only be performed if the person concerned voluntarily undergoes the control. Exceptions: Recent modifications of the Law on private and special security (Law of 13<sup>th</sup> January 2014) stipulate that private security guards are allowed to perform a systematic search and seizure in airports, harbours and stations, within the framework of border controls or access controls.
  - In general, this constitutes a limited search and seizure. In airports, harbours and stations, the search and seizure is more extensive.
- Private security guards/officers are allowed to perform arrests or provisional holdings of persons. In general, a provisional holding of persons is only allowed to stop an individual who is carrying out a crime. However, the private security guards working for the security services of public transport companies, have more competencies in this area. They are allowed to perform a provisional holding of persons when the person concerned is carrying out a crime or an infraction on the regulations on public transport or when the person concerned refuses to identify himself or when the documents used to identify the person appear to be false. The provisional holding needs to be performed immediately after the infraction and can only be performed when the private security guard witnessed the commitment of the infraction. The police need to be informed immediately.
  - This constitutes a limited holding of persons.
- Private security guards/officers are allowed to perform other actions that go beyond the normal competences of every citizen.
  - In general, private security guards are not allowed to perform actions that go beyond the normal competences of every citizen. However, the private security guards working for the security services of public transport companies are allowed to perform these actions.
  - They are allowed to control, copy or hold identity documents of persons when the person concerned has committed a crime, when the behaviour of the person concerned is a security risk for others or for himself, or when the person concerned has committed an infraction of the regulations of the public transport company. When the identity documents are false or when the person concerned refuses to give his identity documents, the private security guards may perform a provisional holding of the person.

## Weapons

### *Company level*

- A special licence is required for private security companies providing armed private security services
  - Competent national authority issuing the licence: Ministry of the Interior
  - Duration of the licence: 5 years
  - The licence is renewable
- A special licence is required for private security companies owning weapons
  - Competent national authority issuing the licence: Ministry of the Interior
  - Duration of the licence: 5 years
  - The licence is renewable
  - This is an additional licence. Weapons are never the personal property of the private security guard, but remain the property of the private security company or the in-house guarding department.
- There are legal requirements for storing weapons after hours: Weapons are to be stored in a safe room in the private security company or the in-house guarding department. According to the Royal Decree of 17<sup>th</sup> November 2006, the following objects must always be stored in a safe weapon room: the weapons, the ammunition, the identification cards of the private security guards, a list of all weapons and ammunition, the weapon register, the written agreement between the customer and the private security company. The Law of 10<sup>th</sup> April 1990 and the Royal Decree of 17<sup>th</sup> November 2006 stipulate different conditions for these safe weapon rooms: the weapon room exclusively contains objects that are the property of the company, each company can only have one weapon room. In deviation of these conditions, the weapon room may also be established with the customer, where the security company executes the armed guarding activities. In this case, the weapon room must meet with the following conditions: the weapon room is managed by a staff member of the company, the company is reasonable to fulfil all obligations, the private security guards must have access to the weapon room, the address of the weapon room is on Belgian territory or on the territory of an embassy, all obligations are part of the written agreement between the customer and the private guarding company, both the weapon room of the customer and the weapon room of the private guarding company contain a copy of the written agreement between the customer and the private guarding company.
- There is a legal obligation for a private security company providing armed private security services to keep a detailed weapon register. The Law on economical and individual activities with weapons stipulates that all arms, made in Belgium or imported in Belgium, need to be enlisted in a Central weaponregister. After this enlistment, all arms receive a unique identification number. The Law on private and special security stipulates that, outside of the assignments for which a weapon needs to be used, the weapons need to be preserved in a weapon room, under the responsibility of a member of the private security company. Members of the private security company always need to enlist in a register which weapon is used by which member of the personnel for which assignment.
- There are limitations as to the type and/or number of weapons used and/or to the ammunition used: In general, the Royal Decree of 17<sup>th</sup> November 2006 stipulates that private security guards are allowed to use revolvers of a calibre lower than 10mm. They are equally allowed to use pistols of a calibre of 9mm. The ammunition for revolvers must be smaller than 10mm on 19mm and for

pistols, must be equal to 9mm on 19mm. As an exception, the Law on private and special security stipulates that for the surveillance and protection of vessels, the private security guards are allowed to use weapons of a calibre of maximum .50. As an exception on the Law on economical and individual activities with weapons, these private security guards are allowed to use automatic weapons.

- The Law on economical and individual activities with weapons stipulates that different kinds of ammunition are forbidden: probing, incendiary or exploding ammunition; ammunition for pistols and revolvers that bursts open and missiles for this ammunition.

#### *Personal level*

- A special licence is required for private security guards providing armed private security services
  - Competent national authority issuing the licence: the Minister of Interior
  - Duration of the licence: 5 years
  - The licence is renewable
  - In deviation of the Law on economical and individual activities (8<sup>th</sup> June 2006), the licence required for private security guards/officers providing armed security services is accorded by the Minister of Interior and not by the Provincial Governor. The Minister of Interior is equally competent to limit, to interrupt or to withdraw this licence.
- Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons
  - This training comprises theory, specific knowledge about weapons, practical exercises and shooting exercises:
    - 12 hours of theory (concerning legislation about the use of weapons, legal self-defense, private security legislation regarding armed activities)
    - 6 hours of specific knowledge about weapons
    - 12 hours of practical exercises (loading, unloading, simple dismantling of a weapon, carrying and use of a weapon on a shooting range, commanding the pin and target direction)
    - 12 hours of actual shooting exercises plus shooting exercises every 6 months (50 bullets to be shot, 80% of target accuracy to be obtained)
  - Number of training hours: 42 (additional to the basic training for private security guards 127h)
  - The training is provided by certified training institutes, which are licensed by the Ministry of the Interior

#### K9 (dogs)

- Dogs can be used for the provision of private security services
  - A special licence is required for private security companies using dogs for the provision of private security services
    - Competent national authority issuing the licence: Ministry of the Interior

- The use of dogs is submitted to the authorisation of the Minister of Interior in the following cases: - the dog is used by the private security company or the in-house security department for the first time; - in closed places, accessible for the public; - when the dog is used for activities of access control of persons with the objective to guarantee the security on places accessible for the public.
  - Duration of the licence: 5 years
  - The licence is renewable
- The use of dogs is strictly regulated by law (only certain dog races can be used, only in certain places etc.)
- Dogs are used in the following areas/segments of the private security industry
  - Beat patrol (preventive method)
  - Mobile alarm response and call-out services (preventive method)
  - In-house manned security (preventive method)
  - Aviation security (detection method)
  - Maritime security
  - Critical infrastructure protection (preventive method)
- The Royal Decree of 15<sup>th</sup> March 2010 stipulates that dogs may be used as a preventive method or to search for explosives. The dogs may never be used as a weapon or to attack. In case the dog is used for the first time or in case the dog is used in a space, closed but accessible for the public, the use of the dog is submitted to the preliminary permission of the Minister of Interior. In case a dog is used as a preventive method, only sheepdogs may be used. In case the dog is used to search for explosives, the dog may only be used in spaces not accessible to the public and as a way of prevention (not after a bomb alert). The dog must always be held on a bridle of max. 2m and must be muzzled. The muzzle may not be used as a weapon. As an exception, the Law of 13<sup>th</sup> January 2014 modifying the Law of 10<sup>th</sup> April 1990 stipulates that in airports, harbours and stations, EU-reglementation on the use of dogs is applicable.
- Private security guards must not follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services
- Races of dogs that can be legally used for private security activities: In case the dog is used as a preventive method: sheep dogs. In case the dog is used a detection method, there are no obligations regarding the race of the dog.
- There is no compulsory training or test for these dogs. No, the private security company is free to provide training for the dogs. However, there are general aggression tests for the dogs. Dogs may not be used if they don't pass these aggression tests.

## Horses

- Horses can be used for the provision of private security services
  - A special licence is required for private security companies using horses for the provision of private security services
    - Competent national authority issuing the licence: Ministry of the Interior
    - Duration of the licence: 5 years
    - The licence is renewable

- Private security guards must not follow specialised and obligatory training (by law) in order to be able to use horses for the provision of private security services

#### Training and related provisions

- There is an obligation for private security guards to follow basic guard training
  - This training programme is mandatory by law
  - Number of training hours: 127
  - The training is provided by certified training institutes, which are licensed by the Ministry of the Interior
  - In 99% of cases, the training is financed by the private security company
  - There are compensation schemes in place for companies whose employees are following basic training: In the majority of cases, the private security guard in question is already employed by the company and thus receives a salary
  - In some cases, there are compensation schemes for the companies from VDAB (the Vlaamse Dienst voor Arbeidsbemiddeling en Beroepsopleiding) or Forem (le Service Public de l'emploi et de la formation professionnelle en Wallonie), or subsidies from certain governments/administrations. APEG-BVBO currently has a collaboration agreement with VDAB. As a consequence of this agreement, APEG-BVBO and VDAB conjointly finance the costs of the job-seekers following basic training to become a private security guard. Furthermore there is a financial incentive partly compensating the wage costs during training.
  - Upon successfully completing the basic training, private security guards are issued with a certificate of basic competence
- Basic training is not compulsory for all types of private security activities. For certain types of activities, the basic training for private security guards (127h) is not compulsory. For the activity of alarm monitoring, there is only a mandatory training of 70h. Other exceptions are: museum guards working for an in-house security department (museum guards working for a private security company are obliged to follow basic training of 127h) and guards escorting exceptional transport. In the future, guards working in the activity of CIT will no longer be obliged to follow basic training of 127h, followed by a specialised training of 70h. They will be allowed to perform this activity after having followed a mandatory 'entry level' training of 127h. This exception will be introduced by Royal Decree. There is no compulsory specialised training for activities for which a basic training is not compulsory.
- Mandatory specialised training exists (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)
  - Number of training hours: For lower level management, the same training applies as for guard supervisors. For middle management, the training comprises 52 hours. For higher supervisors, the training comprises 100 hours.
  - The mandatory specialised training for private security managers is depending on the level of the manager:
    - for lower level management (level C): same training applies as for private security guards;



- for middle management (level B): mandatory specialised training of 52 hours as well as passing an exam;
  - for higher supervisors (level A): mandatory specialised training of 100 hours as well as passing an exam.
  - There is also a follow-up or refresher training of 16 hours on the changes in the legislation. The manager needs to follow this refresher training every 5 years. It is not obliged to pass an exam for this follow-up training.
- Follow-up or refresher training exists
  - This follow-up or refresher training is mandatory by law and organised every 5 years; however, the training only covers legal matters. This training comprises 8 hours. A refresher training composed of non-legal modules is mandatory by sectoral collective agreement and organised every 5 years. First aid training and a refresher course are mandatory by labour law and organised each year.
  - According to the Legislation on private and special security and the Royal Decree on training, the private security guards need to follow a follow-up or refresher training on the Law on private and special security every 5 years. This is a training of 8 hours. However, the Collective Labour Agreement on training (CLA of 25<sup>th</sup> February 2014) stipulates that every private security guard needs to follow a refresher training of 40 hours every 5 years. The private security guards working in CIT need to follow a refresher training of 40 hours every 2 years. This CLA mainly concerns trainings that are peculiar to private security but are not mandatory by law. Finally, it is possible that the private security company takes the initiative to organise specific refresher training for its private security guards, for example because it concerns a very specific site or client.
- Specialised training is foreseen for the following types of private security activities
  - Commercial manned guarding - duration: 20 hours
  - Beat patrol – duration: 40 hours
  - Mobile alarm response and call-out services – duration: 40 hours
  - In-house manned security – duration: 132 hours
  - Door supervision (bouncing) – duration: 32 hours
  - Bodyguarding (close protection) – duration: 51 hours
  - Cash-In-Transit services (including cash handling/processing) – duration: 70 hours
  - Aviation security – duration: 88 hours
  - Maritime security – duration: 20 hours
  - Critical infrastructure protection – duration: 8 hours
  - Fire prevention and protection services – duration: 42 hours
  - Canine (K9) services – duration: 80 hours
  - Receptionist/concierge services – duration: 20 hours
  - Private investigation – duration: 250 hours
  - Other area/segment, namely:
    - Statements on material facts on public roads – duration: 24 hours
    - Armed activities – duration: 42 hours

- Certificate of shooting exercises: only if the private security guard performs and passes shooting exercises every 6 months after he has obtained the certificate for performing armed activities.
  - For private investigation, there is not a specialised training but a separate basic training of at least 250 hours. Candidates need to follow this basic training in a period of maximum 2 years. This is stipulated by the Royal Decree of 10<sup>th</sup> February 2008 on the requirements on training for private detectives.
  - These specialised trainings are provided by certified training institutes, which are licensed by the Ministry of the Interior. In Belgium, private security guards are obliged to follow basic training of 127h (as stipulated by the Royal Decree of 21<sup>st</sup> December 2006). However, for certain activities, this basic training is not required: alarm monitoring, museum guards working for an in-house security department and guards escorting exceptional transport. In the future, CIT will also be one of these exceptions. See question and answer 53.7.1.
- When applying for an individual private security guard licence, the law requires the private security guard in question to undergo
  - A psychotechnical /psychological examination
  - A background check/security check
    - This background check/security check is carried out by the Ministry of Justice, the judicial authorities and the Ministry of the Interior
    - The basic conditions for a private security guard to pass this check are:
      - Background and criminal records check
- Public-private cooperation
- Private security companies can provide services and activities that are/would normally be reserved to police forces or other public security authorities.
  - In principle, there is a clear and strict distinction between the activities reserved to police forces and the activities of private security companies. However, during the last couple of years, some exceptions have been made. These exceptions do not concern core tasks of the police force, but concern supporting the police force. These exceptions are strictly limited. They concern the 6<sup>th</sup> activity in the Law of 10<sup>th</sup> April 1990 on private and special security (making statements regarding the immediately observable situation of goods on the public domain, as an assignment given by the public authority or by the concessionaire), the 7<sup>th</sup> activity in the Law of 10<sup>th</sup> April 1990 on private and special security (accompanying of groups of persons with the objective to guarantee the road safety), the 8<sup>th</sup> activity in the Law of 10<sup>th</sup> April 1990 on private and special security (accompanying exceptional vehicles with the objective to guarantee the road safety). Remark: as stipulated in question 40 and 41, the private security guards working for the public transport companies are allowed to carry and (in exceptional circumstances) use handcuffs and pepper spray.
  - Legal basis: Law of 10<sup>th</sup> April 1990 on private and special security
- In general, there is not an increasing trend of transfer of police competences towards private security companies. However, there are 3 strictly limited exceptions, namely the 6<sup>th</sup>, the 7<sup>th</sup>

and the 8<sup>th</sup> activity (see question 58). These exceptions do not concern the core tasks of the police force, but concern tasks to support the police force. These exceptions are strictly described by the Law of 10<sup>th</sup> April 1990 on private and special security (the 6<sup>th</sup> and the 7<sup>th</sup> activity since 2004, the 8<sup>th</sup> activity since 2010) and are strictly limited by the Law of 10<sup>th</sup> April 1990 on private and special security.

- More “public” activities for private security companies are foreseen in the following fields: Static manned guarding of public buildings and intervention after alert (mobile guarding).

▪ Fight against piracy on the high seas

- Private security companies can provide services and activities aimed at combating piracy on board of commercial vessels
- This is based upon legislation: Law of January 16<sup>th</sup> 2013 concerning different measures in the fight against piracy
- Private security companies doing this type of activities need a specific licence.
- 1 Belgian private security company (provisional licence) and 1 foreign private security company (for the period of 1 year) hold such a license
- There is a special training for these security guards/officers, as stipulated by the Royal Decree of 1<sup>st</sup> December 2013 on the training requirements, there is a basic training of 127h as well as a specialised training of 40 hours.
- These private security guards/officers can use weapons in board. This is stipulated by the Law of 10<sup>th</sup> April 1990 on private and special security and by the Royal Decree of 4<sup>th</sup> September 2013 on the methods and procedures for activities of surveillance, protection and security on board of vessels, with the objective to fight piracy and on the setting of measures for maritime security teams.
- The Law of 10<sup>th</sup> April 1990 on private and special security stipulates that private security guards of maritime security companies are allowed to use weapons of a caliber of maximum .50. In deviation with the Law of 8<sup>th</sup> June 2006 on economical and individual activities with weapons, these weapons may be automatic weapons.
- The Royal Decree of 4<sup>th</sup> September 2013 on methods and procedures stipulates that these weapons need to be stored in a safe weapon room. The safe weapon room is one or more safe transport case. Weapons in these safe transport cases are unladen. Only the members of the maritime security team are allowed to manipulate these weapons.
- General remark: The Royal Decree of 2<sup>nd</sup> September 2013 stipulates that, in Belgium, different types of private security companies are allowed to protect commercial vessels under Belgian flag:
  - Belgian private security companies with a special license to protect commercial vessels under Belgian flag;
  - Belgian private security companies in cooperation with a foreign private security company and with a special license to protect commercial vessels under Belgian flag;
  - Foreign private security companies with a special license to protect commercial vessels under Belgian flag.



## **BOSNIA & HERZEGOVINA**

### **General information**

Population: 3 844 046

Gross National Income (GNI): € 13.53 billion

Ratio security force/population: 1/2 295

Ratio police force/population: 1/217

### **Economic aspects**

#### Private security market

Yearly turnover (2010) of the private security industry: € 28.8 million

Market growth of the private security industry (based on yearly turnover)

Percentage of growth in 2004 compared to 2003: 170%

Percentage of growth in 2005 compared to 2004: 176%

Percentage of growth in 2006 compared to 2005: 186%

Percentage of growth in 2007 compared to 2006: 135%

Percentage of growth in 2008 compared to 2007: 118%

Percentage of growth in 2009 compared to 2008: 109%

Percentage of growth in 2010 compared to 2009: 98%

Combined market share (2010) of the top three private security companies (market concentration): 67%

Repartition of yearly turnover (2010) by private security industry segment

General guarding (excluding the segments listed hereafter): € 14.3 million

Cash-In-Transit (CIT): € 4 million

Monitoring and remote surveillance: € 3.5 million

Other segments: € 7 million

Number of armoured cars currently (2010) in use in the private security industry for Cash-In-Transit (CIT) operations: ± 120

#### Private security contracts

Number of commercial contracts for the private market (private customers): 75%

Percentage of short-term commercial contracts for the private market: 18%

Average duration of short-term commercial contracts for the private market: 6 months

Percentage of long-term commercial contracts for the private market: 57%

Average duration of long-term commercial contracts for the private market: 3 years

Number of commercial contracts for the public market (public customers): 10%

Percentage of short-term commercial contracts for the public market: 20%

Average duration of short-term commercial contracts for the public market: 3 days

Percentage of long-term commercial contracts for the public market: 80%

Average duration of long-term commercial contracts for the public market: 1 year  
Number of in-house contracts: 15%  
Percentage of short-term in-house contracts: 20%  
Average duration of short-term in-house contracts: 1 month  
Percentage of long-term in-house contracts: 80%  
Average duration of in-house contracts: 1 year  
Number of operational guarding hours (commercial hours sold and thus paid for by the customer) performed each year in the private security industry: 600 000 hours, which represent 3 300 man years<sup>10</sup>

#### Private security companies

Licensing for private security companies is mandatory by law  
Total number of private security companies (2010): 94  
A 'specialty principle' for private security companies<sup>11</sup> is not embodied in the legislation governing the private security industry

#### Private security guards

Licensing for private security guards is mandatory by law  
Total number of private security guards (2010): 4 207  
Number of licensed private security guards (2010): 4 207  
Number of individual licence holders actively carrying out private security activities (2010): 3,576  
Number of private security guards allowed to carry weapons (2010): 1 075  
The licence fee is financed by the company  
Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 95%  
Maximum number of working hours in the private security industry  
According to the collective labour agreement  
A maximum of 12 hours per day  
A maximum of 40 hours per week  
Overtime: 40 hours per month  
Weekend and nights: Only as defined by law  
Stand-by: This form of work does not exist  
According to national legislation  
A maximum of 12 hours per day  
A maximum of 40 hours per week  
Overtime: In case of unforeseeable circumstances (fire, earthquake, flood) or sudden increase in the volume of work, as well as in other similar cases, an employee, at the request of the employer, is

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<sup>10</sup> Calculating man years is a method of describing the amount of work performed by a private security guard throughout the entire year. A man year takes the amount of hours worked by a private security guard during the week and multiplies it by 52 (or the number of weeks worked in a year).

<sup>11</sup> The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

obliged to work longer hours than his/her contracted hours (overtime work), up to a maximum of 10 hours weekly. In case there is a need for longer overtime working hours, the employee may give his/her consent for another 10 hours per week.

Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)

Gross: € 480

Net<sup>12</sup>: € 280

Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)

Gross: € 500

Net<sup>13</sup>: € 350

Average age of a private security guard working in the private security industry: 25

Percentage of men and women active in the private security industry

Men: 98%

Women: 2%

An Equal Opportunities (EO) Policy is in place in the private security industry in line with general equality legislation

Policies and/or legislations determining the EO Policy: Law on Gender Equality in Bosnia and Herzegovina

Annual staff turnover rate<sup>14</sup> in the private security industry: 5%

This percentage includes transfers of contracts and/or other considerations

## **Legal aspects**

### Private security legislation

The private security industry is regulated by law

Law regulating the private security industry: Law on Agencies of Protection of People and Property, Article 4, Official Gazette, Year IX, No. 50, October 14, 2002, enacted in 2002

Updates and/or amendments introduced since: Law on Agencies and Interior Services for Security of People and Property, Official Gazette, No. 78/08, December 10, 2008, enacted in 2008

Online information can be found here:

<http://www.privatesecurityregulation.net/files/FederationPrivateSecurityCompaniesLaw.pdf>

<http://www.fmup.gov.ba/bs/text.php?id=80>

[http://www.mup.vladars.net/zakoni/rs\\_lat/ZAKON%20O%20AGENCIJAMA%20ZA%20OBEZBJEDJENJE%20LICA%20I%20IMOVINE%20I%20PRIVATNOJ%20DETEKTIVSKOJ%20DJELATNOSTI%20\(Sluzbeni%20glasnik%20RS,%20broj:%2050.02\).pdf](http://www.mup.vladars.net/zakoni/rs_lat/ZAKON%20O%20AGENCIJAMA%20ZA%20OBEZBJEDJENJE%20LICA%20I%20IMOVINE%20I%20PRIVATNOJ%20DETEKTIVSKOJ%20DJELATNOSTI%20(Sluzbeni%20glasnik%20RS,%20broj:%2050.02).pdf)

The law regulating the private security industry allows armed private security services

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<sup>12</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

<sup>13</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

<sup>14</sup> The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of the Interior  
Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry  
General guarding (excluding the segments listed hereafter)  
Cash-In-Transit (CIT)  
Monitoring and remote surveillance  
Other segments, i.e. sport events

#### Controls and sanctions

Competent national authority in charge of controls and inspections for the private security industry: Regional police authorities  
Competent national authority in charge of imposing the below sanctions for the private security industry  
Administrative sanctions: Regional police authorities  
Penal sanctions: Regional police authorities  
Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 2 556-25 500  
One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

#### Collective labour agreements

There are no sector-specific binding collective labour agreements in place for the private security industry

#### Entrance requirements and restrictions

Entrance requirements (vetting procedure) for the private security industry  
At company level  
Be a legal domestic company or a Bosnian national  
Those applying to establish a private security company must meet several requirements, such as  
Employment of a minimum of five guards possessing valid licences to perform security services  
Possess suitable technical knowledge and equipment  
Possess a business premises suitable for security work  
At personal level  
Be a citizen of Bosnia and Herzegovina  
Have a licence to perform security services  
Be physically and mentally fit to carry out security duties  
Have attained at least secondary education (persons working on technical protection must have an appropriate technical education)  
Have no criminal record or proceedings in progress



Have never been disqualified by the International Police Task Force (IPTF) Commissioner  
Have been discharged from military service  
Entrance restrictions for the private security industry  
On the background of owners of private security companies  
Owners and managers are barred from the sector if they  
Are under criminal investigation  
Are convicted criminals  
Are medically unfit  
Have been prevented from joining the police force by the IPTF Commissioner  
Have been discharged from military service  
On the background of private security personnel  
Employees are barred from the sector if they  
Are under criminal investigation  
Are convicted criminals  
Are medically unfit  
Have been prevented from joining the police force by the IPTF Commissioner  
Have been discharged from military service  
Minimum age for private security guards to be able to enter the private security profession  
Managers: 22  
Operational staff: 18

#### Specific requirements

There are specific requirements related to the uniforms of private security personnel  
There are specific requirements related to the identification card (ID card) of private security personnel

#### Powers and competences

Private security guards have the following powers and competences  
The use of lethal force or firearms is permitted only under the following circumstances  
To protect life  
For reasons of self-defense  
To protect the person or property, which the guard is protecting from attack  
To prevent the escape of a person performing a criminal act against a property, which the guard is protecting  
In case the guard is put in a critical life-threatening situation  
The guard must warn before using (deadly) force  
They are not allowed to perform a search and seizure

#### Weapons

Company level

A special licence is required for private security companies providing armed private security services:

A private security company that provides physical protection may possess for this purpose short-barrel firearms for not more than one fifth of its employees

Competent national authority issuing the licence: Ministry of the Interior

Duration of the licence: Open-ended

A special licence is required for private security companies owning weapons

Competent national authority issuing the licence: Ministry of the Interior

Duration of the licence: Open-ended

There are legal requirements for storing weapons after hours: When not in use, firearms should be stored securely in fireproof safes on the company's premises. Prior to each withdrawal or return of a weapon, the employee is required to sign it in or out of a company register.

There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register

There are limitations as to the type and/or number of weapons used and/or to the ammunition used

Shotgun (one per Cash-In-Transit vehicle)

The number of weapons used must be half of the number of guards deployed (e.g. two guards deployed means one weapon in use)

9 mm weapons (use of an automatic weapon is prohibited)

Firearms must have a barrel no longer than 20 cm

Non-lethal weapons such as batons, shock guns and gas sprays are not permitted

To carry a concealed firearm is prohibited

#### Personal level

A special licence is required for private security guards providing armed private security services, i.e. a certificate for performing security (protection) operations

Competent national authority issuing the licence: Ministry of the Interior

Duration of the licence: Same duration as the guarding licence

The licence is renewable

Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons

This training comprehends: Theory and target practice

Number of training hours: 50

The training is provided by the police academy

#### K9 (dogs)

Dogs cannot be used for the provision of private security services

#### Horses

Horses cannot be used for the provision of private security services

### Training and related provisions

There is an obligation for private security guards to follow basic guard training. Mandatory training for personnel includes: Training in the application of 'minimal use of force' as regulated by the Training Programme for Acquiring a Certificate for Physical or Technical Protection of People or Property

This training programme is mandatory by law

Number of training hours: 50 (40 hours of theory and 10 hours of practice)

The training is provided by the Federal and Regional Ministries of the Interior

There are no compensation schemes in place for companies whose employees are following basic training

Upon successfully completing the basic training, private security guards are issued with a certificate of competence

Mandatory specialised training exists for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)

Number of training hours: 50

Follow-up or refresher training exists

This follow-up or refresher training is organised every year

This follow-up or refresher training is mandatory by law

Specialised training is foreseen for the following types of private security activities

Beat patrol – duration: 10 hours

Bodyguarding (close protection) – duration: 10 hours

Cash-In-Transit services (including cash handling/processing) – duration: 10 hours

Alarm and CCTV monitoring – duration: 10 hours

Private security training – duration: 10 hours

These specialised trainings are provided by the company

When applying for an individual private security guard licence, the law requires the private security guard in question to undergo

A background check/security check

This background check/security check is carried out by the Ministry of the Interior

The basic conditions for a private security guard to pass this check are: No past criminal offence, no on-going criminal investigation

## **BULGARIA**

### **General information**

Population: 7 563 710

Gross National Income (GNI): € 35.12 billion

Ratio security force/population: 1/132

Ratio police force/population: 1/155

### **Economic aspects**

#### Private security market

Yearly turnover (2010) of the private security industry: € 311.22 million

Market growth of the private security industry (based on yearly turnover)

Percentage of growth in 2004 compared to 2003: 16.2%

Percentage of growth in 2005 compared to 2004: 29.9%

Percentage of growth in 2006 compared to 2005: 11.9%

Percentage of growth in 2007 compared to 2006: 42.2%

Percentage of growth in 2008 compared to 2007: 19.1%

Percentage of growth in 2009 compared to 2008: - 13.8%

Percentage of growth in 2010 compared to 2009: 15.6%

Combined market share (2010) of the top three private security companies (market concentration): ± 11%

Number of armoured cars currently (2010) in use in the private security industry for Cash-In-Transit (CIT) operations: ± 700

#### Private security contracts

Number of commercial contracts for the private market (private customers)

Percentage of short-term commercial contracts for the private market: ± 40%

Average duration of short-term commercial contracts for the private market: 12 months

Percentage of long-term commercial contracts for the private market: ± 60%

Average duration of long-term commercial contracts for the private market: 3 years

Number of commercial contracts for the public market (public customers)

Percentage of short-term commercial contracts for the public market: ± 90%

Average duration of short-term commercial contracts for the public market: 12 months

Percentage of long-term commercial contracts for the public market: ± 10%

Average duration of long-term commercial contracts for the public market: 2 years

Number of operational guarding hours (commercial hours sold and thus paid for by the customer) performed each year in the private security industry: A maximum of 2 230 hours (per guard). Given the total number of 57 146 guards, the total maximum number of operational guarding hours amounts to 127 435 580 hours.

### Private security companies

Licensing for private security companies is mandatory by law

Competent national authority issuing the licence: Police and the Ministry of the Interior

Total number of private security companies (2010): 1 200

Number of private security companies (2010) actively carrying out private security services: ± 800

A 'specialty principle' for private security companies<sup>15</sup> is not embodied in the legislation governing the private security industry

Other activities performed by private security companies next to private security activities: All activities are allowed by law, with the exception of financial and insurance services

Percentage of single-service private security companies (only carrying out private security activities): ± 90%

Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): ± 10%

### Private security guards

Licensing for private security guards is not mandatory by law

Total number of private security guards (2010): 57 146

Number of private security guards allowed to carry weapons (2010): 37%

Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: ± 80%

Maximum number of working hours in the private security industry

According to national legislation

A maximum of 12 hours per day

A maximum of 40 hours per week

Overtime: A maximum of 150 hours per year

Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)

Gross: € 178.95

Net<sup>16</sup>: € 140.10

Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)

Gross: € 255.63

Net<sup>17</sup>: € 200.92

Average age of a private security guard working in the private security industry: 45

Percentage of men and women active in the private security industry

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<sup>15</sup> The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

<sup>16</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

<sup>17</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

Men: 87.7%

Women: 12.3%

An Equal Opportunities (EO) Policy is in place in the private security industry

Policies and/or legislations determining the EO Policy: Constitution, Labour Code, Law on the Prevention of Discrimination

Annual staff turnover rate<sup>18</sup> in the private security industry:  $\pm$  75%

This percentage includes transfers of contracts and/or other considerations

## **Legal aspects**

### Private security legislation

The private security industry is regulated by law

Law regulating the private security industry: Law on private guarding activities, enacted in 2004

Online information can be found here:

[http://naftso.org/language/en/uploads/files/documents\\_0/document\\_7392fcf695b3f65ed88b258ea6a92f12.pdf](http://naftso.org/language/en/uploads/files/documents_0/document_7392fcf695b3f65ed88b258ea6a92f12.pdf)

The law regulating the private security industry allows armed private security services

Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of the Interior

Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry

General guarding (excluding the segment listed hereafter)

Cash-In-Transit (CIT)

Legislation allows armed private security services without any restrictions

### Controls and sanctions

Competent national authority in charge of controls and inspections for the private security industry: Ministry of the Interior

Competent national authority in charge of imposing the below sanctions for the private security industry

Administrative sanctions: Ministry of the Interior, National Revenue Agency and Labour Inspections

Penal sanctions: Competent courts

Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 51 152

One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

### Collective labour agreements

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<sup>18</sup> The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

There are no sector-specific binding collective labour agreements in place for the private security industry

#### Entrance requirements and restrictions

Entrance requirements (vetting procedure) for the private security industry

At company level: Registration in the commercial register, absence of liabilities to the state, absence of liabilities to social and health insurance funds

At personal level: No criminal record or penal and pre-trial proceedings, mental fitness

Entrance restrictions for the private security industry

On the background of owners of private security companies: No criminal record or penal and pre-trial proceedings, mental fitness

On the background of private security personnel: No criminal record or penal and pre-trial proceedings, mental fitness

Minimum age for private security guards to be able to enter the private security profession

Managers: 18

Operational staff: 18

#### Specific requirements

There are specific requirements related to the uniforms of private security personnel

There are specific requirements related to the identification card (ID card) of private security personnel

#### Powers and competences

Private security guards have the following powers and competences: The right to use physical force and auxiliary devices (handcuffs, rubber and plastic truncheons) in cases where it is impossible to fulfil their official duties in any other way, taking into account the concrete situation, the nature of the breach of peace and the nature of the offender

They are not allowed to perform a search and seizure

#### Weapons

Company level

A special licence is required for private security companies providing armed private security services

Competent national authority issuing the licence: Ministry of the Interior

Duration of the licence: 5 years

The licence is renewable

A special licence is required for private security companies owning weapons

Competent national authority issuing the licence: Ministry of the Interior

Duration of the licence: 5 years

The licence is renewable

There are legal requirements for storing weapons after hours: Law on the control of firearms

There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register

There are limitations as to the type and/or number of weapons used and/or to the ammunition used

#### Personal level

A special licence is required for private security guards providing armed private security services

Competent national authority issuing the licence: Ministry of the Interior

Duration of the licence: 5 years

The licence is renewable

Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons

This training comprises: Theory and practice

Number of training hours: Minimum of 36 hours

The training is provided by certified companies and training centres

#### K9 (dogs)

Dogs cannot be used for the provision of private security services

#### Horses

Horses cannot be used for the provision of private security services

#### Training and related provisions

There is an obligation for private security guards to follow basic guard training

This training programme is mandatory by law

Number of training hours: 40

The training is provided by the company, training schools and certified training centres

The training is financed by the company

There are no compensation schemes in place for companies whose employees are following basic training

Upon successfully completing the basic training, private security guards are issued with a certificate of competence

Mandatory specialised training exists for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)

Number of training hours: 960

Follow-up or refresher training exists

Follow-up or refresher training is not mandatory by law, but in practice refresher training is provided every year



Specialised training is foreseen for the following types of private security activities

Commercial manned guarding

Mobile alarm response and call-out services

Event security (crowd control)

Bodyguarding (close protection)

Cash-In-Transit services (including cash handling/processing)

Alarm and CCTV monitoring

Critical infrastructure protection

Fire prevention and protection services

These specialised trainings are provided by the company, training schools, universities and professional education centres

When applying for an individual private security guard licence, the law requires the private security guard in question to undergo

A medical examination

A psychotechnical /psychological examination

A background check/security check

This background check/security check is carried out by the police authorities

The basic conditions for a private security guard to pass this check are: No criminal record, no penal and pre-trial proceedings pending

## **CROATIA**

### **General information**

Population: 4 425 747

Gross National Income (GNI): € 46.46 billion

Ratio security force/population: 1/249

Ratio police force/population: 1/205

### **Economic aspects**

#### Private security market

Yearly turnover (2013) of the private security industry: € 170 million

Percentage of growth in 2009 compared to 2008: 1,8%

Percentage of growth in 2010 compared to 2009: 0,8%

Percentage of growth in 2011 compared to 2010: 0,1%

Percentage of growth in 2012 compared to 2011: -6,4%

Percentage of growth in 2013 compared to 2014: -8,3%

Market growth of the private security industry (based on yearly turnover) in recent years: 16%

Combined market share (2013) of the top 3 biggest private security companies (market concentration):  
± 42,68%

Future expectations for the next 5-10 years:

Technology solutions: positive

Combined solutions: positive

Number of armoured cars (2013) in use in the private security industry for Cash-In-Transit (CIT)  
operations: more than 600

The amount of private security companies which have obtained a license for cross-border  
transportation of euro cash, based upon the EU regulation 1214/2011: 3

Share public contracts: 50%

Share private contracts: 50%

Amount of operational guarding hours which are performed each year: ± 30 742 hours

#### Private security companies

Licensing for private security companies is mandatory by law

Total number of private security companies (2013): ± 353

Number of private security companies actively carrying out security services (2013): 124

There is no 'specialty-principle' in place for private security companies

Private security companies also perform: facility management, trading etc.

Percentage of single-service private security companies: 75%

Percentage of multi-service private security companies: 25%

## Private security guards

Licensing for private security guards is mandatory by law. A professional Security Agent Identity Card is delivered

The requirements for obtaining the licence are as follows

Criminal records check

Mental and physical fitness

Training (100 hours)

The Ministry of the Interior holds examinations and issues certificates. The licence is issued when the guard starts employment/working

Total number of private security guards (2013): ± 32 295

Total number of licensed private security guards (2013): ± 30 637

Total number of private security guards actively working (2013): ± 16 053

90% of the private security officers are allowed to carry a weapon. 25% are allowed to carry weapons in banks and critical infrastructures but some. Private security guards are not allowed to carry weapons

Cost compulsory license: €467

The license fee is financed by the company (the guard himself has to pay it off)

Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended (2013): 90%

Maximum number of working hours in the private security industry

According to the collective labour agreement

A maximum of 12 hours per day

A maximum of 50 hours per week

Overtime: 10 hours per week

Weekend and nights: Yes, possible (night and shift work premiums apply)

Stand-by: Depends on company policy

According to national legislation

A maximum of 8 hours per day

A maximum of 40 hours per week

Overtime: Within a 40-hour working week, 8 hours of overtime are allowed. It is possible to extend this overtime period for a short time (e.g. tourist season) through an agreement with the employee.

Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)

Gross: ± € 460

Net<sup>19</sup>: ± € 320

Monthly starting salary of all private security guards/officers (including overtime, weekend, evening, night and/or other allowances)

Gross: ± € 460

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<sup>19</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

Net<sup>20</sup>: ± € 390

Average age of a private security guard working in the private security industry: 35 (male) and 40 (female)

Percentage of men and women active in the private security industry

Men: 88%

Women: 12%

An Equal Opportunities (EO) Policy is in place in the private security industry

Policies and/or legislations determining the EO Policy: General labour legislation

Annual staff turnover rate<sup>21</sup> in the private security industry: ± 17%

## **Legal aspects**

### Private security legislation

The private security industry is regulated by law

Laws regulating the private security industry

Private Protection Act of April 22, 2003 replacing the Protection of Persons and Property Act of October 8, 1996

Minimal protection measures in operations involving cash and valuables (Cash and Valuables Act of October 31, 2003, revised in 2005)

Firearms Act, revised on June 6, 2007

Online information can be found here: <http://www.hcz.hr/default.aspx?catId=38>

The law regulating the private security industry allows armed private security services (Firearms Act of June 6, 2007)

Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of the Interior

Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry

General guarding (excluding the segment listed hereafter)

Airport security

Maritime security

Cash-in-Transit (CIT)

Monitoring and remote surveillance

Technology and equipment only based services

### Controls and sanctions

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<sup>20</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

<sup>21</sup> The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

Competent national authority in charge of controls and inspections for the private security industry:

Police authority of the Ministry of Interior

Competent national authority in charge of imposing the below sanctions for the private security industry

Administrative sanctions: Ministry of the Interior or competent police authority

Penal sanctions: Ministry of the Interior or competent police authority

Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 13 000

One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

### Collective labour agreements

There is no sector-specific binding collective labour agreement in place for the private security industry

### Entrance requirements and restrictions

Entrance requirements (vetting procedure) for the private security industry

At company level

Criminal records check

Minimum age of 18

Physical fitness

Proficiency in Croatian and Latin script

Minimum educational standard

Between 40-100 hours of industry training (depending on the nature of the task(s) and previous experience and education)

At personal level

Permanent address or residence permit in the Republic of Croatia

Minimum age of 18

Physical fitness

Proficiency in Croatian and Latin script

No criminal record

No offence in the last three years before employment

Equivalent work experience in the country of origin or residence

Entrance restrictions for the private security industry

On the background of owners of private security companies: No criminal record, not under criminal investigation, not having been sentenced for petty offences in the last three years

On the background of private security personnel: No criminal record, not under criminal investigation, not having been sentenced for petty offences in the last three years

Minimum age for private security guards to be able to enter the private security profession

Managers: 18

Operational staff: 18

### Specific requirements

There are specific requirements related to the uniforms of private security personnel: Uniforms are mandatory

There are specific requirements related to the identification card (ID card) of private security personnel

Criminal records check

Physical fitness

Training (100 hours)

### Powers and competences

Private security guards have the following powers and competences: Powers of temporary arrest resulting from protection duties. Arrests must be reported to the police immediately and must be carried out according to police procedures. Private security guards/officers can perform: identity checks, give warnings and orders, order temporary restrictions of free movement (until the police arrives), check-ups of persons, objects and vehicles, secure incident scenes, use official dogs, use of physical force, use fire arms

They are allowed to perform a search and seizure

A search and seizure is allowed in the following cases: Search of persons, vehicles and objects entering the premises

This search and seizure is limited to clothing and footwear. Also, male private security guards are only allowed to perform a search and seizure on males and female private security guards are only allowed to perform a search and seizure on females

Private security guards/officers are allowed to perform limited arrests or provisional holdings, in case of an offence

Private security guards/officers are allowed to perform any other action that goes beyond the normal competences of every citizen: the use physical force and the use of fire arms

### Weapons

Company level

A special licence is not required for private security companies providing armed private security services

A special licence is not required for private security companies owning weapons

There are legal requirements for storing weapons after hours: Arms Law (III, Manner of Handling Arms and Ammunition)

There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register

There are limitations as to the type and/or number of weapons used and/or to the ammunition used: Only side arms (semi-automatic) can be used

## Personal level

A special licence is not required for private security guards providing armed private security services  
Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons

Only security officers with 100 hours of training are allowed to use fire arms

Private security guards/officers have to follow a specialized and obligatory training

This training comprehends target practice (once a year)

Training is provided by the company in a certified facility

## K9 (dogs)

Dogs can be used for the provision of private security services. They are viewed as a weapon. The use of dogs is regulated by law.

A special licence is not required for private security companies using dogs for the provision of private security services

Areas/segments of the private security sector where dogs can be used:

Beat patrol (preventive method)

In-house manned security (preventive method)

Private security guards do not have to follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

## Horses

Horses cannot be used for the provision of private security services

## Training and related provisions

There is an obligation for private security guards to follow basic guard training

This training programme is mandatory by law

Number of training hours: 100

The training is provided solely by accredited training institutes, regulated by the Education, Training and Professional Examination of Private Security Agents and Guards Regulation (July 26, 2004)

The training is financed by the company or the guard

Compensation schemes for companies whose employees are following basic training is not in place  
Upon successfully completing the basic training, private security guards are issued with a certificate of competence

Basic training is compulsory for all types of security services

Mandatory specialised training does not exist for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)

Follow-up or refresher training does not exist at company level

Specialised training is foreseen for:

Commercial manned guarding – Duration: 100 hours

Beat patrol – Duration: 100 hours  
Mobile alarm response and call-out services – Duration: 100 hours  
In-house manned security – Duration: 100 hours  
Event security (crowd control)– Duration: 8 hours  
Door supervision (bouncing) – Duration: 100 hours  
Bodyguarding – Duration: 100 hours  
Cash-in-Transit services (including cash handling/processing) – Duration: 100 hours  
Aviation security – Duration: +30 hours  
Maritime security – Duration: 100 hours  
Urban security (tram/metro stations, city patrols complementing the police etc.) – Duration: 100 hours  
Critical Infrastructure Protection – Duration: 100 hours  
Fire protection and protection services  
Canine (K9) services – Duration: 100 hours  
Receptionist/concierge services – Duration: 40 hours  
Private investigation  
Specialised training (company, certified security training institute, technical school or other) is provided by certified security training institutes  
When applying for an individual private security guard licence, the law requires the private security guard in question to undergo  
A medical examination  
A psychotechnical /psychological examination  
A background check/security check  
This background check/security check is carried out by the local police  
The basic conditions for a private security guard to pass this check are: no criminal record or current proceedings

#### Public-private cooperation

Private security companies can provide services and activities that are/would normally be reserved to police forces or other public security authorities, i.e. airport security checks.

There is an increasing trend of transfer of police competences towards private security companies, i.e. airport security.

#### Fight against piracy on the high seas

Private security companies cannot provide services and activities aimed at combating piracy on board of commercial vessels



## **CYPRUS**

### **General information**

Population: 803,147

Gross National Income (GNI): € 22.56 billion

Ratio security force/population: 1/472

Ratio police force/population: 1/156

### **Economic aspects**

#### Private security market

Yearly turnover (2007) of the private security industry: ± € 25 million

#### Private security companies

Licensing for private security companies is mandatory by law: The company must be licensed by the Chief of Police

Total number of private security companies (2010): > 60

#### Private security guards

Licensing for private security guards is mandatory by law: A professional licence is required since 2009 for all guards, Cash-In-Transit personnel and technicians according to Legislation No. 125 (I) of 2007 – amended

Total number of private security guards (2010): ± 1 700

Number of licensed private security guards (2010): ± 1 700

The licence fee is financed by the individual or the company

Maximum number of working hours in the private security industry

According to the collective labour agreement

A maximum of 60 hours per week

According to national legislation

A maximum of 12 hours per day

A maximum of 48 hours per week

Starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)

Gross: € 4.08 per hour

Net<sup>22</sup>: Depends on level, salary and other commitments

Percentage of men and women active in the private security industry

Men: ± 75%

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<sup>22</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

Women: ± 25%

An Equal Opportunities (EO) Policy is in place in the private security industry in line with EU and national equal opportunities legislation

## **Legal aspects**

### Private security legislation

The private security industry is regulated by law

Law regulating the private security industry: Private Offices Security Law, enacted in 2003

Updates and/or amendments introduced since: Law No. 125 (I) of 2007 and Law 101 (I) of 2011

Online information can be found here:

[http://www.police.gov.cy/police/police.nsf/All/22DA1813AEAFED9C22578E00036784F/\\$file/nomos2011.pdf](http://www.police.gov.cy/police/police.nsf/All/22DA1813AEAFED9C22578E00036784F/$file/nomos2011.pdf) (Greek only)

The law regulating the private security industry allows armed private security services

Competent national authority in charge of drafting and amending legislation regulating the private security industry: Cyprus House of Representatives

Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry

General guarding (excluding the segments listed hereafter)

Airport security

Maritime security

Monitoring and remote surveillance

Cash-In-Transit (CIT)

Other segments, i.e. any other service that the Minister may determine by Decree published in the Official Gazette

### Controls and sanctions

Competent national authority in charge of controls and inspections for the private security industry:

Office for Handling Matters related to the Private Security Industry of the Police Headquarters

Competent national authority in charge of imposing the below sanctions for the private security industry

Administrative sanctions: Chief of Police

Penal sanctions: Courts of Justice

Maximum amount of a (financial) sanction or maximum sentence that can be imposed: The maximum sentence that can be imposed is 5 years while the maximum amount of a financial sanction is € 50 000<sup>23</sup>

One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

### Collective labour agreements

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<sup>23</sup> Law 101 (I) of 2011

There are sector-specific binding collective labour agreements in place for the private security industry

#### Entrance requirements and restrictions

Entrance requirements (vetting procedure) for the private security industry

At company level: Every person who wishes to operate a security company must submit an application to obtain a licence to the Chief of Police

At personal level: Every person who wishes to perform guarding activities must submit an application to obtain a licence to the Chief of Police

Clean criminal record

For non-Cypriots, a period of six months' residence in Cyprus is a prerequisite

Proficiency in the national language is required

Entrance restrictions for the private security industry

On the background of owners of private security companies: Clean criminal record

On the background of private security personnel: Clean criminal record

Minimum age for private security guards to be able to enter the private security profession

Operational staff: 18

#### Specific requirements

There are specific requirements related to the uniforms of private security personnel: Uniforms are mandatory

There are specific requirements related to the identification card (ID card) of private security personnel. The requirements are the following:

Application submitted with all supporting documentation (identity card, passport, army certificate, alien registration certificate for non-Cypriots, 3 photos)

Application fee (€ 50)

Clear Criminal Record Certificate from Cyprus. If not Cypriot then the applicant must provide a translated police clearance certificate from his/her country of origin.

Medical certificates from a public hospital (both physical and mental health)

Issue fee for a 5-year licence (€ 350)

Issue fee for a professional guard identity card (€ 20)

Renewal fees (€ 200)

#### Powers and competences

Private security guards have the following powers and competences: Same powers as any citizen

They are not allowed to perform a search and seizure

#### Weapons

## Company level

A special licence is not required for private security companies providing armed private security services

A special licence is not required for private security companies owning weapons

There are no legal requirements for storing weapons after hours

There are limitations as to the type and/or number of weapons used and/or to the ammunition used:

Only category D weapons

## Personal level

It is prohibited for private security guards to hold or carry a pistol, revolver, explosive substances or ammunition without a licence issued under the Firearms Act

Any training required is not specifically regulated by the regulation pertaining to private security services but by the Law on Obtaining, Owning, Carrying and Importing Shot Guns

## K9 (dogs)

Dogs can be used for the provision of private security services, provided that they move within an enclosed space that is being guarded and that adequate warning is given regarding the presence of dogs, through appropriate signs

A special licence is not required for private security companies using dogs for the provision of private security services

Dogs are used in the following areas/segments of the private security industry

Within guarded buildings or enclosed spaces provided that sufficient notice has been given by placing a prominent warning sign

Private security guards must follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

## Horses

Horses cannot be used for the provision of private security services

## Training and related provisions

There is no obligation for private security guards to follow basic guard training, but the Chief of Police may ask candidates for a licence to undergo specialised training, in order to be able to obtain a licence (depending on their previous experience)

This training programme is not mandatory by law

The training is provided by any training institute which has had the content of the training course agreed upon in advance with the Chief of Police

When applying for an individual private security guard licence, the law requires the private security guard in question to undergo

A medical examination

There are specific work situations for which a private security guard must undergo a medical examination

A background check/security check

This background check/security check is carried out by the police

The basic conditions for a private security guard to pass this check are: Clean criminal record

#### Fight against piracy on the high seas

Private security companies can provide services and activities aimed at combating piracy on board of commercial vessels sailing under the flag of their country

Legislation: The Protection of Cyprus Ships Against Acts of Piracy and Other Unlawful Acts Law of 2012 (Law 77(I)/2012)

Private security companies doing this type of activity need a general or specific license

## **CZECH REPUBLIC**

### **General information**

Population: 10 506 813

Gross National Income (GNI): € 135.13 billion

Ratio security force/population: 1/203

Ratio police force/population: 1/238

### **Economic aspects**

#### Private security market

Yearly turnover (2008) of the private security industry: € 692.31 million

#### Private security companies

Licensing for private security companies is mandatory by law

Total number of private security companies (2010): 5 629

A 'specialty principle' for private security companies<sup>24</sup> is not embodied in the legislation governing the private security industry

#### Private security guards

A professional licence is not required for guards, however, state security screening can be required in some cases

Total number of private security guards (2010): 51 542

Number of private security guards allowed to carry weapons (2010): Carrying of weapons is allowed, but depends on the nature of the contract, so the number varies

Maximum number of working hours in the private security industry

According to national legislation

A maximum of 12 hours per day

A maximum of 37.5 hours per week

Overtime: 150 hours per year

Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)

Gross: € 350

### **Legal aspects**

#### Private security legislation

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<sup>24</sup> The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

The private security industry falls under the scope of general commercial law, there is no specific legislation for the industry

### Controls and sanctions

Competent national authority in charge of controls and inspections for the private security industry:  
Ministry of Finance/Commerce

Competent national authority in charge of imposing the below sanctions for the private security industry

Administrative sanctions: Commercial Courts

### Collective labour agreements

There are no sector-specific binding collective labour agreements in place for the private security industry

Private security companies can conclude agreements on an individual and independent basis

### Entrance requirements and restrictions

Entrance requirements (vetting procedure) for the private security industry

At company level

Compliance with trade regulations (e.g. establishing a business)

Owners must be over 18 years of age

At personal level

A criminal records check is required

Individuals must have undergone state security screening (the basic requirement of this check is integrity)

Proficiency in the national language is required

Awarding authorities: Ministry of Justice and the police

Entrance restrictions for the private security industry

On the background of owners of private security companies: No criminal record

Minimum age for private security guards to be able to enter the private security profession

Managers: 18

Operational staff: 18

### Specific requirements

There are specific requirements related to the uniforms of private security personnel

There are specific requirements related to the identification card (ID card) of private security personnel

### Powers and competences

Private security guards have the following powers and competences: Same powers as any citizen  
They are allowed to perform a search and seizure (limited)

### Weapons

The carrying and use of weapons is regulated by general gun law. Guns require a mandatory permit (issued to the individual) and basic theoretical and practical training. Guns must be registered and stored at home or on site. Their use is determined by the requirements of individual contracts.

#### Company level

A special licence is required for private security companies providing armed private security services

A special licence is required for private security companies owning weapons

There are legal requirements for storing weapons after hours

There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register

There are limitations as to the type and/or number of weapons used and/or to the ammunition used:  
Handguns

#### Personal level

A personal firearms permit is required for private security guards providing armed private security services

Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons

### Training and related provisions

There is an obligation for private security guards to complete a required period of training

This training programme is mandatory by commercial law

This training is provided and financed by companies

When applying for an individual private security guard licence, the law requires the private security guard in question to undergo

A psychotechnical /psychological examination (if carrying weapons)

A background check/security check

This background check/security check is carried out by the police authorities

The basic conditions for a private security guard to pass this check are: Integrity and clean criminal record



## DENMARK

### General information

Population: 5 534 738

Gross National Income (GNI): € 245.67 billion

Ratio security force/population: 1/1 106

Ratio police force/population: 1/503

### Economic aspects

#### Private security market

Yearly turnover (2010) of the private security industry: € 430 million

Combined market share (2010) of the top three private security companies (market concentration): 80%

Repartition of yearly turnover (2010) by private security industry segment

General guarding (excluding the segments listed hereafter): € 134 million

Cash-In-Transit (CIT): € 26.9 million

Monitoring and remote surveillance: € 215 million

Other segments: € 54.1 million

Number of armoured cars currently (2010) in use in the private security industry for Cash-In-Transit (CIT) operations: 150

#### Private security contracts

Number of commercial contracts for the private market (private customers): 80%

Percentage of long-term commercial contracts for the private market: 100%

Average duration of long-term commercial contracts for the private market: 1 year

Number of commercial contracts for the public market (public customers): 20%

Percentage of long-term commercial contracts for the public market: 100%

Average duration of long-term commercial contracts for the public market: 3 years

#### Private security companies

Licensing for private security companies is mandatory by law

Total number of private security companies (2010): 470

Number of private security companies (2010) actively carrying out private security services: 400

A 'specialty principle' for private security companies<sup>25</sup> is not embodied in the legislation governing the private security industry

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<sup>25</sup> The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

Percentage of single-service private security companies (only carrying out private security activities): 50%

Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 50%

#### Private security guards

Licensing for private security guards is mandatory by law

Total number of private security guards (2010): 5 000

Number of licensed private security guards (2010): 5 000

Number of individual licence holders actively carrying out private security activities (2010): 4 000

Number of private security guards allowed to carry weapons (2010): None

The licence fee is financed by the guard

Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 80%

Maximum number of working hours in the private security industry

According to the collective labour agreement

A maximum of 154 2/3 hours per month

Weekend and nights: 140 2/3 hours per month

According to national legislation

A maximum of 35.5 hours per week

Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)

Gross: € 2 773

Percentage of men and women active in the private security industry

Men: 80%

Women: 20%

An Equal Opportunities (EO) Policy is not in place in the private security industry beyond the general provisions of equal opportunities legislation in Denmark

#### **Legal aspects**

##### Private security legislation

The private security industry is regulated by law

Law regulating the private security industry: Law on private security (Lov nr. 266 af 22. maj 1986 om vagtvirksomhed), enacted in 1986

Updates and/or amendments introduced since: 'Lovbekendtgørelse' nr. 227 af 3. marts 2010, 'Lovbekendtgørelse' nr. 149 af 16. marts 1999, with amendments in § 21 (Lov nr. 538 af 8. juni 2006) and § 2 (Lov nr. 498 af 12. juni 2009)

Online information can be found here: <https://www.retsinformation.dk>

The law regulating the private security industry does not allow armed private security services

Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of Justice  
Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry  
General guarding (excluding the segments listed hereafter)  
Airport security  
Maritime security  
Cash-In-Transit (CIT)  
Monitoring and remote surveillance

#### Controls and sanctions

Competent national authority in charge of controls and inspections for the private security industry:  
National police  
Competent national authority in charge of imposing the below sanctions for the private security industry  
Administrative sanctions: National police  
Penal sanctions: National police  
One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

#### Collective labour agreements

There are no sector-specific binding collective labour agreements in place for the private security industry; only the maximum work week and minimum wage are set down in collective agreements

#### Entrance requirements and restrictions

Entrance requirements (vetting procedure) for the private security industry  
At company level  
Fee and authorisation  
Employer must not have had previous convictions for criminal offences in the past 10 years  
At personal level  
Authorisation  
Must not have had previous convictions for criminal offences in the past 10 years  
The police authority performs the check  
Entrance restrictions for the private security industry  
On the background of owners of private security companies: Authorisation  
On the background of private security personnel: Authorisation and the required education  
Minimum age for private security guards to be able to enter the private security profession  
Managers: 25  
Operational staff: 18

### Specific requirements

There are specific requirements related to the uniforms of private security personnel

There are specific requirements related to the identification card (ID card) of private security personnel

### Powers and competences

Private security guards have no special powers and competences

They are not allowed to perform a search and seizure

### K9 (dogs)

Dogs can be used for the provision of private security services

A special licence is required for private security companies using dogs for the provision of private security services

Competent national authority issuing the licence: National Police

The licence is renewable

Dogs are used in the following areas/segments of the private security industry

Commercial manned guarding

Mobile alarm response and call-out services

In-house manned security

Event security (crowd control)

Door supervision (bouncing)

Critical infrastructure protection

Private security guards must follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

### Horses

Horses cannot be used for the provision of private security services

### Training and related provisions

There is an obligation for private security guards to follow basic guard training

This training programme is mandatory by law

Number of training hours: 100

The basic training includes training for general guarding and for specialised guarding such as Cash-In-Transit and cash handling

The training is provided by the technical school

The training is financed by the applicant guard

There are no compensation schemes in place for companies whose employees are following basic training

Upon successfully completing the basic training, private security guards are issued with a certificate of competence

Mandatory specialised training does not exist (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)

Follow-up or refresher training is not mandatory by law

No specific specialised training is foreseen other than the one included in the basic training

When applying for an individual private security guard licence, the law requires the private security guard in question to undergo

A background check/security check

This background check/security check is carried out by the national police

The basic conditions for a private security guard to pass this check are: No criminal offence

When applying for an individual private security guard licence, the law does not require the private security guard in question to undergo

A medical examination

A psychotechnical/psychological examination

#### Fight against piracy on the high seas

Private security companies can provide services and activities aimed at combating piracy on board of commercial vessels sailing under the flag of their country

Legislation: New rules entered into force by 1 July 2012

Private security guards/officers can use weapons on board

## ESTONIA

### General information

Population: 1 340 122

Gross National Income (GNI): € 13.94 billion

Ratio security force/population: 1/289

Ratio police force/population: 1/412

### Economic aspects

#### Private security market

Yearly turnover (2010) of the private security industry: € 128 million

Market size security services (2012): € 127,2 million

Market size guarding companies (2012): € 54,6 million

Installation and maintenance security equipment (2012): € 43,7 million

Market growth of the private security industry (based on yearly turnover)

Percentage of growth in 2004 compared to 2003: - 0.6%

Percentage of growth in 2005 compared to 2004: 16.2%

Percentage of growth in 2006 compared to 2005: 8.8%

Percentage of growth in 2007 compared to 2006: 27.4%

Percentage of growth in 2008 compared to 2007: 9.2%

Percentage of growth in 2009 compared to 2008: - 17%

Percentage of growth in 2010 compared to 2009: - 6.3%

Percentage of growth in 2011 compared to 2010: 4,7%

Percentage of growth in 2012 compared to 2011: 8,8%

Percentage of growth in 2013 compared to 2012: 3,9%

Combined market share (2010) of the top three private security companies (market concentration): 65%

Repartition of yearly turnover (2010) by private security industry segment

General guarding (excluding the segment listed hereafter): € 57 million

Other segments: € 71 million

#### Private security companies

Licensing for private security companies is mandatory by law

Total number of private security companies (2013): 350

Number of private security companies (2010) actively carrying out private security services: 252

A 'specialty principle' for private security companies<sup>26</sup> is not embodied in the legislation governing the private security industry

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<sup>26</sup> The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

Percentage of single-service private security companies (only carrying out private security activities): 81%

Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 19%

### Private security guards

Licensing for private security guards is mandatory by law

Total number of employees working in private security companies (2013): 5 894

Total number of private security guards (2013): 4 580

Number of licensed private security guards (2013): 10 670

Total number of professional certificates for security guards category I (2013): 782

Total number of professional certificates for security guards category III (2013): 25

Total number of professional certificates for system installers (2013): 196

Total number of professional certificates for system design (2013): 89

The licence fee is financed by the guard

Maximum number of working hours in the private security industry

According to national legislation

A maximum of 8 hours per day

A maximum of 40 hours per week

Overtime: 5 hours

Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)

Gross: € 508

Net<sup>27</sup>: € 390

Average age of a private security guard working in the private security industry: 40

Percentage of men and women active in the private security industry

Men: 80%

Women: 20%

An Equal Opportunities (EO) Policy is in place in the private security industry

Annual staff turnover rate<sup>28</sup> in the private security industry: 35%

This percentage does not include transfers of contracts and/or other considerations

### **Legal aspects**

#### Private security legislation

The private security industry is regulated by law

Security Services Act: adopted 10.11.1993 and in force since 13.12.1993 – 30.04.2004

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<sup>27</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

<sup>28</sup> The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

Law regulating the private security industry: Private security law, enacted on May 1, 2004

Online information can be found here: <https://www.riigiteataja.ee/akt/106122010010>

The law regulating the private security industry allows armed private security services

Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of the Interior

Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry

Security Consulting

General guarding (excluding the segments listed hereafter)

Protection of movable and real property

Personal protection

Maintaining order at an event or a guarded object

Operation of a monitoring center

Planning, installation and maintenance of security equipment

Cash-In-Transit (CIT)

Monitoring and remote surveillance

Other segments

#### Controls and sanctions

Competent national authority in charge of controls and inspections for the private security industry:

Police and Border Guard Board

Competent national authority in charge of imposing the below sanctions for the private security industry

Administrative sanctions: Police and Border Guard Board

Penal sanctions: Police and Border Guard Board

Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 640

One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

#### Collective labour agreements

There are sector-specific binding collective labour agreements in place for the private security industry

#### Entrance requirements and restrictions

Entrance requirements (vetting procedure) for the private security industry

At company level: Security service licence

At personal level

Estonian citizen or permanent resident

19 years of age or over

Completed basic education



Qualified security guard

Proficiency in Estonian

Optimal physical and health condition

Reputable

Criminal records check is required

Awarding authority: Police and Border Guard Board

If the private security guard performs event security services in public places, bodyguarding services or Cash-In-Transit (CIT) services, he/she must pass the security guard training and be 21 years of age or over

Entrance restrictions for the private security industry

On the background of owners of private security companies: Owners must not be involved or convicted of the following:

Preparing or selling explosives, weapons, a significant part of firearm, ammunition or a laser beam

Manufacturing of guns

Provision of detective services

Performing functions relating to the defense of the country or in the police force, unless authorised by other laws

On the background of private security personnel:

Must not have been attested of being of limited legal capacity or serve a sentence for a criminal offence or a crime which is not yet deleted from the criminal register

Private security guarding duty is not compatible with the work of a private detective

Minimum age for private security guards to be able to enter the private security profession

Managers: 21

Operational staff: 19 (or 21 see 'Entrance requirements at personal level')

### Specific requirements

There are specific requirements related to the uniforms of private security personnel: Uniforms must be easily distinguishable from those of the police force, fire and rescue service, customs officials or prison guards. Bodyguards are not required to wear a uniform. Any uniform must bear the logo of the respective security company and the words 'security guard' or 'rescue worker' as well as the guard's first and last name. The design of the uniforms must be reported to the Police and Border Guard Board.

There are specific requirements related to the identification card (ID card) of private security personnel: The ID card must bear a photo and the employee's personal security code and company name

### Powers and competences

Private security guards have the following powers and competences: A security guard has the right to:

Prevent access to the guarded object to any person who tries to enter without authorisation or any other legal grounds

Detain a person in the guarded object suspected of an offence

Apprehend the person who enters or has penetrated the guarded object without authorisation

Detained persons should be immediately handed over to the police. A guard has the right to search for and confiscate any hazardous items the intruder may have brought along, which may endanger the guard or others. Confiscated items and substances must immediately be handed over to the police.

They are not allowed to perform a search and seizure

### Weapons

#### Company level

A special licence is required for private security companies providing armed private security services

Competent national authority issuing the licence: Police and Border Guard Board

Duration of the licence: 5 years

The licence is renewable

A special licence is required for private security companies owning weapons

Competent national authority issuing the licence: Police and Border Guard Board

Duration of the licence: 5 years

The licence is renewable

There are legal requirements for storing weapons after hours: Weapons and ammunition may be stored in a person's home who has a weapons permit or licence. Weapons and ammunition must be kept in conditions which ensure their preservation and safety, and prevent unauthorised access.

Firearms may only be discharged under regulated circumstances.

There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register

There are limitations as to the type and/or number of weapons used and/or to the ammunition used:

The following weapons are permitted: flat iron machine gun, rifled gun, pistol, revolver, gas gun and baton

#### Personal level

A special licence is required for private security guards providing armed private security services

Competent national authority issuing the licence: Police and Border Guard Board

Duration of the licence: 5 years

The licence is renewable

Private security guards must not follow specialised and obligatory training (by law) in order to be able to carry and use weapons

### K9 (dogs)

Dogs can be used for the provision of private security services

A special licence is not required for private security companies or private security guards using dogs for the provision of private security services

Private security guards must not follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

### Horses

Horses cannot be used for the provision of private security services

### Training and related provisions

There is an obligation for private security guards to follow basic guard training

This training programme is mandatory by law

Number of training hours: 50 hours of basic training and at least 16 hours of initial training

The training is provided by certified security training centres

The training is financed by the guard or the employing company

There are no compensation schemes in place for companies whose employees are following basic training

Upon successfully completing the basic training, private security guards are issued with a certificate of competence

Mandatory specialised training exists (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)

Number of training hours: 80

In-service training hours: 16

Follow-up or refresher training exists

This follow-up or refresher training is organised every year

This follow-up or refresher training is not mandatory by law

When applying for an individual private security guard licence, the law requires the private security guard in question to undergo

A medical examination

There are specific work situations for which a private security guard must undergo a medical examination

A psychotechnical/psychological examination

A background check/security check

This background check/security check is carried out by the private security company

The basic conditions for a private security guard to pass this check are: No criminal offence

### Public-private cooperation

In Estonia there are well developed public private partnerships

The speed cameras are now handled by private security companies

The pictures taken are directly transferred to the police authorities for a fee per picture

Fight against piracy on the high seas

Maritime security is not regulated by national social security acts

## **FINLAND**

### **General information**

Population: 5 426 674

Gross National Income (GNI): € 194 581 000 000

Ratio security force/population: 1/678

Ratio police force/population: 1/729

### **Economic aspects**

#### Private security market

Yearly turnover (2013) of the private security industry: € 580 million

Combined market share (2013) of the top three private security companies (market concentration): 49%

Repartition of yearly turnover (2010) by private security industry segment

General guarding (excluding the segments listed hereafter): € 325 million

Cash-In-Transit (CIT): € 60 million

Monitoring and remote surveillance: € 30 million

Technology and equipment only based services: € 150 million

Number of armoured cars currently (2013) in use in the private security industry for Cash-In-Transit (CIT) operations: 200

The amount of private security companies which have obtained a license for cross-border transportation of euro cash, based upon the EU regulation 1214/2011: 0

#### Private security contracts

Share of public contracts: 20%

Share of private contracts: 80%

Number of operational guarding hours (commercial hours sold and thus paid for by the customer) performed each year in the private security industry: 10.5 million hours, which represent 6 500 man years<sup>29</sup>

#### Private security companies

Licensing for private security companies is mandatory by law

Total number of private security companies (2012): 226

Number of private security companies (2012) actively carrying out private security services: approximately 60

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<sup>29</sup> Calculating man years is a method of describing the amount of work performed by a private security guard throughout the entire year. A man year takes the amount of hours worked by a private security guard during the week and multiplies it by 52 (or the number of weeks worked in a year).

Other activities private security companies perform: real estate services

Percentage of single-service private security companies (only carrying out private security activities): 90%

Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 10%

#### Private security guards

Licensing for private security guards is mandatory by law

Total number of private security guards (2013): 15 939

Number of licensed private security guards (2013): 15 939

Number of individual licence holders actively carrying out private security activities (2013): 8 000

The licence fee is financed by the company

A compulsory license for private security guards/officers exists and costs € 47

Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 70%

Maximum number of working hours in the private security industry

According to the collective labour agreement (applicable to the guarding segment)

A maximum of 12-16 hours per day

A maximum of 48 hours per week

Overtime: 18 hours + 50% extra compensation if the guard has worked 120 hours in three weeks.

After that there is 100% compensation

Weekends: there must be a free weekend after every fourth week; on Saturdays the guards receives 2 extra euros every hour and on Sundays or holydays there is 100 % compensation

According to the national legislation

A maximum of 12 hours per day

A maximum of 40 hours per week

Overtime: over 160 hours per month

Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)

Gross: € 1 691

Net: € 1 285

Average salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)

Gross: € 2 350 per month

Net<sup>30</sup>: € 1 785 per month

Average age of a private security guard working in the private security industry: 30

Percentage of men and women active in the private security industry

Men: 20%

Women: 80%

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<sup>30</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

An Equal Opportunities (EO) Policy is in place in the private security industry in line with national equal opportunities legislation

Annual staff turnover rate<sup>31</sup> in the private security industry: 30%

This percentage includes transfers of contracts and/or other considerations such as seasonal workers

## **Legal aspects**

### Private security legislation

The private security industry is regulated by law

Law regulating the private security industry: Private Security Act, enacted in 2002

Public Order Act, enacted in 2003

Under the Public Order Act and with the permission of the police, security stewards may also be appointed to assist the police in maintaining order and security at shopping centres, on public transport or in public transport facilities. However, such assignments can be performed only by individuals who are employed by guarding services suppliers and have valid certification to act both as a security steward and guard.

Security Stewards Act, enacted in 1999

The duty of security stewards is to maintain order and security and to prevent crime and accidents at the event or site for which they have been appointed as security stewards. Security stewards may be employed, for example, at public meetings or events organised under the Assembly Act, at hotels or restaurants under the Act on Accommodation and Food Service Operations, on campsites under the Outdoor Recreation Act and on passenger ships under the Seamen's Act.

Updates and/or amendments are to be expected in 2015

Online information can be found here

Guarding services suppliers and guards:

<http://www.finlex.fi/en/laki/kaannokset/2002/en20020282.pdf>

Public order stewards:

<http://www.finlex.fi/en/laki/kaannokset/2003/en20030612.pdf>

Security steward certification: <http://www.finlex.fi/en/laki/kaannokset/1999/en19990533.pdf>

The law regulating the private security industry allows armed private security services in limited circumstances, i.e. security guards can carry hand guns in some places

Competent national authority in charge of drafting and amending legislation regulating the private security industry: National Parliament

Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of Interior

Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry

General guarding (excluding the segment listed hereafter)

Airport security

Maritime security

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<sup>31</sup> The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

Cash-In-Transit (CIT)

Monitoring and remote surveillance

### Controls and sanctions

Competent national authority in charge of controls and inspections for the private security industry:

Security Sector Supervision Unit of the National Police Board and local police inspections

The provision of private security services is subject to authorisation. Licences are issued by the Security Sector Supervision Unit of the National Police Board, which is also responsible for general supervision and guidance concerning guarding services. The Security Sector Supervision Unit and police departments are responsible for supervising the operations of private security services, managers, guards and security officers within their area of jurisdiction.

Competent national authority in charge of imposing the below sanctions for the private security industry

Administrative sanctions: Ministry of Interior can cancel the Private security Licence (46§), cancel responsible manager approval (47§, 49§) and the local police can cancel the guard and security mechanic approval (48§, 50§)

Penal sanctions: courts can impose a fine

One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence: Withdrawal by the local police of a guarding service licence, a manager certification and/or a guard and security officer certification

### Collective labour agreements

There are sector-specific binding collective labour agreements in place for the private security industry (applicable to the guarding segment)

### Entrance requirements and restrictions

Entrance requirements (vetting procedure) for the private security industry

At company level

No criminal convictions amongst management staff

Financial viability check

At personal level

A health check must be passed

Basic training (minimum of 40 hours introductory course)

Criminal records check is required

The basic requirement is to not have criminal convictions

The police undertake the check before issuing the mandatory licence

Proficiency in the national language is required to work in the sector

Entrance restrictions for the private security industry

On the background of owners of private security companies: No criminal record

On the background of private security personnel



No criminal record

Basic training

Good medical condition

Minimum age for private security guards to be able to enter the private security profession

Managers: >18

Operational staff: 18

### Specific requirements

There are specific requirements related to the uniforms of private security personnel

Uniforms are optional, no prior approval by the authorities is needed

The choice of uniform is made by the manager in function of the assignment or contract

Each uniform must display the name of the company

Uniforms must be the same on one site

Uniforms need to be clean and presentable

Uniforms need to be kept with care to prevent theft or unauthorised use

They must be distinct from the uniforms of public police or any other public authority

There are specific requirements related to the identification card (ID card) of private security personnel: A person certified as a guard, security officer or order supervision officer is issued with a plastic ID card by the licensing authority

### Powers and competences

Private security guards have the following powers and competences

Private security guards and attendants may operate on private property and on property where special restrictions apply

Guards have extra powers for the removal of unauthorised persons from guarded areas and the right to security check apprehension situations

They are allowed to perform a limited search and seizure

Security guards/officers are allowed to arrest or provisional hold people, i.e. while waiting for the police. This arrest is limited

Security guards/officers are allowed to perform any other actions that go beyond the normal competences of every citizen, i.e. in case of guarding services

Security stewards have the following powers and competences

Entry prevention

Temporary custody (excluding Public Order Act stewards)

They are allowed to perform a seizure

### Weapons

Firearms may be carried only for personal guarding assignments, during security transport and when guarding a person or object that is significant in terms of public interest and the circumstances of the assignment render it necessary to carry firearms

## Company level

A special licence is not required for private security companies providing armed private security services

A special licence is not required for private security companies owning weapons

There are legal requirements for storing weapons after hours

Guarding companies have to deliver an annual report to police which describes the number of cases where guards carried and/or used weapons

There are limitations as to the type and/or number of weapons used and/or to the ammunition used, i.e. only handguns and gas sprays are accepted

## Personal level

A special licence is required for private security guards providing armed private security services<sup>32</sup>

Competent national authority issuing the licence: local police authorities

Duration of the licence: max 5 years + annual shooting test

The licence is renewable

Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons

This training comprises: Theory, target practice and an annual test of proficiency

The training is provided once a year by the company

Number of training hours: 4 basic hours + 24 hours for using firearms + annual shooting test

The training is provided by the Ministry of Public Order & Citizen Protection

The police academy trains the trainers

## K9 (dogs)

Dogs can be used for the provision of private security services

A special licence is required for private security companies using dogs for the provision of private security services: Dog handlers and dogs need to be licensed and have mandatory training according to a special decree

Competent national authority: the police academy

Duration of the license: 2-10 years

Dogs are used in the following areas/segments of the private security industry

Commercial manned guarding (preventive and detection method)

Beat patrol (preventive and detection method)

Mobile alarm response and call-out services (preventive and detection method)

Body-guarding (preventive and detection method)

Critical infrastructure protection (preventive and detection method)

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<sup>32</sup> Finnish police website:

<http://www.poliisi.fi/poliisi/home.nsf/pages/3BBB04E1F6672AB8C2256C450037D7C5?opendocument>

Private security guards must follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

A certified training institute provides training

There is a compulsory training or test for these dogs, i.e. a test by the police academy

#### Training and related provisions

There is an obligation for private security guards to follow basic guard training

This training programme is mandatory by law: Law on private security providers

Number of training hours: 100 (excluding special forcible means training)

Basic training: 40 hours (required for a 4-month temporary licence)

For a permanent licence, a further 60 hours of training are required

The training is provided by certified training institutes

The training is financed by the company

There are compensation schemes in place for companies whose employees are following basic training, i.e. the government financially supports training because of the professional examination system

Upon successfully completing the basic training, private security guards are issued with a certificate of competence: certification prior to active employment

There is also an obligation for security stewards to follow basic training

Number of training hours: 32 or at least four days

Security steward certification is granted for a maximum of five years by the local police department.

To renew their certification, security stewards must complete an 8-hour refresher training meeting the requirements approved by the Ministry of the Interior.

In addition to basic and refresher training, security stewards may be required to undergo further special forcible means training

General section: Minimum 40 lessons

Special section relating to firearms, gas sprays and telescopic batons: Minimum 80 lessons

The training is provided by the local police, certain vocational training institutes or certified security steward trainers ([www.poliisi.fi/tavy](http://www.poliisi.fi/tavy))

Participation in the basic and additional training requires that the person has passed a written test and the necessary skills tests to demonstrate professional competence in practice

Specialised training is foreseen for different types of private security activities

Guard training is provided by specialist technical schools/colleges

Firearms training is provided by police academies

40 hours base temporary guard training: Legislation 3 hours, Guarding 6 hours, Guards action 9 hours, Police action 4 hours, Preventing 2 hours, Safety at work 3 hours, First aid 4 hours, Engagement 6 hours, test 1 hour, arrangements 2 hours + 60 hours Guards training: Legislation 6 hours, Stewards legislation 2 hours, Guarding & Guards action 19 hours, Security Systems 4 hours, Fire & Rescue 6 hours, First aid 12 hours, Forcible measures 8 hours, test 2 hours, arrangements 1 hour

Mandatory specialised training exists (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)

Follow-up or refresher training for private security guards/officers does not exist (only in case of re-training)

Specialised training is foreseen for the following types of private security activities

Event security (crowd control) – duration: 32 hours

Door supervision (bouncing) – duration: 32 hours

Urban security (train/metro stations, city patrols complementing the police etc.) - guard training + steward licence is needed

Specialised training is provided by certified training institutes

When applying for an individual private security guard licence, the law does not require the private security guard in question to undergo

A background and security check, which is performed by the local police

#### Public-private cooperation

Private security companies provides services and activities that are/would normally be reserved to police forces or other public security authorities

Services concerned: investigations, Public Order Act Stewards (Guard training as well) assist the police to maintain Public Order and Security in listed places like Shopping Centers

There is specific legislation for these services and activities, i.e. public Order Act 612/2003

There are no ad hoc agreements with the police (national and local)

There is no increasing trend to transfer police competences to private security companies

#### Fight against piracy on the high seas

Private security companies can provide services and activities aimed at combating piracy on board of commercial vessels

This is based upon legislation: Private Security Act 282/2002

Private security companies doing this type of activities do not need a general or specific license

There is no special training for these security guards/officers

These private security guards/officers can use weapons in board, but the legislation is not 100% clear on this matter

They can use a handgun

## FRANCE

### General information

Population: 65 578 819

Gross National Income (GNI): € 2 150, 372 billion

Ratio security force/population: 1/438

Ratio police force/population: 1/256

### Economic aspects

#### Private security market

Yearly turnover (2013) of the private security industry: € 5,545 billion

Market growth of the private security industry (based on yearly turnover)

Percentage of growth in 2006 compared to 2005: ± 6%

Percentage of growth in 2007 compared to 2006: ± 5.5%

Percentage of growth in 2008 compared to 2007: ± 4%

Percentage of growth in 2009 compared to 2008: ± - 2.5%

Percentage of growth in 2010 compared to 2011: ± 0%

Percentage of growth in 2011 compared to 2012: ± 0,5 %

Percentage of growth in 2012 compared to 2013: ± 2,5 %

Percentage of growth in 2013 compared to 2014: ± 1,5 %

Combined market share (2013) of the top three private security companies (market concentration):

87% of the turnover is achieved by 10.5% of private security companies

Repartition of yearly turnover (2013) by private security industry segment

General guarding (excluding the segments listed hereafter): € 3.83 billion

Airport security: € 402 million

Cash-In-Transit (CIT): € 5 million

Monitoring and remote surveillance: € 637 million

Other segments: € 456 million (bodyguarding, intervention, security systems installation, security training)

Number of armoured cars currently (2010) in use in the private security industry for Cash-In-Transit (CIT) operations: 2 096 (4 CIT companies)

#### Private security contracts

Number of commercial contracts for the private market (private customers): 78%

Number of commercial contracts for the public market (public customers): 22%

Share public contracts: 24%

Share private contracts: 76%

The number of public contracts has increased over the last five years with 2%

Number of operational private security hours which is performed each year in the private security sector: 236 million

#### Private security companies

Licensing for private security companies is mandatory by law

Total number of private security companies (2013): 9 659

Number of private security companies (2013) actively carrying out private security services: 4 170 companies employing at least one employee

A 'specialty principle' for private security companies<sup>33</sup> is embodied in the legislation governing the private security industry

Percentage of single-service private security companies (only carrying out private security activities): 100%

Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 0%

#### Private security guards

Licensing for private security guards is mandatory by law

Competent national authority issuing the licence: Department prefecture on behalf of the Ministry of the Interior

Total number of private security guards (2013): 149 650

Number of individual licence holders actively carrying out private security activities (2010): 131 542

Number of private security guards allowed to carry weapons (2010): Carrying of weapons is only permitted for the transport of valuables

Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 85% of contracts are full-time and 34% are open-ended

Maximum number of working hours in the private security industry

According to the collective labour agreement

A maximum of 12 hours per day

A maximum of 35 hours per week

According to national legislation

A maximum of 12 hours per day

A maximum of 48 hours per week

Overtime: 180 hours per year

Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)

Net: € 1 121.71

Average age of a private security guard working in the private security industry: 38

Percentage of men and women active in the private security industry

Men: 84,5%

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<sup>33</sup> The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

Women: 15,5%

An Equal Opportunities (EO) Policy is in place in the private security industry in line with general national equal opportunities legislation

Policies and/or legislations determining the EO Policy: Company policy

Annual staff turnover rate<sup>34</sup> in the private security industry

Hiring rate: 55,5%

Departure rate: 55%

## **Legal aspects**

### Private security legislation

The private security industry is regulated by law

Law regulating the private security industry

Law on in-house security and the protection of people and goods, enacted in 1983

Act of July 12, 1983 supplemented by Act number 2003-239 of March 18, 2003

Updates and/or amendments introduced since:

Act 2003-239 amending the 1983 legislation

Law 95-73 of January 1995 concerning the nature and the direction of security

Decree 86-1058 of September 26, 1986 concerning the administrative authorisation and the recruitment of personnel for private security companies

Decree 86-1099 of October 10, 1986 concerning the use of equipment, documents, uniforms and badges by surveillance and guarding companies, CIT companies and for the protection of persons

Decree 2002-539 of April 17, 2002 concerning distant surveillance activities

Law concerning the prevention of crime of March 7, 2007 (establishing the professional card, Art. 75-78)

Code of internal security, March 12<sup>th</sup> 2012

Online information can be found here: [www.legifrance.gouv.fr](http://www.legifrance.gouv.fr)

The law regulating the private security industry allows armed private security services only for the transport of valuables

Competent national authority in charge of drafting and amending legislation regulating the private security industry: Parliament and Senate

Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry

General guarding (excluding the segments listed hereafter)

Airport security

Maritime security

Cash-In-Transit (CIT)

Monitoring and remote surveillance

### Controls and sanctions

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<sup>34</sup> The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

Competent national authority in charge of controls and inspections for the private security industry:  
Ministry of the Interior and the National Council of private security activities

Competent national authority in charge of imposing the below sanctions for the private security industry

Administrative sanctions: Ministry of the Interior and the National Council of private security activities

Penal sanctions: Criminal courts

Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 45 000

One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

### Collective labour agreements

There is a sector-specific binding collective labour agreement in place for the private security industry: National collective agreement

### Entrance requirements and restrictions

Entrance requirements (vetting procedure) for the private security industry

At company level: Exclusion from all other activities

At personal level

No criminal record

Successfully completed mandatory training

No criminal convictions leading to legal sanctions or a term of imprisonment

Offences against commercial law can also be taken into account

The law states that refusal of licence can result from criminal actions even if they have not led to legal sanctions

Criminal background checks are carried out by the police authorities; no consent is required

Individuals applying for operative duty in a private security company can be refused access to the profession if they have been convicted of any crime

Entrance restrictions for the private security industry

On the background of owners of private security companies: Exclusion from all other activities, i.e. private investigation

On the background of private security personnel

No criminal record

Successfully completed mandatory training

Criminal background investigation carried out by the police authorities without prior consent of the individual

Not have been a member of the police force for at least 5 years

Minimum age for private security guards to be able to enter the private security profession

Managers: 18

Operational staff: 18



### Specific requirements

There are specific requirements related to the uniforms of private security personnel

The uniform is mandatory and must include at least two distinctive identifying features such as the company name and logo

It must be clearly distinct from the uniform worn by the police force

There are specific requirements related to the identification card (ID card) of private security personnel

The ID card is mandatory for private security guards

It must include a photo and registration number, name and date of birth

It must be renewed every 5 years

### Powers and competences

Private security guards are not allowed to perform a search and seizure

Private security guards are not allowed to perform any kind of arrest or provisional holdings

### Weapons

The use of weapons is only permitted for the transport of valuables

Company level

A special license is required for private security companies providing armed private security services

Personal level

A special permission is required and can only be granted for duties relating to the transport of valuables

Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons

### K9 (dogs)

Dogs can be used for the provision of private security services

A special licence is required for private security companies using dogs for the provision of private security services: Dogs must be licensed and handlers must be qualified

Private security guards/officers have to follow a specialised and obligatory training in order to be able to use dogs for the provision of private security services

Compulsory training or tests for these dogs exist

### Horses

Horses can be used for the provision of private security services

A special licence is not required for private security companies using horses for the provision of private security services

Private security guards must not follow specialised and obligatory training (by law) in order to be able to use horses for the provision of private security services

#### Training and related provisions

There is an obligation for private security guards to follow basic guard training

This training programme is mandatory by law

Number of training hours: 140

Training is provided by certified security training institutes

Upon successfully completing the basic training, private security guards are issued with a certificate of competence: Certification of professional qualification following a written examination certified by the regional Prefecture

Mandatory specialised training does not exist (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)

Follow-up or refresher training exists

The frequency of this follow-up or refresher training depends on the specialty

When applying for an individual private security guard licence, the law requires the private security guard in question to undergo

A medical examination (there are no specific work situations for which a private security guard/officer must undergo a medical examination)

A psychotechnical/psychological examination

A background check/security check

This background check/security check is carried out by the police authorities

The basic conditions for a private security guard to pass this check are

No criminal record

Successfully completed mandatory training

## GERMANY

### General information

Population: 80 523 746

Gross National Income (GNI): € 4 227 103 918 967,39 (only provided up to 2012)

Ratio security force/population: 1/322,1

Ratio police force/population: 1/370 (2012)

### Economic aspects

#### Private security market

Yearly turnover (2013) of the private security industry: € 5,2 billion

Market growth of the private security industry (based on yearly turnover)

Percentage of growth in 2004 compared to 2003: -3.2%

Percentage of growth in 2005 compared to 2004: 5.09%

Percentage of growth in 2006 compared to 2005: 0.97%

Percentage of growth in 2007 compared to 2006: 2.88%

Percentage of growth in 2008 compared to 2007: 4.43%

Percentage of growth in 2009 compared to 2008: -2.01%

Percentage of growth in 2010 compared to 2009: 3.7%

Percentage of growth in 2011 compared to 2010: 4,35%

Percentage of growth in 2012 compared to 2011: 4,17%

Percentage of growth in 2013 compared to 2012: 4,0%

Combined market share (2013) of the top three private security companies (market concentration):  
21,04%

Repartition of yearly turnover (2013) by private security industry segment

General guarding (excluding the segments listed hereafter): € 3,38 billion

Airport security: € 520 million

Cash-In-Transit (CIT): € 520 million

Monitoring and remote surveillance: € 260 million

Other segment

Guarding of military units, safety of track construction: € 520 million

Share of solutions based only on technology: 5%

Future expectations for the next 5-10 years:

Technology solutions: very positive

Human input solutions: consistent

Combined solutions: positive

Number of armoured cars currently (2013) in use in the private security industry for Cash-In-Transit (CIT) operations: 2 490

The amount of private security companies which have obtained a license for cross-border transportation of euro cash, based upon the EU regulation 1214/2011: 10

### Private security contracts

Number of commercial contracts for the private market (private customers): 76%

Number of commercial contracts for the public market (public customers): 24%

Share public contracts: 24%

Share private contracts: 76%

The number of public contracts has not increased over the last 5 years

Operational private security hours performed each year: +/- 457 million

Operational private security hours in man/years: +/- 2500 hours/p.a.

### Private security companies

Licensing for private security companies is mandatory by law

Total number of private security companies (2013): 4 000

Number of private security companies (2013) actively carrying out private security services: 4 000

A 'specialty principle' for private security companies<sup>35</sup> is not embodied in the legislation governing the private security industry

Other activities performed by private security companies next to private security activities: Service, cleaning, facilities management/maintenance, receptionist services, catering, gardening, event services etc.

Percentage of single-service private security companies (only carrying out private security activities): 20%

Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 80%

### Private security guards

Licensing for private security guards is mandatory by law

Total number of private security guards (2013): 183 408

Number of licensed private security guards (2013): 183 408

Number of individual licence holders actively carrying out private security activities (2013): 183 408

Number of private security guards allowed to carry weapons (2013): 15 000

Who finances the licence fee depends on the nature of the service being provided and the customer

Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 60%

Maximum number of working hours in the private security industry

According to the collective labour agreement

A maximum of 12 hours per day

A maximum of 72 hours per week

Weekend and nights: Unlimited

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<sup>35</sup> The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

According to national legislation

A maximum of 12 hours per day

A maximum of 72 hours per week

Weekend and nights: Unlimited

Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)

Gross: € 1 500-2 600

Net<sup>36</sup>: € 1 000-1 600

Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)

Gross: € 1 800

Net<sup>37</sup>: € 1 400

Germany has introduced minimum wages in the private security industry applicable in all German 'Länder' as of June 1, 2011. Different minimum wage levels apply, ranging from € 6.53 in eastern Germany to € 8.60 in western Germany. The objective is to introduce wage scales according to training levels and other criteria over the next two years and to increase the minimum wage to € 7.50.

Average age of a private security guard working in the private security industry: 45

Percentage of men and women active in the private security industry

Men: 80%

Women: 20%

An Equal Opportunities (EO) Policy is in place in the private security industry

Policies and/or legislations determining the EO Policy: Law of August 14, 2006 on equal treatment

Annual staff turnover rate<sup>38</sup> in the private security industry: 30%

This percentage does not include transfers of contracts and/or other considerations

## **Legal aspects**

### Private security legislation

The private security industry is regulated by law

Law regulating the private security industry

Law of February 7, 1927 amended by Law of June 16, 1998 on professional activities

Law of December 14, 1995 on private security enterprises amended by Law of July 23, 2002 on private security enterprises

Online information can be found here

<http://www.gesetze-im-internet.de>

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<sup>36</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

<sup>37</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

<sup>38</sup> The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

<http://www.berlin.de/imperia/md/content/balichtenberghohenschoenhausen/gesetze-vorschriften/bewachungsvsvo.pdf?start&ts=1299099362&file=bewachungsvsvo.pdf>

The law regulating the private security industry allows armed private security services: Their use depends on the activity and is e.g. allowed for Cash-In-Transit (CIT) services and bodyguarding  
Competent national authority in charge of drafting and amending legislation regulating the private security industry: Department of Commerce

Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry

General guarding (excluding the segments listed hereafter)

Airport security

Nuclear facilities

Military institutions

### Controls and sanctions

Competent national authority in charge of controls and inspections for the private security industry:  
Department of Commerce

Competent national authority in charge of imposing the below sanctions for the private security industry

Administrative sanctions: Department of Commerce

Penal sanctions: Department of Commerce

Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 5 000

One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

### Collective labour agreements

There are sector-specific binding collective labour agreements in place for the private security industry

### Entrance requirements and restrictions

Entrance requirements (vetting procedure) for the private security industry

At company level

Reliability (background screening)

80 hours of training (certified by the Chamber of Commerce)

Evidence of solvency is required

Membership of a professional body is required for companies

At personal level

Reliability (background screening)

40 hours of training (certified by the Chamber of Commerce)

A special examination is required for guarding in public areas ('Sachkundeprüfung')

Entrance restrictions for the private security industry

On the background of owners of private security companies

Reliability (background screening)

80 hours of training (certified by the Chamber of Commerce)

Evidence of solvency is required

On the background of private security personnel

Reliability (background screening)

40 hours of training (certified by the Chamber of Commerce)

A special examination is required for guarding in public areas ('Sachkundeprüfung')

Minimum age for private security guards to be able to enter the private security profession

Managers: 18

Operational staff: 18

### Specific requirements

There are specific requirements related to the uniforms of private security personnel: They must not create confusion with uniforms of armed or police forces

There are specific requirements related to the identification card (ID card) of private security personnel

Operational staff have to carry an ID card containing the company name and a photo

Staff working on public sector accounts must carry an identification logo mentioning the company name in a visible place

### Powers and competences

Private security guards have the following powers and competences: Same powers as any citizen

They are allowed to perform a search and seizure

A search and seizure is allowed in the following cases: When catching a perpetrator red-handed

This constitutes a limited search and seizure (until the police arrives)

### Weapons

Company level

A special licence is required for private security companies providing armed private security services

Competent national authority issuing the licence: Local authority

Duration of the licence: Open-ended

The licence is renewable

There are three types of licences

To buy a weapon (limited to one year)

To own a weapon (open-ended)

To carry a weapon (limited to specific weapons and to three years, can be renewed twice for another three years)

A special licence is required for private security companies owning weapons

Competent national authority issuing the licence: Local authority

Duration of the licence: Open-ended

The licence is renewable

There are legal requirements for storing weapons after hours: The company stores weapons after hours according to the corresponding laws

There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register

There are limitations as to the type and/or number of weapons used and/or to the ammunition used: they cannot use military weapons

#### Personal level

A special licence is required for private security guards providing armed private security services

Competent national authority issuing the licence: Local authority

Duration of the licence: Open-ended

The licence is renewable

Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons

The training is provided by companies, specialised training providers, technical schools, etc.

#### K9 (dogs)

Dogs can be used for the provision of private security services

A special license for private security companies using dogs for the provision of private security services is required

Duration of this license: 1 year

The licence is renewable

Dogs are used in the following areas/segments of the private security industry

Mobile alarm response and call-out services (detection method)

Aviation security (preventive method)

Critical infrastructure protection (detection method)

Private security guards must follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

This training involves 120 hours

A certified training institute provides training

There is a compulsory training or test for these dogs

#### Horses

Horses can be used for the provision of private security services

#### Training and related provisions



There is an obligation for private security guards to follow basic guard training  
This training programme is mandatory by law  
Number of training hours: 40  
The training is provided by the Chamber of Commerce  
The training is financed by the guard or the company  
There are compensation schemes in place for companies whose employees are following basic training: Training time is paid for like working time  
Training is compulsory for all types of private security activities  
Upon successfully completing the basic training, private security guards are issued with a certificate of competence  
Mandatory specialised training exists (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)  
Number of training hours: 80  
Follow-up or refresher training does not exist  
This follow-up or refresher training is not mandatory by law  
All security activities require 40 hours of training  
Specialised training is only required for aviation security (by law)  
Specialised training is foreseen for the following types of private security activities  
Mobile alarm response and call-out services  
Alarm and CCTV monitoring  
Aviation security  
Maritime security  
Specialised training is provided by the company or a security training institute  
When applying for an individual private security guard licence, the law requires the private security guard in question to undergo  
A background check/security check  
This background check/security check is carried out by the local authorities  
The basic conditions for a private security guard to pass this check are: Clean criminal record  
When applying for an individual private security guard licence, the law does not require the private security guard in question to undergo  
A medical examination  
A psychotechnical/psychological examination

#### Public-private cooperation

Private security companies provides services and activities that are/would normally be reserved to police forces or other public security authorities  
Services concerned: transfer of duty for the security staff in the aviation sector  
There is specific legislation for these services and activities  
There are no ad hoc agreements with the police (national and local)

#### Fight against piracy on the high seas

Private security companies can provide services and activities aimed at combating piracy on board of commercial vessels

This is based upon legislation: § 31 Abs. 1 GewO

Private security companies doing this type of activities need a BAFA (Federal Office of Economics and Export Control) license

Seven private security companies in Germany hold such a license

There is a special training for these security guards/officers

These private security guards/officers can use weapons in board

They can use all types of weapons, except military weapons

## **GREECE**

### **General information**

Population: 11 062 508

Gross National Income (GNI): € 242 billion

Ratio security force/population: 1/392

Ratio police force/population: 1/276

### **Economic aspects**

#### Private security market

Yearly turnover (2013) of the private security industry: ± € 435 million

Market growth of the private security industry (based on yearly turnover)

Percentage of growth in 2006 compared to 2005: 13,6%

Percentage of growth in 2007 compared to 2006: 6,3%

Percentage of growth in 2008 compared to 2007: 9,3%

Percentage of growth in 2009 compared to 2008: 10,2%

Percentage of growth in 2010 compared to 2009: -0,1%

Percentage of growth in 2011 compared to 2010: -6%

Percentage of growth in 2012 compared to 2011: -6%

Percentage of growth in 2013 compared to 2012: -5,2%

Combined market share (2013) of the top three private security companies (market concentration):  
+/-30%

Repartition of yearly turnover (2013) by private security industry segment

General guarding (excluding the segments listed hereafter): ± € 282 million

Airport security: ± € 44 million

Cash-In-Transit (CIT): ± € 41 million

Monitoring and remote surveillance: ± € 108 million

Most used security technology/equipment in technology or combined solutions: CCTV

Future expectations for the next 5-10 years:

Technology solutions: positive

Human input solutions: negative

Combined solutions: positive

Number of armoured cars currently (2013) in use in the private security industry for Cash-In-Transit (CIT) operations: ±450

#### Private security contracts

Number of commercial contracts for the private market (private customers): 4 000

Percentage of short-term contracts for this type of commercial contract: 90%

Average duration: 10 months

Percentage of long-term contracts for this type of commercial contract: 10%  
Average duration: 2 years  
Number of commercial contracts for the public market (public customers): 160  
Percentage of short-term contracts for this type of commercial contract: 60%  
Average duration: 10 months  
Percentage of long-term contracts for this type of commercial contract: 40%  
Average duration: 2 years  
Share public contracts vs share private contracts:  
Share public contracts: 10%  
Share private contracts: 90%  
The number of public contracts has not increased over the last 5 years  
Number of operational guarding hours (commercial hours sold and thus paid for by the customer) performed each year in the private security industry:  $\pm 30\,891\,000$  hours, which represent  $\pm 14\,851$  man years<sup>39</sup>

#### Private security companies

Licensing for private security companies is mandatory by law  
Total number of private security companies (2013):  $\pm 1\,100$   
A 'specialty principle' for private security companies<sup>40</sup> is not embodied in the legislation governing the private security industry  
Other activities private security companies have to perform: cleaning services

#### Private security guards

Licensing for private security guards is mandatory by law  
Competent national authority issuing the licence: Ministry of Public Order (Ministry of the Interior) and police authorities  
Total number of private security guards (2013):  $\pm 60\,000$   
Number of licensed private security guards (2013):  $\pm 60\,000/100\%$   
Number of private security guards allowed to carry weapons (2010): The use of weapons is prohibited except in special circumstances such as Cash-In-Transit (CIT) operations  
Cost compulsory license for private security guards/officers: € 500  
The private security guards/officers finances the license fee  
Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 80%  
Maximum number of working hours in the private security industry<sup>41</sup>  
According to the collective labour agreement

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<sup>39</sup> Calculating man years is a method of describing the amount of work performed by a private security guard throughout the entire year. A man year takes the amount of hours worked by a private security guard during the week and multiplies it by 52 (or the number of weeks worked in a year).

<sup>40</sup> The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

<sup>41</sup> *Ibid.*, 2008

A maximum of 8 hours per day (5 days) or 6 hours and 40 minutes (6 days)

A maximum of 40 hours per week

Overtime

41<sup>st</sup>-43<sup>rd</sup> hour is called specific overtime

3 hours per week

The employee has to stay on when asked and is paid 25% extra

From the 44<sup>th</sup> hour onwards, overtime is reimbursed at +50% of basic pay

Weekend and nights: no restriction for the nights - 45 weekends

Between 00h00 and 06h00 am, the employee is paid at an additional 25%

Sunday and official holidays are paid at +75% of basic pay

According to national legislation

A maximum of 8 hours per day

A maximum of 40 hours per week

Weekend and nights: no restriction for the nights - 45 weekends

Overtime: 3 hours per week

Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)

Gross: ± € 586

Net<sup>42</sup>: ± € 495

Average salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)

Gross: € 750 per month

Net<sup>43</sup>: € 630 per month

Average age of a private security guard working in the private security industry: 35

Percentage of men and women active in the private security industry<sup>44</sup>

Men: 75%

Women: 25%

An Equal Opportunities (EO) Policy is in place in the private security industry in line with general equal opportunities legislation (Law 3304/25.01.2005)

Annual staff turnover rate<sup>45</sup> in the private security industry: ± 6%

This percentage includes transfers of contracts and/or other considerations

## **Legal aspects**

### Private security legislation

The private security industry is regulated by law

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<sup>42</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

<sup>43</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

<sup>44</sup> *Ibid.*, 2008

<sup>45</sup> The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

Law regulating the private security industry: Law no. 2518/1997, enacted in 1997

Updates and/or amendments introduced since 1997: Law no. 3707/2008, enacted in 2008

Online information: <http://nomoi.info/%CE%A6%CE%95%CE%9A-%CE%91-164-1997-%CF%83%CE%B5%CE%BB-1.html> , [http://www.dsnet.gr/Epikairothta/Nomothesia/n3707\\_08.html](http://www.dsnet.gr/Epikairothta/Nomothesia/n3707_08.html)

The law regulating the private security industry allows armed private security services (law 3707/2008)

Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of Public order and citizen protection

Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry

General guarding (excluding the segments listed hereafter)

Airport security

Maritime security

Cash-In-Transit (CIT)

Monitoring and remote surveillance

Technology and equipment only based services

#### Controls and sanctions

Competent national authority in charge of controls and inspections for the private security industry:

Ministry of Public order and citizen protection

Competent national authority in charge of imposing the below sanctions for the private security industry

Administrative sanctions

Ministry of Public order and citizen protection

Withdrawal or suspension of licence (20 days-2 months, 2-6 months or permanently)

Penal sanctions

Ministry of Public order and citizen protection

Imprisonment and fines for non-compliance with the law

Maximum amount of a (financial) sanction or maximum sentence that can be imposed

Up to 3 years imprisonment

A company can be fined anything up to 50 000 euros

One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

#### Collective labour agreements

There are sector-specific binding collective labour agreements in place for the private security industry

#### Entrance requirements and restrictions

Entrance requirements (vetting procedure) for the private security industry

At company level

Greek or EU citizen

Must hold a diploma  
Clean criminal record  
Must not be involved in trading weapons  
Must have sound mental and physical health  
No drug or alcohol addictions  
Must have a security license  
Employees in the sector must not have criminal convictions leading to imprisonment for more than 6 months  
At personal level  
A criminal records check is required  
Must have a security license  
Employees in the sector must not have criminal convictions leading to imprisonment for more than 6 months  
Greek or EU nationals must have completed military service  
Have attained 18 years of age or over  
Entrance restrictions for the private security industry  
On the background of owners of private security companies  
Clean criminal record  
Must be of legal age  
Ministerial decree qualification  
On the background of private security personnel  
Clean criminal record  
Must be of legal age  
Ministerial decree qualification  
Minimum age for private security guards to be able to enter the private security profession  
Managers: 18  
Operational staff: 18

#### Specific requirements

There are specific requirements related to the uniforms of private security personnel  
Uniforms are mandatory  
They must be approved by the Department of Defense  
They must be distinctive from police uniforms  
There are specific requirements related to the identification card (ID card) of private security personnel

#### Powers and competences

Private security guards have the following powers and competences: Observation and reporting to the police  
They must have a security license and 105 training hours within a certified by KEMEA private educational institutes  
They are allowed to perform a search and seizure

A search and seizure is allowed in the following cases: Only in airports / whenever a criminal action takes place in front of them

This constitutes a limited search and seizure

Security guards/officers are allowed to arrest or provisional hold people, i.e. criminal activities. This arrest is limited

Security guards/officers are not allowed to perform any other actions that go beyond the normal competences of every citizen

### Weapons

#### Company level

A special licence is required for private security companies providing armed private security services

Competent national authority issuing the licence: Ministry of Public Order & Citizen Protection

Duration of the licence: one year

This license is renewable

A special licence is not required for private security companies owning weapons

Competent national authority issuing the licence: Ministry of the Interior

The licence is renewable

There are legal requirements for storing weapons after hours / weapons are stored in a certified (by the Ministry of Public Order & Citizen Protection) and locked room

There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register

There are no limitations as to the type and/or number of weapons used and/or to the ammunition used

#### Personal level

A special licence is required for private security guards providing armed private security services

Competent national authority issuing the licence: Ministry of Public Order & Citizen Protection

Duration of the licence: 1 year

The licence is renewable

Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons

This training comprises: Theory and target practice

Number of training hours: 40 hours

The training is provided by the Ministry of Public Order & Citizen Protection

### K9 (dogs)

Dogs cannot be used for the provision of private security services



## Horses

Horses cannot be used for the provision of private security services

## Training and related provisions

There is an obligation for private security guards to follow basic guard training

This training programme is mandatory by law: Ministerial Decree of 2009

Number of training hours: 105 hours; diploma from the certified security training institute

The training is provided by the company or a certified security training institute

The training is financed by the security guards/officers

There are no compensation schemes in place for companies whose employees are following basic training

Upon successfully completing the basic training, private security guards are issued with a certificate of competence

Basic training is compulsory for all types of private security activities

Mandatory specialised training exists (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)

Number of training hours: 360 hours; diploma from the certified security training institute

Follow-up or refresher training is not regulated by law

Specialised training is foreseen for certain types of private security activities

These specialised trainings are provided by the company or a certified security training institute

When applying for an individual private security guard licence, the law requires the private security guard in question to undergo

A medical examination

Specific work situations for which a private security guard/officer must undergo a medical examination: certified occupational doctors

A psychotechnical /psychological examination

Specific work situations for which a private security guard/officer must undergo a psychotechnical/psychological examination: certified psychiatrists

A background check/security check

This background check/security check is carried out by the Ministry of Public Order & Citizen Protection in order to issue the security license

The basic conditions for a private security guard to pass this check are: No criminal offence and no convictions

## Public-Private cooperation

Private security services can provide following services and activities that would normally be reserved to police forces or other public security authorities: embassies and athletic events

There is no general legislation

There is no specific legislation

There are ad-hoc agreements with the police

There is an increasing trend of transfer (totally or in support) of police competences towards private security companies in embassies and athletic events

More public activities in these sectors will be foreseen for private security companies

#### Fight against piracy on the high seas

Private security services cannot legally provide services and activities aimed at combating piracy on board of commercial vessels (private security law).

## HUNGARY

### General information

Population: 10 014 324

Gross National Income (GNI): € 97.6 billion

Ratio security force/population: 1/125

Ratio police force/population: 1/380

### Economic aspects

#### Private security market

Yearly turnover (2010) of the private security industry: ± € 550 million

Repartition of yearly turnover (2010) by private security industry segment

General guarding (excluding the segments listed hereafter): ± € 220 million

Cash-In-Transit (CIT): ± € 82.5 million

Monitoring and remote surveillance: ± € 192.5 million

Other segments: ± 55 million

Number of armoured cars currently (2010) in use in the private security industry for Cash-In-Transit (CIT) operations: 350

#### Private security companies

Licensing for private security companies is mandatory by law

Competent national authority issuing the licence: Police

Total number of private security companies (2014): ± 3 000 – 3 500

Total number of private security companies according to the Hungarian Bodyguards, Property Protection and Private Detectives Association (MBVMSZ Association, 2014): ± 300

Number of private security companies (2014) actively carrying out private security services: ± 55-60

A 'specialty principle' for private security companies<sup>46</sup> is not embodied in the legislation governing the private security industry

#### Private security guards

Licensing for private security guards is mandatory by law

Competent national authority issuing the licence: Police

Total number of private security guards (2014): 22 000

Total number of licensed private security guards (2014): 69 000

Maximum number of working hours in the private security industry

According to national legislation

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<sup>46</sup> The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

A maximum of 12 hours per day  
A maximum of 60 hours per week  
Overtime: Maximum 12 hours a month, 144 hours a year  
Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)  
Net<sup>47</sup>: € 250  
Percentage of men and women active in the private security industry  
Men: ± 85%  
Women: ± 15%  
An Equal Opportunities (EO) Policy is in place in the private security industry  
Policies and/or legislations determining the EO Policy: General national equal opportunities legislation  
Annual staff turnover rate<sup>48</sup> in the private security industry: ± 30%

## **Legal aspects**

### Private security legislation

The private security industry is regulated by law  
Law regulating the private security industry  
'2005. évi CXXXIII. törvény' (Act CXXXIII of 2005)  
'22/2006. (IV. 25.) BM rendelet' (Minister of the Interior's Order of 2006)  
European Standard applicable to the private security industry  
EN 15602:2008 – Security Services – Terminology  
Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of Justice  
Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry  
Cash-In-Transit (CIT)  
Monitoring and remote surveillance  
Other segments  
Protection of mobile/immobile goods  
Bodyguarding  
Event security  
Planning, installation, operation and maintenance of security systems

### Controls and sanctions

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<sup>47</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

<sup>48</sup> The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

Competent national authority in charge of controls and inspections for the private security industry:

Police authorities

Competent national authority in charge of imposing the below sanctions for the private security industry

Administrative sanctions: Police authorities

Penal sanctions: Police authorities

Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 3 844

One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

### Collective labour agreements

There are sector-specific binding collective labour agreements in place for the private security industry

### Entrance requirements and restrictions

Entrance requirements (vetting procedure) for the private security industry

At company level: Companies are established according to company law, but private security activities may only start after having obtained the mandatory licence (according to the '2005. évi CXXXIII. törvény' (Act CXXXIII of 2005))

Conditions/requirements and procedures

At least one of the members/partners of the company must have a guarding licence issued by the police

The company has to be registered with the professional chamber

The professional chamber verifies the general information pertaining to the company (e.g. the company address etc.) and issues a certificate

Mandatory liability insurance pertaining to private security activities (the insurable value is not determined by the Act)

At personal level: According to the '2005. évi CXXXIII. törvény' (Act CXXXIII of 2005), individuals must meet the following requirements to obtain a guarding licence

Minimum age of 18

Meet minimum health requirements (attested by an examination)

Be a citizen of the European Economic Area

Be resident in the European Economic Area

Have obtained relevant qualifications

Have a clean criminal record

Have completed basic education (8 years)

Entrance restrictions for the private security industry

On the background of owners of private security companies: Clean criminal record

On the background of private security personnel: Clean criminal record

Minimum age for private security guards to be able to enter the private security profession

Operational staff: 18

### Specific requirements

There are specific requirements related to the uniforms of private security personnel

Uniforms are optional

They must not bear any resemblance with uniforms worn by the state police

Company logos must be displayed in a prominent place

There are specific requirements related to the identification card (ID card) of private security personnel: ID cards are mandatory

### Powers and competences

Private security guards are allowed to perform a search and seizure

This constitutes a limited search and seizure

### Weapons

Company level

A special licence is required for private security companies providing armed private security services

Competent national authority issuing the licence: Police authorities

The licence is renewable

A special licence is required for private security companies owning weapons

Competent national authority issuing the licence: Police authorities

The licence is renewable

There are legal requirements for storing weapons after hours: Safe storage of weapons is obligatory

There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register

There are limitations as to the type and/or number of weapons used and/or to the ammunition used: Handguns only

Personal level

A special licence is required for private security guards providing armed private security services

Competent national authority issuing the licence: Police authorities

The licence is renewable

Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons

This training comprises: Theory and target practice

Number of training hours: 100

The training is provided by specially licensed training institutes

### K9 (dogs)

Dogs can be used for the provision of private security services

A special licence is required for private security companies using dogs for the provision of private security services

Competent national authority issuing the licence: Police authorities

The licence is renewable

Private security guards must follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services and for all activities with dogs in public spaces

The training is regulated by Order 15/2008 of the Minister of Justice and Law Enforcement (15/2008 – 'IRM Rendelet')

Number of training hours: 400

The training is provided by dog training schools of the police authorities

#### Training and related provisions

There is an obligation for private security guards to follow basic guard training

This training programme is mandatory by law according to the Order of the Minister of the Interior 16/2003 (IV. 18.)

Number of training hours: 320

The training is provided by specially licensed training institutes

The training is financed by the worker

There are no compensation schemes in place for companies whose employees are following basic training

Upon successfully completing the basic training, private security guards are issued with a certificate of competence

Mandatory specialised training does not exist (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)

Follow-up or refresher training is only provided at the discretion of each company and is not provided for in law

Specialised training is foreseen for the following types of private security activities

Event security (crowd control) – duration: 100 hours

Cash-In-Transit services (including cash handling/processing) – duration: 100 hours

When applying for an individual private security guard licence, the law requires the private security guard in question to undergo

A medical examination (all guards)

A psychotechnical /psychological examination

There are specific work situations for which a private security guard must undergo a psychotechnical/psychological examination

A background check/security check

This background check/security check is carried out by the police authorities

The basic conditions for a private security guard to pass this check are: Clean criminal record

## **IRELAND**

### **General information**

Population: 4 500 000

Gross National Income (GNI): € 128 billion

Ratio security force/population: 1/300

Ratio police force/population: 1/360

### **Economic aspects**

#### Private security market

Yearly turnover (2013) of the private security industry: € 587 million

Market growth of the private security industry (based on yearly turnover)

Percentage of growth in 2009 compared to 2008: 2,8%

Percentage of growth in 2010 compared to 2009: -14,7%

Percentage of growth in 2011 compared to 2010: -6,8%

Percentage of growth in 2012 compared to 2011: 6%

Percentage of growth in 2013 compared to 2012: 1%

Combined market share (2013) of the top three private security companies (market concentration): 35%

Repartition of yearly turnover (2013) by private security industry segment

General guarding (excluding the segments listed hereafter): ± € 307 million

Cash-In-Transit (CIT): ± € 74 million

Monitoring and remote surveillance: ± € 39 million

Technology and equipment only based services: ± € 152 million

Other segments: ± € 15 million

Most used security technology/equipment in technology or combined solutions: CCTV

Future expectations for the next 5-10 years:

Technology solutions: positive

Human input solutions: negative

Combined solutions: positive

#### Private security contracts

Share public contracts vs share private contracts:

Share public contracts: 30%

Share private contracts: 70%

The number of public contracts has not increased over the last 5 years



Number of operational guarding hours (commercial hours sold and thus paid for by the customer) performed each year in the private security industry:  $\pm 2\,100\,000$  hours, which represent  $\pm 1\,346$  man years<sup>49</sup>

#### Private security companies (manned guarding only)

Licensing for private security companies is mandatory by law

Total number of private security companies (2013): 200

Number of private security companies (2013) actively carrying out private security services: 200

A 'specialty principle' for private security companies<sup>50</sup> is not embodied in the legislation governing the private security industry

Percentage of single-service private security companies (only carrying out private security activities):

80% (in terms of turnover, rather than number of companies)

Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 20% (in terms of turnover, rather than number of companies)

#### Private security guards

Licensing for private security guards is mandatory by law

Total number of private security guards (2013): 20 000

Number of licensed private security guards (2013): 14 700

Number of individual licence holders actively carrying out private security activities (2013): 14 700

Number of private security guards allowed to carry weapons (2013): Weapons are prohibited

Cost compulsory license for private security guards/officers: €40

The licence fee is financed by a mixture of both the company and the guard

Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 75%

Maximum number of working hours in the private security industry

According to the collective labour agreement

A maximum of 15 hours per day

A maximum of 48 hours per week

According to national legislation

A maximum of 12 hours per day

A maximum of 48 hours per week

Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances): €1 700 (net salary)

Average salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances): €1 800 (net salary)

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<sup>49</sup> Calculating man years is a method of describing the amount of work performed by a private security guard throughout the entire year. A man year takes the amount of hours worked by a private security guard during the week and multiplies it by 52 (or the number of weeks worked in a year).

<sup>50</sup> The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

Percentage of men and women active in the private security industry

Men: 95%

Women: 5%

An Equal Opportunities (EO) Policy is in place in the private security industry

The National Equality Act determines the EO Policy

Annual staff turnover rate<sup>51</sup> in the private security industry: 20%

This percentage does not include transfers of contracts and/or other considerations

## **Legal aspects**

### Private security legislation

The private security industry is regulated by law

Law regulating the private security industry: Private Security Services Act, enacted in 2004

Online information can be found here:

<http://www.oireachtas.ie/documents/bills28/acts/2004/a1204.pdf>

There has been an update of the legislation in 2012:

<http://www.irishstatutebook.ie/2004/en/act/pub/0012/>

The law regulating the private security industry does not allow armed private security services

Competent national authority in charge of drafting and amending legislation regulating the private security industry: Private Security Authority

Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry

General guarding (excluding the segments listed hereafter)

Cash-In-Transit (CIT)

Monitoring and remote surveillance

Technology and equipment only based services

Other segments

Alarm installation

Alarm Receiving Centres

Door security personnel

### Controls and sanctions

Competent national authority in charge of controls and inspections for the private security industry:

Private Security Authority

Competent national authority in charge of imposing the below sanctions for the private security industry

Administrative sanctions: Private Security Authority

Penal sanctions: courts

Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 3 000

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<sup>51</sup> The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

### Collective labour agreements

There are no sector-specific binding collective labour agreements in place for the private security industry

### Entrance requirements and restrictions

Entrance requirements (vetting procedure) for the private security industry

At company level: the Board

At personal level: officers

Entrance restrictions on the background of:

Owners of private security companies: none

Managers, Board of Directors: none

Private security operational personnel (private security guards/officers): FETAC Level 4

Entrance requirements:

A criminal records check is required

Applicants for a licence who have spent 6 months or more in another country are required to provide a criminal record certificate from that jurisdiction in addition to completing a Garda (police) vetting form

The Authority will exercise its discretion when deciding whether to issue a licence to a person who has a criminal record

Each application will be decided according to the Authority's guidelines and a person with (a) conviction(s) will not always be prohibited from holding a licence

Awarding authority: Police authorities

Entrance restrictions for the private security industry

On the background of owners of private security companies

All company directors must have their background history cleared by An Garda Síochána (National Police Force)

On the background of private security personnel

A criminal records check is required

Applicants for a licence who have spent 6 months or more in another country are required to provide a criminal record certificate from that jurisdiction in addition to completing a Garda (police) vetting form

The Authority will exercise its discretion when deciding whether to issue a licence to a person who has a criminal record

Each application will be decided according to the Authority's guidelines and a person with (a) conviction(s) will not always be prohibited from holding a licence

Awarding authority: Police authorities

Minimum age for private security guards to be able to enter the private security profession

Managers: n/a

Operational staff: 18

#### Specific requirements

There are no specific requirements related to the uniforms of private security personnel

There are specific requirements related to the identification card (ID card) of private security personnel: ID cards must always be displayed

#### Powers and competences

Private security guards have no additional powers and competences

They are allowed to perform a search and seizure

This constitutes a limited search and seizure in client employee contracts of employment

Private security guards/officers are allowed to perform limited arrests or provisional holding of persons

Private security guards/officers are not allowed to perform any other actions that go beyond the normal competences of every citizen

#### Weapons

Weapons are not permitted under any circumstance

#### K9 (dogs)

Dogs can be used for the provision of private security services (in accordance with the Control of Dogs Act of 1998)

A special licence is not required for private security companies using dogs for the provision of private security services

Dogs are used in the following area/segment of the private security industry

Commercial manned guarding (preventive method)

Beat patrol (preventive method)

Private security guards are not required to follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

#### Horses

Horses can be used for the provision of private security services, but it does not occur in practice

#### Training and related provisions

There is an obligation for private security guards to follow basic guard training

This training programme is mandatory by law

Number of training hours: 100

The training is provided by certified trainers

The training is financed by the company or the individual

There are no compensation schemes in place for companies whose employees are following basic training

Upon successfully completing the basic training, private security guards are issued with a certificate of competence

Basic compulsory training is not compulsory for all types of private security services for the following types of activities: security officers, door supervision and CCTV monitoring

There is no compulsory specialised training for activities for which basic training is not compulsory

Mandatory specialised training does not exist (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)

Yearly follow-up or refresher training is mandatory by law

Specialised training is foreseen for the following types of private security activities

Commercial manned guarding

Event security (crowd control)

Door supervision (bouncing)

Cash-In-Transit services (including cash handling/processing)

Alarm and CCTV monitoring

These specialised trainings are provided by certified trainers

When applying for an individual private security guard licence, the law requires the private security guard in question to undergo

A background check/security check

This background check/security check is carried out by the private security authority

The basic conditions for a private security guard to pass this check are: must be a “fit and proper person” (criminal record is no immediate bar to obtaining a licence)

The Authority will exercise its discretion when deciding whether to issue a licence to a person who has a criminal record. Each application will be decided according to the Authority’s guidelines. A person with (a) conviction(s) will not always be prohibited from holding a licence.

The law does not require the private security guard in question to undergo a medical or psychotechnical/psychological examination

A private security guard over 65 years of age, however, must undergo a medical examination

#### Public-private cooperation

Private security companies cannot provide services and activities that are/would normally be reserved to police forces or other public security authorities

#### Fight against piracy on the high seas

Private security companies cannot provide services and activities aimed at combating piracy on board of commercial vessels

## ITALY

### General information

Population: 60 340 328

Gross National Income (GNI): € 1,569 billion

Ratio security force/population: 1/1 260

Ratio police force/population: 1/565

### Economic aspects

#### Private security market

Yearly turnover (2010) of the private security industry: € 2.7 billion

Market growth of the private security industry (based on yearly turnover)

Percentage of growth in 2008 compared to 2007: 2%

Percentage of growth in 2009 compared to 2008: 0%

Percentage of growth in 2010 compared to 2009: 0%

Combined market share (2010) of the top three private security companies (market concentration): 13%

Repartition of yearly turnover (2010) by private security industry segment

General guarding (excluding the segments listed hereafter): 50%

Airport security: 15%

Maritime security: 5%

Cash-In-Transit (CIT): 15%

Monitoring and remote surveillance: 15%

Number of armoured cars currently (2010) in use in the private security industry for Cash-In-Transit (CIT) operations: 1 450

#### Private security contracts

Commercial contracts for the private market (private customers)

Percentage of short-term commercial contracts for the private market: 70%

Percentage of long-term commercial contracts for the private market: 30%

Commercial contracts for the public market (public customers)

Percentage of short-term commercial contracts for the public market: 0%

Percentage of long-term commercial contracts for the public market: 100%

Average duration of long-term commercial contracts for the public market: 1-3 years

Number of operational guarding hours (commercial hours sold and thus paid for by the customer) performed each year in the private security industry: 155 000 000 hours, which represent 74,602 man years<sup>52</sup>

#### Private security companies

Licensing for private security companies is mandatory by law

Total number of private security companies (2010): 1 299

Number of private security companies (2010) actively carrying out private security services: 913

A 'specialty principle' for private security companies<sup>53</sup> is not embodied in the legislation governing the private security industry

Percentage of single-service private security companies (only carrying out private security activities): 15%

Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 85%

#### Private security guards

Licensing for private security guards is mandatory by law

Competent national authority issuing the licence: Ministry of the Interior; the administration is delegated to the municipal Prefects

Total number of private security guards (2013): 45 512

Number of licensed private security guards (2010): 47 858

Number of private security guards allowed to carry weapons (2010): 47 858 (all guards)

The licence fee is financed by the company

Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 95%

Maximum number of working hours in the private security industry

According to the collective labour agreement

A maximum of 7.15 hours per day

A maximum of 48 hours per week

Overtime: 250 hours per year

According to national legislation

A maximum of 7.15 hours per day

A maximum of 48 hours per week

Overtime: 250 hours per year

Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)

Gross: € 1 750

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<sup>52</sup> Calculating man years is a method of describing the amount of work performed by a private security guard throughout the entire year. A man year takes the amount of hours worked by a private security guard during the week and multiplies it by 52 (or the number of weeks worked in a year).

<sup>53</sup> The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

Net<sup>54</sup>: € 1 250

Average age of a private security guard working in the private security industry: 42

Percentage of men and women active in the private security industry

Men: 91%

Women: 9%

An Equal Opportunities (EO) Policy is not in place in the private security industry

Annual staff turnover rate<sup>55</sup> in the private security industry: 20%

This percentage does not include transfers of contracts and/or other considerations

## **Legal aspects**

### Private security legislation

The private security industry is regulated by law

Law regulating the private security industry: TULPS (Consolidated Act of Public Safety Laws), enacted in 1931

Updates and/or amendments introduced since: Amending regulation for the execution of TULPS of August 4, 2008 under supervision of the 'Corte dei Conti'

Online information can be found here

<http://www.sanzioniamministrative.it/collegamenti/l%20Codici/TULPS/TULPS.htm>

[http://www.sanzioniamministrative.it/collegamenti/l%20Codici/Reg\\_Tulps\\_2/Reg\\_Tulps%20index.htm](http://www.sanzioniamministrative.it/collegamenti/l%20Codici/Reg_Tulps_2/Reg_Tulps%20index.htm)

<http://www.federsicurezza.it/public/documenti/282201195412.pdf>

The law regulating the private security industry allows armed private security services

Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of the Interior

Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry

General guarding (excluding the segments listed hereafter)

Airport security

Maritime security

Cash-In-Transit (CIT)

Monitoring and remote surveillance

Body guarding is not allowed in Italy

### Controls and sanctions

Competent national authority in charge of controls and inspections for the private security industry: Police authorities

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<sup>54</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

<sup>55</sup> The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.



Competent national authority in charge of imposing the below sanctions for the private security industry

Administrative sanctions: Administrative police

Penal sanctions: Police

Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 154 - 3 098 or imprisonment up to 3 months

One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

#### Collective labour agreements

There are sector-specific binding collective labour agreements in place for the private security industry

Collective agreement 2013-2015: both armed and non-armed , one employer association, two trade unions, low requirements for 'contract shift' and loyalties rewarded

#### Entrance requirements and restrictions

Entrance requirements (vetting procedure) for the private security industry

At company level

Licence granted by the Prefecture

Criminal records check by the Ministry of Justice

At personal level

Licence granted by the Prefecture

Criminal records check by the Ministry of Justice

Entrance restrictions for the private security industry

On the background of owners of private security companies: No criminal convictions (checks are carried out by the Provincial Prefect)

On the background of private security personnel: No criminal convictions (checks are carried out by the Provincial Prefect)

Minimum age for private security guards to be able to enter the private security profession

Managers: 18

Operational staff: 18

#### Specific requirements

There are specific requirements related to the uniforms of private security personnel

Uniforms must be distinguishable from those worn by the police force

They must bear the initials GPG, the name and the logo of the company

Uniforms must be approved by the Prefecture

There are specific requirements related to the identification card (ID card) of private security personnel

## Powers and competences

Private security guards have the following powers and competences

Power to order that dangerous or suspicious persons stop what they are doing

May also take from them their identity card within a specified period and show it at the request of officers or security officials

They are not allowed to perform a search and seizure

## Weapons

### Company level

A special licence is required for private security companies providing armed private security services

Competent national authority issuing the licence: Prefecture

Duration of the licence: 5 years

The licence is renewable

A special licence is not required for private security companies owning weapons

There are no legal requirements for storing weapons after hours

There is no legal obligation for a private security company providing armed private security services to keep a detailed weapons register

There are no limitations as to the type and/or number of weapons used and/or to the ammunition used

### Personal level

A special licence is required for private security guards providing armed private security services

Competent national authority issuing the licence: Prefecture

Duration of the licence: Open-ended

Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons

There are no national provisions on firearms training

Every Prefecture requires specific training ('Regolamento del Questore')

This training comprises: Theory and practice

The training is provided by the national training institute for the use of weapons

## K9 (dogs)

Dogs can be used for the provision of private security services

A special licence is not required for private security companies using dogs for the provision of private security services

Dogs are used in the following areas/segments of the private security industry

Mobile alarm response and call-out services

Event security (crowd control)

Aviation security

Maritime security

Urban security (train/metro stations, city patrols complementing the police etc.)

Critical infrastructure protection

Private security guards must not follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

### Horses

Horses can be used for the provision of private security services

A special licence is not required for private security companies using horses for the provision of private security services

Private security guards must not follow specialised and obligatory training (by law) in order to be able to use horses for the provision of private security services

### Training and related provisions

There is an obligation for private security guards to follow basic guard training

This training programme is mandatory by law

Number of training hours: Decision is pending

The training is provided by the company

The training is financed by interprofessional funds, regions, companies

There are no compensation schemes in place for companies whose employees are following basic training

Upon successfully completing the basic training, private security guards are issued with a certificate of competence

Mandatory specialised training does not exist (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)

Follow-up or refresher training exists

This follow-up or refresher training is organised as required

This follow-up or refresher training is not mandatory by law

Specialised training is foreseen for the following types of private security activities

Mobile alarm response and call-out services

Cash-In-Transit services (including cash handling/processing)

Alarm and CCTV monitoring

Aviation security

Maritime security

Fire prevention and protection services

These specialised trainings are provided by companies or technical schools

When applying for an individual private security guard licence, the law requires the private security guard in question to undergo

A medical examination

A background check/security check

This background check/security check is carried out by the local Prefecture on behalf of the Ministry of Justice

The basic conditions for a private security guard to pass this check are: No criminal record and no criminal offence

#### Public-private collaboration

Collective agreement (Ministry of Interior & labour)

There are ad hoc agreements with the police

#### Fight against piracy on the high seas

Private security can provide services and activities aimed at combating piracy on board of commercial vessels

Legislation: Decree of the Ministry of Interior Affairs no. 266 (December 28<sup>th</sup> 2012) and Decree no. 349/2013

Special training for security guards/officers who execute services and activities aimed at combatting piracy on board of commercial vessels sailing under the flag of their country exists

Private security guards/officers can use weapons on board

Type of weapon: IMDG class 1.4s "explosives" ammunition

## **LATVIA**

### **General information**

Population: 2 248 374

Gross National Income (GNI): € 20.78 billion

Ratio security force/population: 1/105

Ratio police force/population: 1/300

### **Economic aspects**

#### Private security market

Yearly turnover (2010) of the private security industry: € 365.93 million

Combined market share (2010) of the top three private security companies (market concentration): 6.6%

#### Private security contracts

Commercial contracts for the private market (private customers)

Percentage of short-term commercial contracts for the private market: 2%

Average duration of short-term commercial contracts for the private market: < 1 week

Percentage of long-term commercial contracts for the private market: 98%

Average duration of long-term commercial contracts for the private market: Open-ended

Commercial contracts for the public market (public customers)

Percentage of short-term commercial contracts for the public market: 1%

Average duration of short-term commercial contracts for the public market: < 1 week

Percentage of long-term commercial contracts for the public market: 99%

Average duration of long-term commercial contracts for the public market: 2 years

Number of operational guarding hours (commercial hours sold and thus paid for by the customer) performed each year in the private security industry: 15 840 000 hours, which represent 7615.34 man years<sup>56</sup>

#### Private security companies

Licensing for private security companies is mandatory by law

There are two types of licences

Licence to design, maintain and repair technical security guard systems

Licence to provide security guard services

Total number of private security companies (2010): 500

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<sup>56</sup> Calculating man years is a method of describing the amount of work performed by a private security guard throughout the entire year. A man year takes the amount of hours worked by a private security guard during the week and multiplies it by 52 (or the number of weeks worked in a year).

Number of private security companies (2010) actively carrying out private security services: 450  
A 'specialty principle' for private security companies<sup>57</sup> is not embodied in the legislation governing the private security industry  
Other activities performed by private security companies next to private security activities:  
Wholesale, construction  
Percentage of single-service private security companies (only carrying out private security activities): 80%  
Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 20%

#### Private security guards

Licensing for private security guards is mandatory by law  
Total number of private security guards (2010): 21 500  
Number of licensed private security guards (2010): 21 500  
Number of individual licence holders actively carrying out private security activities (2010): 11 000  
Number of private security guards allowed to carry weapons (2010): 1 098  
The licence fee is financed by the guard  
Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 98%  
Maximum number of working hours in the private security industry  
According to the collective labour agreement  
A maximum of 8 hours per day  
According to national legislation  
A maximum of 8 hours per day  
A maximum of 40 hours per week  
Overtime: 16 hours per month  
Weekend and nights: 56 hours per month  
Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)  
Gross: € 286.68  
Net<sup>58</sup>: € 207.84  
Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)  
Gross: € 515.99  
Net<sup>59</sup>: € 358.33  
Average age of a private security guard working in the private security industry: 35  
Percentage of men and women active in the private security industry

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<sup>57</sup> The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

<sup>58</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

<sup>59</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

Men: 80%

Women: 20%

An Equal Opportunities (EO) Policy is in place in the private security industry

Annual staff turnover rate<sup>60</sup> in the private security industry: 70%

This percentage includes transfers of contracts and/or other considerations

## **Legal aspects**

### Private security legislation

The private security industry is regulated by law

Law regulating the private security industry

Security Guards Activities Law, enacted on June 13, 2006

Law on Detective Activities

Law on the Handling of Weapons, in force since January 1, 2003

Updates and/or amendments introduced since: June 1, 2008

Online information can be found here

<http://www.likumi.lv/doc.php?id=136109>

<http://www.likumi.lv/doc.php?id=221384>

<http://www.likumi.lv/doc.php?id=26311>

The law regulating the private security industry allows armed private security services

Competent national authority in charge of drafting and amending legislation regulating the private security industry: State Police and Ministry of the Interior

Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry

General guarding (excluding the segments listed hereafter)

Monitoring and remote surveillance

Other segments, i.e. security consultancy

### Controls and sanctions

Competent national authority in charge of controls and inspections for the private security industry:

State Police, State Revenue Service and State Labour Inspectorate

Competent national authority in charge of imposing the below sanctions for the private security industry

Administrative sanctions: State Police and State Labour Inspectorate

Penal sanctions: Courts

Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 717 (person) and € 4 300 (company)

One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

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<sup>60</sup> The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

## Collective labour agreements

There are no sector-specific binding collective labour agreements in place for the private security industry

## Entrance requirements and restrictions

Entrance requirements (vetting procedure) for the private security industry

At company level

Latvian citizen

A foreign investor (other than a member of the EU) must not hold a controlling interest in the company

Fluency in the official language as required by the Official Language Law

It is prohibited to issue a licence to companies in which management positions are held by persons about whom the State Police or State Security Institutions have information that indicates belonging to prohibited military or armed formations, to political parties or public political organisations, associations or movements that are not registered in accordance with the procedures prescribed by law as well as to organised criminal groups

It is prohibited to issue a licence to companies that have been condemned for violations such as Activities that are directed against the state and the lawful interest of the society or a person

Violations of or failure to comply with the requirements of this law

Provision of false information

Not systematically fulfilling tax obligations

Not commencing security guard activities within six months from the day the licence was issued

If sentence was determined by other laws or court adjudication

Security activities are to be provided on the basis of a written contract

Losses caused by fault of the security guard are to be reimbursed

It is prohibited to utilise technical equipment and chemical substances that are hazardous to the health or may threaten human life

At personal level

Mandatory training of 160 hours

Certification after examination

Mandatory payment of a licence fee

Certificate is valid for 5 years

Security personnel is liable for their activities

Entrance restrictions for the private security industry

On the background of owners of private security companies

No conviction of a criminal offence

No determination of mental illnesses, addiction to narcotics, toxic substances or alcohol

On the background of private security personnel

No conviction of a criminal offence

No determination of mental illnesses, addiction to narcotics, toxic substances or alcohol



Minimum age for private security guards to be able to enter the private security profession

Managers: 18

Operational staff: 18

### Specific requirements

There are specific requirements related to the uniforms of private security personnel: Uniforms are mandatory unless otherwise required

There are specific requirements related to the identification card (ID card) of private security personnel

### Powers and competences

Private security guards have the following powers and competences

The right to require that the person ceases the unlawful activities performed on the guarded site subsequently expelling them from the site should they continue

Request that personal property be returned if it belongs to the guarded site or person

They are not allowed to perform a search and seizure

### Weapons

#### Company level

A special licence is not required for private security companies providing armed private security services

A special licence is required for private security companies owning weapons

Competent national authority issuing the licence: Police authorities

Duration of the licence: Open-ended

There are legal requirements for storing weapons after hours

There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register

There are limitations as to the type and/or number of weapons used and/or to the ammunition used

Alarm activity – Category B, semi-automatic, repetitive or single-shot short barrel firearms

Security procedures – Category B

#### Personal level

A special licence is required for private security guards providing armed private security services

Competent national authority issuing the licence: Police authorities

Duration of the licence: 5 years

The licence is renewable

Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons

This training comprises: Theory and practice

#### K9 (dogs)

Dogs can be used for the provision of private security services

They must only be used when the handler is present

Dogs used in public places or places accessible to the public must always be on a leash

Veterinary requirements must be observed

Clearly legible warnings must be put in visible places when dogs are present in enclosed territory without their handler

A special licence is not required for private security companies using dogs for the provision of private security services

Dogs are used in the following areas/segments of the private security industry

Commercial manned guarding

Beat patrol

In-house manned security

Maritime security

Critical infrastructure protection

Private security guards must follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

This training comprises: Theory and practice

Number of training hours: Depends on weapons

The training is provided by specialist centres

#### Horses

Horses cannot be used for the provision of private security services

#### Training and related provisions

There is an obligation for private security guards to follow basic guard training

This training programme is mandatory by law

Number of training hours: 160

The training is provided by certified training centres

The training is financed by the guard

There are compensation schemes in place for companies whose employees are following basic training: Some companies support their employees' training

Upon successfully completing the basic training, private security guards are issued with a certificate of competence (valid for 5 years)

Mandatory specialised training does not exist (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)

Follow-up or refresher training is not mandatory by law

Specialised training is foreseen for the following types of private security activities

Aviation security – duration: 18 hours

Maritime security – duration: 9.5 hours

Critical infrastructure protection – duration: 8 hours

These specialised trainings are provided by certified training centres

When applying for an individual private security guard licence, the law requires the private security guard in question to undergo

A background check/security check

This background check/security check is carried out by the police authorities

The basic conditions for a private security guard to pass this check are

No determination of mental illnesses

No addiction to narcotics, toxic substances or alcohol

No criminal record

## LITHUANIA

### General information

Population: 3 244 601

Gross National Income (GNI): € 29.65 billion

Ratio security force/population: 1/294

Ratio police force/population: 1/290

### Economic aspects

#### Private security market

Yearly turnover (2007) of the private security industry: € 58 million

#### Private security companies

Licensing for private security companies is mandatory by law

Competent national authority issuing the licence: Chief of police

Total number of private security companies (2010): 121

A 'specialty principle' for private security companies<sup>61</sup> is embodied in the legislation governing the private security industry

Percentage of single-service private security companies (only carrying out private security activities): 100%

Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 0%

#### Private security guards

Licensing for private security guards is mandatory by law

Competent national authority issuing the licence: Ministry of the Interior or the local police

Total number of private security guards (2010): 11 000

Number of licensed private security guards (2010): 11 000

Maximum number of working hours in the private security industry

According to national legislation

A maximum of 12 hours per day

A maximum of 48 hours per week

Starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)

Gross: € 4.08 per hour

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<sup>61</sup> The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

Net<sup>62</sup>: ± € 3.60 per hour

Average age of a private security guard working in the private security industry: 30

Percentage of men and women active in the private security industry

Men: 80%

Women: 20%

An Equal Opportunities (EO) Policy is in place in the private security industry in line with general equal opportunities legislation

## **Legal aspects**

### Private security legislation

The private security industry is regulated by law

Law regulating the private security industry: Law on providing personal and property services, enacted in 2004

The law regulating the private security industry allows armed private security services

Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of the Interior; all legislation must be approved by the Lithuanian Parliament

Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of the Interior. All legislation must be adopted by the Lithuanian Parliament.

Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry

General guarding (excluding the segments listed hereafter)

Airport security

Maritime security

Monitoring and remote surveillance

### Controls and sanctions

Competent national authority in charge of controls and inspections for the private security industry: Ministry of the Interior

Competent national authority in charge of imposing the below sanctions for the private security industry

Administrative sanctions: Ministry of the Interior

Penal sanctions: Courts

One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

### Collective labour agreements

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<sup>62</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

There are no sector-specific binding collective labour agreements in place for the private security industry: Collective agreements are reached at company level, although there have been efforts to reach a sectoral agreement

#### Entrance requirements and restrictions

Entrance requirements (vetting procedure) for the private security industry

At company level: Licence issued by the Ministry of the Interior

At personal level

Lithuanian, EU or EEA citizenship

Minimum 18 years of age

Minimum health and training requirements must be met and an examination must be passed to verify professional proficiency

Clean criminal record (issued by the relevant police department)

Proficiency in the national language is required

Entrance restrictions for the private security industry

On the background of owners of private security companies: Clean criminal record

On the background of private security personnel: Clean criminal record

Minimum age for private security guards to be able to enter the private security profession

Operational staff: 18

#### Specific requirements

There are specific requirements related to the uniforms of private security personnel: Uniforms are mandatory

There are specific requirements related to the identification card (ID card) of private security personnel

#### Powers and competences

Private security guards have the following powers and competences: Same powers as any citizen

They are not allowed to perform a search and seizure

#### Weapons

Company level

A special licence is not required for private security companies providing armed private security services

A special licence is required for private security companies owning weapons

Competent national authority issuing the licence: Ministry of the Interior

There are legal requirements for storing weapons after hours: They must be stored on a secure site

## Personal level

A special licence is required for private security guards providing armed private security services

Weapons can only be used to guard a client whose life is threatened or a guarded object during an armed attack

Competent national authority issuing the licence: Ministry of the Interior

Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons

This training comprehends: Theory and target practice

The training is provided by certified training institutes

## K9 (dogs)

Dogs can be used for the provision of private security services

A special licence is not required for private security companies using dogs for the provision of private security services

Dogs are used in the following areas/segments of the private security industry

Commercial manned guarding

Beat patrol

Urban security (train/metro stations, city patrols complementing the police etc.)

Critical infrastructure protection

Private security guards must not follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

## Horses

Horses can be used for the provision of private security services

A special licence is not required for private security companies using horses for the provision of private security services

Private security guards must not follow specialised and obligatory training (by law) in order to be able to use horses for the provision of private security services

## Training and related provisions

There is an obligation for private security guards to follow basic guard training

This training programme is mandatory by law

Number of training hours: 52

The training is provided by certified training institutes

The training is financed by the guard or the employing company

There are no compensation schemes in place for companies whose employees are following basic training

Upon successfully completing the basic training, private security guards are issued with a certificate of competence

Mandatory specialised training does not exist (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)

Follow-up or refresher training is not mandatory by law

When applying for an individual private security guard licence, the law requires the private security guard in question to undergo

A medical examination

There are specific work situations for which a private security guard must undergo a medical examination, namely when carrying weapons

A psychotechnical /psychological examination

There are specific work situations for which a private security guard must undergo a psychotechnical/psychological examination, namely when carrying weapons

A background check/security check

The certificate is issued by the police

The basic conditions for a private security guard to pass this check are: Clean criminal record



## LUXEMBOURG

### General information

Population: 502 066

Gross National Income (GNI): € 29.19 billion

Ratio security force/population: 1/185

Ratio police force/population: 1/330

### Economic aspects

#### Private security market

Combined market share (2010) of the top three private security companies (market concentration): 85%

Number of armoured cars currently (2010) in use in the private security industry for Cash-In-Transit (CIT) operations: ± 40

#### Private security contracts

Commercial contracts for the private market (private customers)

Percentage of short-term commercial contracts for the private market: 20%

Average duration of short-term commercial contracts for the private market: 15 days

Percentage of long-term commercial contracts for the private market: 80%

Average duration of long-term commercial contracts for the private market: 1.5 years

Commercial contracts for the public market (public customers)

Percentage of short-term commercial contracts for the public market: 5%

Average duration of short-term commercial contracts for the public market: 15 days

Percentage of long-term commercial contracts for the public market: 95%

Average duration of long-term commercial contracts for the public market: 2.5 years

Number of operational guarding hours (commercial hours sold and thus paid for by the customer) performed each year in the private security industry: ± 5 000 000 hours, which represent 2,500 man years<sup>63</sup>

#### Private security companies

Licensing for private security companies is mandatory by law

Competent national authority issuing the licence: Ministry of Justice

Duration of the licence: 5 years

Permission from the Ministry of Justice is also required to hire operational staff

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<sup>63</sup> Calculating man years is a method of describing the amount of work performed by a private security guard throughout the entire year. A man year takes the amount of hours worked by a private security guard during the week and multiplies it by 52 (or the number of weeks worked in a year).

Total number of private security companies (2010): 13

Number of private security companies (2010) actively carrying out private security services: 13

A 'specialty principle' for private security companies<sup>64</sup> is embodied in the legislation governing the private security industry

Percentage of single-service private security companies (only carrying out private security activities): 100%

Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 0%

### Private security guards

Licensing for private security guards is mandatory by law

Total number of private security guards (2010): 2 700

Number of licensed private security guards (2010): 2 700

Number of individual licence holders actively carrying out private security activities (2010): 2 700

Number of private security guards allowed to carry weapons (2010): ± 80

The licence fee is financed by the company

Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 95%

Maximum number of working hours in the private security industry

According to the collective labour agreement

A maximum of 8 hours per day

A maximum of 40 hours per week

Overtime: Classified as every hour exceeding 10 hours per day, 56 hours per week, 192 hours per month, 1 038 hours per semester and the average of 40 hours per week, calculated on the basis of a legal reference period of 6 months

Weekend and nights: Prohibited for Cash-In-Transit (CIT) operations between 22h00 and 06h00

According to national legislation

A maximum of 8 hours per day

A maximum of 40 hours per week

Overtime: Classified as every hour exceeding 10 hours per day, 48 hours per week and the average of 40 hours per week, calculated on the basis of a legal reference period of 1 month

Weekend and nights: With authorisation

Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)

Gross: € 2 107.67

Net<sup>65</sup>: € 1 732.21

Average age of a private security guard working in the private security industry: 38

Percentage of men and women active in the private security industry

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<sup>64</sup> The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

<sup>65</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

Men: 80%

Women: 20%

An Equal Opportunities (EO) Policy is in place in the private security industry

Policies and/or legislations determining the EO Policy: Set in collective agreement

Annual staff turnover rate<sup>66</sup> in the private security industry: 15%

This percentage does not include transfers of contracts and/or other considerations

## **Legal aspects**

### Private security legislation

The private security industry is regulated by law

Law regulating the private security industry: Law of November 12, 2002 and Regulation of the Grand-Duchy of 2003 ('Loi du 12 novembre 2002' and 'Règlement Grand-Ducal du 23 août 2003'), enacted in 2002 and 2003

Online information can be found here

<http://www.legilux.public.lu/leg/a/archives/2002/0131/a131.pdf#page=1>

<http://www.legilux.public.lu/leg/a/archives/2003/0152/a152.pdf#page=2>

The law regulating the private security industry allows armed private security services

Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of Justice

Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry

General guarding (excluding the segments listed hereafter)

Airport security

Maritime security

Cash-In-Transit (CIT)

Monitoring and remote surveillance

Other segments, i.e. bodyguarding

### Controls and sanctions

Competent national authority in charge of controls and inspections for the private security industry: Ministry of Justice and police

Competent national authority in charge of imposing the below sanctions for the private security industry

Administrative sanctions: Ministry of Justice

Penal sanctions: Court of Justice

Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 250 000

One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

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<sup>66</sup> The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

### Collective labour agreements

There are sector-specific binding collective labour agreements in place for the private security industry

### Entrance requirements and restrictions

Entrance requirements (vetting procedure) for the private security industry

At company level: Two authorisations are required, one from the Ministry of Trade and another from the Ministry of Justice

At personal level: Authorisation from the Ministry of Justice

Entrance restrictions for the private security industry

On the background of owners of private security companies: Being a fit and proper person

On the background of private security personnel

Being a fit and proper person

Clean criminal record

Minimum age for private security guards to be able to enter the private security profession

Managers: 18

Operational staff: 18

### Specific requirements

There are specific requirements related to the uniforms of private security personnel

There are specific requirements related to the identification card (ID card) of private security personnel

### Powers and competences

Private security guards have the following powers and competences: No special powers

They are not allowed to perform a search and seizure

### Weapons

Company level

A special licence is required for private security companies providing armed private security services

Competent national authority issuing the licence: Ministry of Justice

Duration of the licence: 2 years

The licence is renewable

A special licence is required for private security companies owning weapons

Competent national authority issuing the licence: Ministry of Justice

Duration of the licence: 2 years

The licence is renewable

There are legal requirements for storing weapons after hours: They must be stored in a secure room within an armoured cupboard. Ammunition must be stored separately.

There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register

There are limitations as to the type and/or number of weapons used and/or to the ammunition used:  
Every weapon mentioned in the authorisation

#### Personal level

A special licence is required for private security guards providing armed private security services

Competent national authority issuing the licence: Ministry of Justice

Duration of the licence: 2 years

The licence is renewable

Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons

This training comprehends: Theory and target practice

Number of training hours: 4 training sessions per year

The training is provided by certified security trainers

#### K9 (dogs)

Dogs can be used for the provision of private security services

A special licence is required for private security companies using dogs for the provision of private security services

Competent national authority issuing the licence: Ministry of Justice

Duration of the licence: 5 years

The licence is renewable

Dogs are used in the following areas/segments of the private security industry

Commercial manned guarding

Beat patrol

Mobile alarm response and call-out services

Event security (crowd control)

Aviation security

Urban security (train/metro stations, city patrols complementing the police etc.)

Critical infrastructure protection

Private security guards must not follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

#### Horses

Horses can be used for the provision of private security services

A special licence is required for private security companies using horses for the provision of private security services

Competent national authority issuing the licence: Ministry of Justice

Duration of the licence: 5 years

The licence is renewable

Private security guards must not follow specialised and obligatory training (by law) in order to be able to use horses for the provision of private security services

#### Training and related provisions

There is an obligation for private security guards to follow basic guard training

This training programme is mandatory by law

Number of training hours: 80

The training is provided by a certified training institute

The training is financed by the company

There are no compensation schemes in place for companies whose employees are following basic training

Upon successfully completing the basic training, private security guards are issued with a certificate of competence

Mandatory specialised training does not exist (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)

Follow-up or refresher training exists

This follow-up or refresher training is organised every year

This follow-up or refresher training is mandatory by law

Specialised training is foreseen for the following type of private security activities

Cash-In-Transit services (including cash handling/processing) – duration: 80 hours

This specialised training is provided by a certified training institute

When applying for an individual private security guard licence, the law requires the private security guard in question to undergo

A medical examination

There are specific work situations for which a private security guard must undergo a medical examination

A psychotechnical /psychological examination

There are specific work situations for which a private security guard must undergo a psychotechnical/psychological examination, namely for guards transporting valuables

A background check/security check

This background check/security check is carried out by the Ministry of Justice

The basic conditions for a private security guard to pass this check are: Clean criminal record

## MACEDONIA

### General information

Population: 2 114 550

Gross National Income (GNI): € 6.79 billion

Ratio security force/population: 1/410

Ratio police force/population: 1/213

### Economic aspects

#### Private security market

Combined market share (2010) of the top three private security companies (market concentration): 47% (5% of companies represent 80% of the market)

Number of armoured cars currently (2010) in use in the private security industry for Cash-In-Transit (CIT) operations: 16

#### Private security companies

Licensing for private security companies is mandatory by law

Total number of private security companies (2011): 163

Total number of permits for private security companies (2011): 193

Total number of permits for in-house security (2011): 124

Number of private security companies (2010) actively carrying out private security services: 139

A 'specialty principle' for private security companies<sup>67</sup> is not embodied in the legislation governing the private security industry

#### Private security guards

Licensing for private security guards is mandatory by law

Total number of private security guards (2011): 2 878

Number of licensed private security guards (2010): 4 000

The licence fee is financed by the guard

Maximum number of working hours in the private security industry

According to national legislation

A maximum of 8 hours per day

A maximum of 40 hours per week (full-time)

Overtime: A maximum of 190 hours per year

Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)

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<sup>67</sup> The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

Gross: € 300

Net<sup>68</sup>: €285

Average age of a private security guard working in the private security industry: 30

Percentage of men and women active in the private security industry

Men: 98%

Women: 2%

An Equal Opportunities (EO) Policy is in place in the private security industry

Policies and/or legislations determining the EO Policy: Labour law

## **Legal aspects**

### Private security legislation

The private security industry is regulated by law

Law regulating the private security industry: Law on security of people and property, enacted in 1999

Updates and/or amendments introduced since: 2007 and 2011

Online information can be found here: [www.obezbeduvanje.org.mk](http://www.obezbeduvanje.org.mk)

New law on private security: 26/12/2012

The law covers a typology of security

The law covers the establishment of a security and monitoring center

The law regulating the private security industry allows armed private security services

Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of the Interior

Area/segment of the private security industry specifically covered by the legislation regulating the private security industry

General guarding

CIP

### Controls and sanctions

Competent national authority in charge of controls and inspections for the private security industry:

Ministry of the Interior

Competent national authority in charge of imposing the below sanctions for the private security industry

Administrative sanctions: Ministry of the Interior

Penal sanctions: Ministry of the Interior

Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 600-1 000 (guards) and € 1 500-5 000 (companies)

One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

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<sup>68</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.



### Collective labour agreements

There are no sector-specific binding collective labour agreements in place for the private security industry

### Entrance requirements and restrictions

Entrance restrictions for the private security industry

On the background of owners of private security companies: Clean criminal record

On the background of private security personnel: Clean criminal record

### Specific requirements

There are specific requirements related to the uniforms of private security personnel: Uniforms must be distinct from those worn by the police force

There are specific requirements related to the identification card (ID card) of private security personnel

The ID card is mandatory

The private security company applies for the ID card, which is then issued to the guard by the Ministry of the Interior (through the Chamber of the Republic of Macedonia for Security of People and Property)

There is a license for physical security and a license for technical security

There is an ID Card for physical security and an ID Card for technical security

Total number of ID Cards: 4 913

ID Cards for companies with in-house security: 1 413

ID Cards for private security companies: 3 500

### Powers and competences

Private security guards have the following powers and competences

Determine persons' identity when entering the guarded property

Warn a person to step away from the guarded property when an unauthorised individual remains at the property

Deny access to the guarded property to unauthorised individuals

Apprehend and deliver to the police individuals committing a crime

Prohibit unauthorised photography and seize unauthorised filming equipment

Fire and disaster prevention and recovery

Transport of valuables

Use of force and dogs

They are allowed to perform a search and seizure

A search and seizure is allowed when and where deemed necessary

This constitutes a limited search and seizure

## Weapons

### Company level

A special licence is required for private security companies providing armed private security services

Competent national authority issuing the licence: Ministry of the Interior

Duration of the licence: 10 years

The licence is renewable

A special licence is required for private security companies owning weapons

Competent national authority issuing the licence: Ministry of the Interior

Duration of the licence: 10 years

The licence is not renewable

There are legal requirements for storing weapons after hours: The company must have special locked and secure storage cabinets for weapons, secure metal cabinets, racks, carts and cases for all guns

There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register

There are limitations as to the type and/or number of weapons used and/or to the ammunition used: Pistols and revolvers (in accordance with the Firearms Law and by approval of the Ministry of the Interior)

### Personal level

A special licence is required for private security guards providing armed private security services

Competent national authority issuing the licence: Ministry of the Interior

The licence is renewable

Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons

This training comprehends: Theory and target practice

Number of training hours: 10

The training is provided by training institutes licensed by the Ministry of the Interior

## K9 (dogs)

Dogs can be used for the provision of private security services

A special licence is not required for private security companies using dogs for the provision of private security services

Private security guards must not follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

## Horses

Horses cannot be used for the provision of private security services

### Training and related provisions

There is an obligation for private security guards to follow basic guard training

This training programme is mandatory by law

Number of training hours: 40

The training is provided by the Chamber of the Republic of Macedonia for Security of People and Property (chamber for private security) and the Ministry of Interior

The training is financed by the guard

There are no compensation schemes in place for companies whose employees are following basic training

Upon successfully completing the basic training, private security guards are issued with a certificate of competence

Mandatory specialised training does not exist (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)

Follow-up or refresher training does not exist

Specialised training is foreseen for the following types of private security activities

Event security (crowd control)

Bodyguarding (close protection)

Cash-in-Transit services (including cash handling/processing)

When applying for an individual private security guard licence, the law requires the private security guard in question to undergo

A medical examination

A psychotechnical /psychological examination

There are specific work situations for which a private security guard must undergo a psychotechnical/psychological examination

A background check/security check

### Public-private cooperation

The Ministry of Interior formed a separate department that works exclusively with the private security sector

The organisation of seminars and workshops for the implementation of the new law

## **MALTA**

### **General information**

Population: 420 000

Gross National Income (GNI): € 4.37 billion

Ratio security force/population: 1/117

Ratio police force/population: 1/216

### **Economic aspects**

#### Private security companies

Licensing for private security companies is mandatory by law

Total number of private security companies (2013): 25

#### Private security guards

Licensing for private security guards is mandatory by law

Total number of private security guards/officers (2013): 3 604

Total number of licensed private security guards/officers (2013): 3 604

Number of private security guards allowed to carry weapons (2013): 0

Cost compulsory license: €23,29 for the first time; afterwards €11,65 on a yearly basis

The private security guard/officer finances the license fee

Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 0%

Average age of a private security guard working in the private security industry: 18

An Equal Opportunities (EO) Policy is in place in the private security industry

### **Legal aspects**

#### Private security legislation

The private security industry is regulated by law

Law regulating the private security industry

Private Guards and Local Wardens Act of 1996

Chapter 389 of the Laws of Malta (updates: Chapter 389.01, 389.02, 389.03, 389.04)

Private Guards Regulations Legal Notice 160/1996

Private Security Wages Council Wage Regulation Order Legal Notice 264/2000

Private Guards and Local Wardens Regulations Legal Notice 115/2002

Online information can be found here: <http://justiceservices.gov.mt>

The law regulating the private security industry does not allow armed private security services

Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of the Interior and Security  
Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry  
General guarding (excluding the segment listed hereafter)  
Maritime security  
Airport security  
Cash-In-Transit (CIT)  
Monitoring and remote surveillance  
Technology and equipment only based services

#### Controls and sanctions

Competent national authority in charge of controls and inspections for the private security industry: the Police  
Competent national authority in charge of imposing the below sanctions for the private security industry  
Administrative sanctions: Ministry of the Interior  
Penal sanctions: Courts  
Maximum amount of a (financial) sanction or maximum sentence that can be imposed  
Breach of company licence conditions by the company: fine of € 23 294 or up to one year imprisonment or both  
Breach of guard licence conditions by the guard or warden: fine of € 4 659 or up to six months imprisonment or both  
Any other breaches: € 1 165  
One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

#### Collective labour agreements

There are sector-specific binding collective labour agreements in place for the private security industry

#### Entrance requirements and restrictions

Entrance requirements (vetting procedure) for the private security industry  
At company level  
Possess a licence  
Employ licensed personnel  
Pay annual fee  
Indemnity insurance  
At personal level  
Uniforms are required

Training is required

Previous education (academic training or other qualifications) is required

Criminal records check

Awarding authority: police and Criminal Records Department

Proficiency in Maltese or English

Entrance restrictions for the private security industry

On the background of owners of private security companies

No conviction of crimes against persons or property fined over € 2,329 or crimes against public trust and not have been convicted in the last five years

No discharge from police or military service due to offence or misbehaviour

Not hold public office

Not have been previously declared bankrupt or be in a precarious financial situation

Hold the necessary qualifications

On the background of private security personnel

No conviction of crimes against persons or property fined over € 2,329 or crimes against public trust and not have been convicted in the last five years

No discharge from police or military service due to offence or misbehaviour

Not hold public office

Not have been previously declared bankrupt or be in a precarious financial situation

Hold the necessary qualifications

Minimum age for private security guards to be able to enter the private security profession

Managers: 18

Operational staff: 18

### Specific requirements

There are specific requirements related to the uniforms of private security personnel: They must be approved by the Commissioner of Police

There are specific requirements related to the identification card (ID card) of private security personnel

The Commissioner of Police issues the ID cards

ID cards remain the property of the Commissioner

### Powers and competences

Private security guards are allowed to perform a search and seizure

A search and seizure is allowed in the following cases: search for objects (only with the consent of the individual)

This constitutes a limited search and seizure

Arrests or provisional holdings of persons are allowed. This arrest is limited (power/arrest until the police arrives)

Private security guards or officers are allowed to perform other actions that go beyond the normal competences of citizens (power/arrest until the police arrives)

### K9 (dogs)

Dogs can be used for the provision of private security services

### Training and related provisions

There is an obligation for private security guards to follow basic guard training

This training programme is mandatory by law

Number of training hours: 30

Training is provided by security academies

Training is financed by the security guard

There are no compensation schemes in place for companies whose employees are following basic training

Upon successfully completing basic training, private security guards/officers are issued with a certificate of competence

Basic training is compulsory for all types of private security activities: private guards, specialized private guards (driving), specialized private guard (non-driving), private guard at places of entertainment

Mandatory specialised training does not exist for private security managers

Follow-up or refresher training exists for private security guards/officers

This follow-up or refresher training is organized every year

When applying for an individual private security guard licence, the law requires the private security guard in question to undergo

A background check/security check

This background check/security check is carried out by the police and the Criminal Records Department

The basic conditions for a private security guard to pass this check are: Clean criminal record

### Fight against piracy on the high seas

Private security companies can provide services and activities aimed at combating piracy on board of commercial vessels sailing under the flag of their country

Legislation: Must be in compliance with Legal Notice 19 of 2013 and the Merchant Shipping Notice 106

Private security companies doing this type of activity need a general or specific license

Special training for security guards/officers who execute services and activities aimed at combating piracy on board of commercial vessels sailing under the flag of their respective country exists

Private security guards/officers can use weapons on board

### Public-private cooperation

Private security companies cannot provide services and activities that are/would normally be reserved to police forces or other public security authorities

## **NORWAY**

### **General information**

Population: 4 858 199

Gross National Income (GNI): € 312.59 billion

Ratio security force/population: 1/387

Ratio police force/population: 1/567

### **Economic aspects**

#### Private security market

Yearly turnover (2013) of the private security industry: € 1 002 758 713,16

Market growth of the private security industry (based on yearly turnover)

Percentage of growth in 2004 compared to 2003: 45%

Percentage of growth in 2005 compared to 2004: 8%

Percentage of growth in 2006 compared to 2005: 8%

Percentage of growth in 2007 compared to 2006: 8%

Percentage of growth in 2008 compared to 2007: 8%

Percentage of growth in 2009 compared to 2008: 6%

Percentage of growth in 2010 compared to 2009: 6%

Percentage of growth in 2011 compared to 2010: 1,2%

Percentage of growth in 2012 compared to 2011: 4,9%

Percentage of growth in 2013 compared to 2012: 2,2%

Combined market share (2013) of the top three private security companies (market concentration): 90%

Repartition of yearly turnover (2013) by private security industry segment

General guarding (excluding the segments listed hereafter): € 372 147 419,05

Airport security: € 112 659 490,75

Maritime security: € 6 760 411,03

Cash-In-Transit (CIT): € 103 572 088,52

Monitoring and remote surveillance: € 122 189 133,77

Technology and equipment only based services: € 108 768 027,76

Alarm Services (businesses and domestic houses): € 185 594 194,41

Share of solutions based only on technology: 13%

Share of solutions based only on manned guarding: 32%

Share of combined solutions (manned guarding – technology): 55%

Future expectations for the next 5-10 years:

Technology solutions: positive

Human input solutions: positive

Combined solutions: positive



The amount of private security companies which have obtained a license for cross-border transportation of euro cash, based upon the EU regulation 1214/2011: 2  
Number of armoured cars currently (2013) in use in the private security industry for Cash-In-Transit (CIT) operations: None

#### Private security contracts

Number of operational guarding hours (commercial hours sold and thus paid for by the customer) performed each year in the private security industry: 15 000 000 hours, which represent  $\pm$  7 600 man years<sup>69</sup>

#### Private security companies

Licensing for private security companies is mandatory by law  
Total number of private security companies (2013): 92  
Number of private security companies (2013) actively carrying out private security services:  $\pm$  80  
A 'specialty principle' for private security companies<sup>70</sup> is embodied in the legislation governing the private security industry  
Other activities performed by private security companies next to private security activities: Cleaning, maintenance, control on alcohol sale, road maintenance control

#### Private security guards

Licensing for private security guards is mandatory by law  
Total number of private security guards (2013): 7 600  
Number of licensed private security guards (2013): 7 600  
Number of individual licence holders actively carrying out private security activities (2013): 7 600  
Number of private security guards allowed to carry weapons (2013): 0  
Cost compulsory license: 0  
The company finances the license fee  
Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 70%  
Maximum number of working hours in the private security industry  
According to the collective labour agreement  
A maximum of 7.5 hours per day  
A maximum of 37.5 hours per week  
Overtime: 200 hours per year  
According to national legislation  
A maximum of 7.5 hours per day

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<sup>69</sup> Calculating man years is a method of describing the amount of work performed by a private security guard throughout the entire year. A man year takes the amount of hours worked by a private security guard during the week and multiplies it by 52 (or the number of weeks worked in a year).

<sup>70</sup> The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

A maximum of 37.7 hours per week

Overtime: 200 hours per year

Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)

Gross: € 2 907,19

Net<sup>71</sup>: € 2 029,13

Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)

Gross: € 3 922,98

Net<sup>72</sup>: € 2 549,94

Average age of a private security guard working in the private security industry: 25

Percentage of men and women active in the private security industry

Men: 70%

Women: 30%

An Equal Opportunities (EO) Policy is in place in the private security industry

Annual staff turnover rate<sup>73</sup> in the private security industry: 20%

This percentage does not include transfers of contracts and/or other considerations

## **Legal aspects**

### Private security legislation

The private security industry is regulated by law

Law regulating the private security industry: Law on Guarding ('Vaktvirksomhetsloven'), enacted in 2001

Updates and/or amendments introduced since: 2004 and 2011

Online information can be found here:

<http://lovdata.no/dokument/NL/lov/2001-01-05-1>

<http://lovdata.no/dokument/SF/forskrift/2004-05-25-787> -

<http://lovdata.no/dokument/SF/forskrift/2013-03-20-323> -

<http://lovdata.no/dokument/SF/forskrift/2011-03-28-337>

The law regulating the private security industry does not allow armed private security services

Competent national authority in charge of drafting and amending legislation regulating the private security industry: Department of Justice

Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry

General guarding (excluding the segments listed hereafter)

Airport security

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<sup>71</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

<sup>72</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

<sup>73</sup> The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

Maritime security  
Cash-In-Transit (CIT)  
Monitoring and remote surveillance  
Technology and equipment only based services  
Other segments, i.e. loss prevention

#### Controls and sanctions

Competent national authority in charge of controls and inspections for the private security industry:  
Police  
Competent national authority in charge of imposing the below sanctions for the private security industry  
Administrative sanctions: Police  
Penal sanctions: Police  
Maximum amount of a (financial) sanction or maximum sentence that can be imposed: No maximum amount  
One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

#### Collective labour agreements

There are sector-specific binding collective labour agreements in place for the private security industry

#### Entrance requirements and restrictions

Entrance requirements (vetting procedure) for the private security industry  
At company level  
18 years of age  
No criminal record  
Citizen of an EEA Member State  
Business office has to be in Norway  
Manager has to be registered in the Norwegian Business Register ('Brønnøysundregisteret')  
The police will also check that the applicant has a certain standard of behaviour  
The licence to operate as a private security company has to be sent to the police authority in the district in which the head office is based  
At personal level  
Criminal records check  
The basic requirement is that the criminal records check has to be satisfactory  
Awarding authority: Police  
Entrance restrictions for the private security industry  
On the background of owners of private security companies: Clean police record  
On the background of private security personnel: Clean police record

Minimum age for private security guards to be able to enter the private security profession

Managers: 18

Operational staff: 18

### Specific requirements

There are specific requirements related to the uniforms of private security personnel: They must be distinct from those worn by the police, the police approves all uniforms

There are specific requirements related to the identification card (ID card) of private security personnel: According to the law of April 1, 2011, the ID card must have a picture, the staff number, the name of the company and the year of value.

### Powers and competences

Private security guards have the following powers and competences: Same powers as any other citizen

They are allowed to perform a search and seizure

A search and seizure is allowed in the following cases: when there is suspicion of a concealed weapon

This constitutes a limited search and seizure: Guards are not allowed to search under clothing (limited to the search of a weapon)

Arrests or provisional holdings of persons can be allowed when the committed crime or act can give more than 6 months of prison. This arrest is limited. The police must be notified instantly.

Private security guards or officers are allowed to perform other actions that go beyond the normal competences of citizens. They have owner rights and can refuse access to areas. They can also tell people to leave areas.

### Weapons

Private security guards are not allowed to carry weapons

### K9 (dogs)

Dogs can be used for the provision of private security services

A special licence is required for private security companies using dogs for the provision of private security services

Competent national authority issuing the licence: Police

Duration of the license: 2 years

The licence is renewable

Dogs can only be used as close protection for the security guard

Dogs are used in the following areas/segments of the private security industry

Commercial manned guarding (preventive method)

Beat control (preventive method)

Mobile alarm response and call-out services (preventive method)

Maritime security (preventive method)

Critical Infrastructure Protection (preventive method)

Private security training (preventive method)

Private security guards must follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

This training comprises: Theory, practice & specific activities

Guards must pass an examination

Races of dogs which can be used for private security activities: Schäfer, Riesensnauher, Rottweiler

A compulsory training or test for these dogs is in place

### Horses

Horses cannot be used for the provision of private security services

### Training and related provisions

There is an obligation for private security guards to follow basic guard training

This training programme is mandatory by law (April 1, 2012)

Number of training hours: 95

The training is provided by companies selected by the government

The training is financed by the company and in some cases by the guard

There are no compensation schemes in place for companies whose employees are following basic training

Upon successfully completing the basic training and an official examination, private security guards are issued with a certificate of competence

Basic training is compulsory for all types of private security activities: Conflict challenge, communication, law, risk assessment, ethics, first aid, firefighting, incident site management, industry knowledge

Mandatory specialised training does not exist (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)

Follow-up or refresher training exists

This follow-up or refresher training is organised every 4 years (including an official examination)

This follow-up or refresher training is mandatory by law

Specialised training is foreseen for the following types of private security activities

Commercial manned guarding – included in the basic guard training. Duration: 95 hours

Beat patrol – included in the basic guarding training. Duration: 95 hours

Mobile alarm response and call-out services – included in the basic guard training. Duration: 95 hours

In-house manned security – included in the basic guard training. Duration: 95 hours

Event security (crowd control) – included in the basic guard training. Duration: 25 hours

Door supervision (bouncing) – included in the basic guard training. Duration: 25 hours

Bodyguarding (close protection) – basic guard training + specialised training. Duration: 125 hours

Cash-in-Transit services (including cash handling/processing) – basic guard training + specialised training. Duration: 125 hours

Aviation security – basic guard training + specialised training. Duration: 150 hours

Maritime security – included in the basic guard training. Duration: 95 hours

Urban security (train/metro stations, city patrols complementing the police etc.) – included in the basic guard training. Duration: 95 hours

Critical infrastructure protection – basic guard training + specialised training. Duration: 95 hours

Fire prevention and protection services – included in the basic guard training. Duration: 95 hours

Canine (K9) services. Duration: 95 hours

Private security training – regulated by law. Duration: 95 hours

These specialised trainings are provided by the company

When applying for an individual private security guard licence, the law requires the private security guard in question to undergo

A psychotechnical/psychological examination

There are specific work situations for which a private security guard must undergo a psychotechnical/psychological examination, namely when working in the oil or gas industry

A background check/security check

This background check/security check is carried out by the police

The basic conditions for a private security guard to pass this check are: No criminal offence

The background check/security check is carried out each year for all security guards

When applying for an individual private security guard licence, the law does not require the private security guard in question to undergo

A medical examination

However, there are specific work situations for which a private security guard must undergo a medical examination, namely when working on oil platforms

#### Public-private cooperation

Private security companies provides services and activities that are/would normally be reserved to police forces or other public security authorities

Services concerned: Special services, embassy guarding e.g. These services must allways be cleared by the police.

There are ad hoc agreements with the police (national and local)

There is no increasing trends of transfer (totally or in support of police competences towards private security companies

#### Fight against piracy on the high seas

Private security companies can provide services and activities aimed at combating piracy on board of commercial vessels

Legislation can be found on the following website: <http://lovdata.no/dokument/SF/forskrift/2004-06-22-972?q=bev%C3%A6pnede+vakter>

Private security companies doing this type of activities need a general and a specific license

Private security guards and officers can use weapons in board. Type of weapon used: small arms

## **POLAND**

### **General information**

Population: 38 533 299

Gross National Income (GNI): € 10315,75 GNI per capita

Ratio security force/population: 1/155

Ratio police force/population: 1/377

### **Economic aspects**

#### Private security market

Yearly turnover (2013) of the private security industry: € 1 913 132 914,38

Market growth of the private security industry (based on yearly turnover)

Percentage of growth in 2004 compared to 2003: 3%

Percentage of growth in 2005 compared to 2004: 2%

Percentage of growth in 2006 compared to 2005: 5%

Percentage of growth in 2007 compared to 2006: 9%

Percentage of growth in 2008 compared to 2007: 5%

Percentage of growth in 2009 compared to 2008: 5%

Percentage of growth in 2010 compared to 2009: 2%

Percentage of growth in 2011 compared to 2010: 3%

Percentage of growth in 2012 compared to 2011: 2,5%

Percentage of growth in 2013 compared to 2012: 1,5%

Combined market share (2013) of the top three private security companies (market concentration): 30%

Repartition of yearly turnover (2013) by private security industry segment

General guarding (excluding the segments listed hereafter): € 896 089 042,95

Airport security: € 43 598 656,69

Maritime security: € 5 893 397,86

Cash-In-Transit (CIT): € 518 470 511,99

Monitoring and remote surveillance: € 212 101 573,09

Technical and equipment only based services: € 235 662 860,71

Other segments (not included in the market value)

Share of solutions based only on technology: 13%

Share of solutions based only on manned guarding: 46%

Share of solutions based upon a combined solution (human input – technology): 41%

Growth of the technological solutions over the last 5 years: 15%

Growth of manned guarding solutions over the last 5 years: 5%

Growth of combined solutions (human input-technology) over the last 5 years: 10%

Most used security technology/equipment in technology or combined solutions: CCTV, telecommunication technology, remote surveillance equipment

Future expectations for the next 5-10 years:

Technology solutions: positive

Human input solutions: positive

Combined solutions: positive

Armoured cars currently (2013) in use for Cash-in-Transit (CIT) operations: 490 armoured cars + 1500 adjusted vehicles

The amount of private security companies which have obtained a license for cross-border transportation of euro cash, based upon the EU regulation 1214/2011: 0

#### Private security contracts

Number of commercial contracts for the private market (private customers): 300 000

Percentage of short-term commercial contracts for the private market: 10%

Average duration of short-term commercial contracts for the private market: 2 weeks

Percentage of long-term commercial contracts for the private market: 90%

Average duration of long-term commercial contracts for the private market: 4 years

Number of commercial contracts for the public market (public customers): 20,000

Percentage of short-term commercial contracts for the public market: 5%

Average duration of short-term commercial contracts for the public market: 1 week

Percentage of long-term commercial contracts for the public market: 95%

Average duration of long-term commercial contracts for the public market: 3 years

Number of operational guarding hours (commercial hours sold and thus paid for by the customer) performed each year in the private security industry: 275 000 000 hours, which represent 1,276,596 man years<sup>74</sup>

Percentage of in-house private security activities/operations compared to the total value of all private security activities: 2%

Share of public contracts: 8%

Share of private contracts: 92%

The number of public contracts increased over the last 5 years with 0,2%

Operational private security hours performed each year: 500 000 000

Operational private security hours in man/years: 2080

#### Private security companies

Licensing for private security companies is mandatory by law

Total number of private security companies (2013): 4200

Number of private security companies (2013) actively carrying out private security services: 4100

A 'specialty principle' for private security companies<sup>75</sup> is not embodied in the legislation governing the private security industry

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<sup>74</sup> Calculating man years is a method of describing the amount of work performed by a private security guard throughout the entire year. A man year takes the amount of hours worked by a private security guard during the week and multiplies it by 52 (or the number of weeks worked in a year).

<sup>75</sup> The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.



Other activities performed by private security companies next to private security activities: cleaning, fire prevention

Percentage of single-service private security companies (only carrying out private security activities): 25%

Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 75%

### Private security guards

As from 2014, licensing for private security guards is not mandatory by law (however the list of qualified employees is maintained instead. Certain assignments may be performed by listed, qualified employees only)

Total number of private security guards (2013): 250 000

Number of licensed private security guards (2013): approximately 65 000 are qualified

Number of individual licence holders actively carrying out private security activities (2013): 58 000

Number of private security guards allowed to carry weapons (2013): 38 000 (Weapons are allocated to the security companies, security guards may carry it upon admission to company weapon issued by Police, but only restricted to certain assignments).

Weapons are allocated to the private security companies. Security guards may carry weapons upon admission to the company. Weapons are issued by the police, but their use is restricted to certain assignments.

Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 30%

Maximum number of working hours in the private security industry

According to national legislation

A maximum of 24 hours per day

A maximum of 40 hours per week

Overtime: 8 hours

Weekend: 24 hours

Nights: 8 hours

Stand-by: 13 hours

Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)

Gross: € 396,12

Net<sup>76</sup>: € 291,71

Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)

Gross: € 436,20

Net<sup>77</sup>: € 318,21

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<sup>76</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

<sup>77</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

Average age of a private security guard working in the private security industry: 38

Percentage of men and women active in the private security industry

Men: 94%

Women: 6%

An Equal Opportunities (EO) Policy is not in place in the private security industry

Annual staff turnover rate<sup>78</sup> in the private security industry: 58%

This percentage includes transfers of contracts and/or other considerations

## **Legal aspects**

### Private security legislation

The private security industry is regulated by law

Law regulating the private security industry: Act on the Protection of People and Property, enacted in 1997

Updates and/or amendments introduced since: Personal licence for foreigners, rationalisation of procedures regarding documentation. There was an adjustment of the law in 2014: deregulation - abolishment of employees licensing and introduction of lists of qualified security employees instead, no exams for qualified employees, airport security regulations, rationalization of procedures regularisation documentation, executive acts amendments.

Online information can be found here

Act on the Protection of People and Property:

<http://isap.sejm.gov.pl/DetailsServlet?id=WDU19971140740>

Executive legislation:

<http://isap.sejm.gov.pl/RelatedServlet;jsessionId=764CE3CE19AB8A8C786C3549C60FD1D7?id=WDU19971140740&type=9&isNew=true>

Act on Mass Events Security: <http://isap.sejm.gov.pl/DetailsServlet?id=WDU20090620504>

Executive legislation:

<http://isap.sejm.gov.pl/RelatedServlet;jsessionId=4F057316DF6EE771BFD345D94A80F55E?id=WDU20090620504&type=9&isNew=true>

The law regulating the private security industry allows armed private security services (act on Protection of People and Property)

Competent national authority in charge of drafting and amending legislation regulating the private security industry: Parliament

Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry

General guarding (excluding the segments listed hereafter)

Airport Security

Cash-In-Transit (CIT)

Monitoring and remote surveillance

Technology en equipment only based services

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<sup>78</sup> The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

### Controls and sanctions

Competent national authority in charge of controls and inspections for the private security industry:  
Ministry of the Interior and the Chief of Police

Competent national authority in charge of imposing the below sanctions for the private security industry

Administrative sanctions: Ministry of the Interior and the Chief of Police

Penal sanctions: Courts

Maximum amount of a (financial) sanction or maximum sentence that can be imposed:

Company: a financial sanction between €23,58 - € 254 635,91 and other sanctions, as per other generally applied acts, maximum sentence - 2 years

Employee: a financial sanction between €23,58 - € 254 635,91 and other sanctions, as per other generally applied acts, maximum sentence - 5 years

One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence (regulated in the Act on Personal and Property Protection, The Minister of Home Affairs shall withdraw a licence, should the entrepreneur, as a result of his/her operations, cause threat to the interest of the national economy, state defence or security, safety or personal property of citizens; fail to conform to duties as specified in the Act, i.e.: fail to notify the licensing authority of having engaged in business operations, fail to keep and/or store records of such operations in compliance with provisions of the ordinance of the Ministry of Home Affairs, i.e.: fail to keep and/or store documentation concerning security employee employed, fail to keep and/or store any agreements signed)

The Minister of the Interior shall withdraw the licence should the entrepreneur, as a result of his/her operations, cause threat to

The interest of the national economy

State defense or security

The safety or personal property of citizens

Fail to conform to the duties specified in the Act on Personal and Property Protection

Fail to notify the licensing authority of having engaged in business operations

Fail to keep and/or store records of such operations in compliance with the provisions of the Ordinance of the Ministry of the Interior (fail to keep and/or store documentation concerning security employees, fail to keep and/or store any agreements signed)

### Collective labour agreements

There are no sector-specific binding collective labour agreements in place for the private security industry: collective agreements are mainly concluded at company level

### Entrance requirements and restrictions

Entrance requirements (vetting procedure) for the private security industry

At company level

Company License

No criminal record

No court convictions

The Director of the Permits and Licences Department of the Ministry of the Interior issues licences for private security companies upon having obtained an opinion of the Chief of Police for the relevant local authority ('voivodship')

A licence may be refused or limited in scope to an entrepreneur, who constitutes a threat to national security or the personal rights of citizens

A licence may be refused to an entrepreneur, who, in the past three years, has had a licence for such activities revoked or who has been removed from a company register because of fraudulent declarations or who declared bankruptcy

At personal level

Clean criminal record

Over 21 years of age

Must have completed secondary education

Entrance restrictions for the private security industry

Opinion of the Chief of Police for the relevant voivodship. An entrepreneur recognised as a private individual shall have the right to apply for a licence upon being enrolled on the physical security or technical protection security qualified employee list. Certificate of no former court sentences is also required.

On the background of owners of private security companies:

No criminal record

Pose no threat to national defense and security and safety or personal rights of citizens threat to the public security

No record of regulated operation licence withdrawal due to submitting false statement

On the background of Managers, Board of Directors:

No criminal record

On the background of private security personnel:

No criminal record

Minimum age for private security guards to be able to enter the private security profession

Managers: 21

Operational staff: 18

### Specific requirements

There are specific requirements related to the uniforms of private security personnel: it must be unique for the company and the logo must be clear.

The uniform should be clearly distinct from the uniforms of public service officers and employees

There are specific requirements related to the identification card (ID card) of private security personnel. The ID must include: company name, person name, picture and position.

They should be clearly distinct from the IDs and badges of public service officers and employees

### Powers and competences

Private security guards have the following powers and competences: they can use physical force, handcuffs, tonfa baton and firearms

Determine the right of individuals to be present or not in the guarded area or site

Check individuals' IDs in order to establish their identity

Order individuals to leave a site or area if they are unauthorised

Apprehend and deliver to the police any unauthorised individual

Apprehend persons who obviously create a direct hazard to human life or health as well as property, in order to transfer such persons to police without delay, use means of direct coercion if there is a hazard to protected property or to stop an attack against a security employee, use firearms under certain circumstances

They are not allowed to perform a search and seizure

Private security guards/officers are not allowed to perform any kind of arrest or provisional holding of persons.

In case of personal protection, protection of people and property, private security guards/officers are allowed to perform any other actions that go beyond the normal competences of every citizen. These actions include: physical force, handcuffs, tonfa baton, fire arms.

## Weapons

### Company level

A special licence is required for private security companies providing armed private security services

Competent national authority issuing the licence: Chief of Police

Duration of the licence: Open-ended

A special licence is required for private security companies owning weapons

Competent national authority issuing the licence: Chief of Police

Duration of the licence: According to the duration of a specific assignment

The licence is renewable

A company license, which is renewable, allows to sign a contract for security services requiring fire arms. Such a contract is required to obtain a permit for company weapons. The number of weapons depends on the number of such contracts and their specific requirements. The Chief of Police issues this licence

A special license, which is renewable, is required for private security companies owning weapons

The Chief of Police issues this licence. The duration of the license is undefined

There are legal requirements for storing weapons after hours

Weapons should be stored securely on site (unloaded and monitored with armed intervenes or guarded by armed guard)

There is a legal obligation for private security companies providing armed private security services to keep a detailed weapon register

There are limitations to the type of weapon: up to 12,5mm

There are limitations to number of weapons used

There are limitations to the ammunition used: 4 magazines per weapon, pump action

Machine guns can only be used for Cash-In-Transit (CIT)

Weapons should be stored in the weapon storage that is a separate room in a brick building, possibly on the floor, which hinders the intrusion, be equipped with a handheld fire-fighting equipment, have special protection [including: doors covered with steel sheet with a thickness of more than 2 mm, having blockade and the closure of at least two deadbolt locks and doors certified by locked an approved, windows covered with steel mesh of mesh size 10 mm x 10 mm wire diameter 2.5 mm, and permanently fixed in the wall bars made from steel rods with a diameter of not less than 12 mm, or flat steel not smaller than 8 mm x 30 mm; spacing between the bars of the grid should not exceed the dimensions of 120 mm x 120 mm, a flat 80 mm horizontally and 240 mm in height, equipment in the burglar alarm signal, connected to the position of acting clock emergency call, or be covered by the clock armed protection, door to the room during the absence of the person responsible for running weapons storage should be closed and sealed or fitted with another "indicator entry by unauthorized persons ADMITTED: instead of mesh grilles on the windows and fixing of approved special glazing, in particular, body armour, in the appropriate class, resistant to puncture and break down, permanently mounted in the holes without the possibility of opening windows. Storage of up to 3 copies of firearms and gas and up to 10 copies of other kinds of weapons and ammunition outside the storehouse of weapons in another room in approved cabinets and safes, armoured permanently affixed to the ground, secured by burglar alarms; or certified cabinets and safes, armoured permanently attached to the floor in another room with clock armed protection. Arms and ammunition, which are not used to the tasks of protection, should be stored in steel cabinets in a warehouse. Firearms, gas, and a signal for storage should be removed from the case and discharged, disconnected from the magazine, complete, clean and preserved. Terms of storing weapons should take into account the requirements of the manufacturer. Ammunition for the weapons should be placed in boxes, bags or containers.

There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register

There are limitations as to the type and/or number of weapons used and/or to the ammunition used: short firearms, pistols and revolvers, long guns, rifles, machine pistols and shotguns smoothbore reproducible, signal arms, means of direct coercion which are subject to separate provisions. A permit is required for weapons: weapons of gas - pistols and revolvers, hand-held gas launchers, electric stun. The number is determined by the kind of security services.

#### Personal level

A special licence is required for private security guards providing armed private security services

Competent national authority issuing the licence: Chief of Police

Duration of the licence: there is no deadline, but there are examinations every three years - undefined

The licence is renewable

Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons. This is part of the license training. Theory and target practice is included.

Number of training hours: 245 (license training)

The training is provided by certified security training institutes

## K9 (dogs)

Dogs can be used for the provision of private security services

A special licence is not required for private security companies using dogs for the provision of private security services

Dogs are used in the following areas/segments of the private security industry

Commercial manned guarding (preventive method)

Beat patrol (preventive method)

Mobile alarm response and call-out services (preventive method)

In-house manned security (preventive method)

Event security (crowd control; preventive method)

Door supervision (bouncing; preventive method)

Body-guarding (close protection; preventive method)

Alarm and CCTV monitoring (preventive method)

Aviation security (preventive method)

Maritime security (preventive method)

Urban security (Train/metro stations, city patrols complementing the police etc.; preventive method)

Critical infrastructure protection (preventive method)

Receptionist/concierge services (preventive method)

Private security guards must follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

This training comprises: Theory and practice

Number of training hours: 245

The training is provided by certified security training institutes

Races of dogs that can be legally used for private security activities: any guard dog

Compulsory training or tests for these dogs is not necessary

## Horses

Horses cannot be used for the provision of private security services

## Training and related provisions

There is an obligation for private security guards to follow basic guard training

This training programme is mandatory by law

Number of training hours 8 hours

The training is provided by a company

The training is financed by the employee – the company

There are no compensation schemes in place for companies whose employees are following basic training

Upon successfully completing the basic training, private security guards are issued with a certificate of competence – Upon successfully completing the basic training, private security guards are not issued with a certificate of competence

Basic training is compulsory for all types of private security services. Activities which are compulsory: Certain assignments - such as protection of critical infrastructure, CIT, personal guarding, may be performed by qualified employees only, who are enrolled on the list maintained by the Chief of Police. Such enrolment is preceded by specialised training.

Mandatory specialised training exists (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)

Number of training hours: 245 hours

Follow-up or refresher training does exist. This Follow-up or refresher training is organised every 5 years.

Specialised training is foreseen for the following types of private security activities

Event security (crowd control) – duration: 24 hours (50 supervisor)

Body guarding: 245 hours

Cash-In-Transit services (including cash handling/processing) – duration: 245 hours

Aviation security: 64 hours

Critical infrastructure protection: 245 hours

Canine (K9) services: 245 hours

Fire prevention and protection services – duration: 619 hours

These specialised trainings are provided by certified security training institutes

When applying for an individual private security guard licence, the law requires the private security guard in question to undergo

A medical examination

There are no specific work situations for which a private security guard must undergo a medical examination, namely before first employment; then a regular medical examination every 3 years

A psychotechnical /psychological examination

There are no specific work situations for which a private security guard must undergo a psychotechnical/psychological examination, namely for the private licence application procedure; licence required for specific positions

A background check/security check

This background check/security check is carried out by the National Criminal Register

The basic conditions for a private security guard to pass this check are: No criminal offence, no conviction, good recommendations

Public-private cooperation

Private security companies cannot provide services and activities that are/would normally be reserved to police forces or other public security authorities

#### Fight against piracy on the high seas

Private security companies cannot provide services and activities aimed at combating piracy on board of commercial vessels





## PORTUGAL

### General information

Population: 10 637 713

Gross National Income (GNI): € 178.25 billion

Ratio security force/population: 1/275

Ratio police force/population: 1/228

### Economic aspects

#### Private security market

Yearly turnover (2010) of the private security industry: € 730 million

Market growth of the private security industry (based on yearly turnover)

Percentage of growth in 2004 compared to 2003: ± 7%

Percentage of growth in 2005 compared to 2004: ± 9.4%

Percentage of growth in 2006 compared to 2005: ± 4.4%

Percentage of growth in 2007 compared to 2006: ± 5.2%

Combined market share (2010) of the top three private security companies (market concentration): 85%

Repartition of yearly turnover (2008) by private security industry segment

General guarding (excluding the segments listed hereafter): 78%

Cash-In-Transit (CIT): 10%

Monitoring and remote surveillance: 12%

#### Private security companies

Licensing for private security companies is mandatory by law

Total number of private security companies (2010): 160

Number of private security companies (2010) actively carrying out private security services: 105

A 'specialty principle' for private security companies<sup>79</sup> is not embodied in the legislation governing the private security industry

#### Private security guards

Licensing for private security guards is mandatory by law

Total number of private security guards (2010): ± 38 928

Number of individual licence holders actively carrying out private security activities (2009): 21 188

Number of private security guards allowed to carry weapons (2010): The use of weapons depends on specific contracts, so this figure varies

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<sup>79</sup> The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

The licence fee is financed by the guard and/or the company

Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 60%

Maximum number of working hours in the private security industry

According to national legislation

A maximum of 8 hours per day

A maximum of 40 hours per week

Overtime: First hour is paid at an additional 50% of normal salary; further hours are paid at an additional 75%

Weekend and nights: Nights are paid at an extra 100%; holidays are paid at an extra 200%

Stand-by: Discretionary

Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)

Gross: € 600

Net<sup>80</sup>: € 480

Average age of a private security guard working in the private security industry: 42 (male) and 38 (female)

Percentage of men and women active in the private security industry

Men: 80%

Women: 20%

An Equal Opportunities (EO) Policy is in place in the private security industry in line with general national equal opportunities legislation

Annual staff turnover rate<sup>81</sup> in the private security industry: 35%

This percentage includes transfers of contracts and/or other considerations

## **Legal aspects**

### Private security legislation

The private security industry is regulated by law

Law regulating the private security industry: Decree No. 35/2004, enacted in 2004

Updates and/or amendments introduced since

Decree No.198/2005, enacted in 2005

Decree No. 38/2008, enacted in 2008

Decree No. 135/2010, enacted in 2010

Online information can be found here

<http://www.cnpd.pt/bin/legis/nacional/DL35-2004-VVG-SEGURANCAPRIVADA.pdf>

[http://translate.google.co.uk/translate?hl=en&sl=pt&u=http://segurancaprivada.mai.gov.info/legislacao/&ei=hvzETpO\\_CMTJhAfM15ncDQ&sa=X&oi=translate&ct=result&resnum=1&sqi=](http://translate.google.co.uk/translate?hl=en&sl=pt&u=http://segurancaprivada.mai.gov.info/legislacao/&ei=hvzETpO_CMTJhAfM15ncDQ&sa=X&oi=translate&ct=result&resnum=1&sqi=)

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<sup>80</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

<sup>81</sup> The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

[2&ved=0CCMQ7gEwAA&prev=/search%3Fq%3DDecree%2B\(Despacho\)%2Bn%25C2%25BA%2B6159%2B/%2B2002%2B%2Bportugu%26hl%3Den%26biw%3D1772%26bih%3D1007%26prmd%3Dimvns](https://www.boe.es/boe/2002/02/26/BOE-A-2002-1772.html)

The law regulating the private security industry allows armed private security services. The carrying of arms by private security guards is governed by common law concerning the possession, carrying and use of weapons. For professional security purposes an additional authorisation from the employing company is required.

Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of the Interior

Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry

General guarding (excluding the segments listed hereafter)

Airport security

Maritime security

Cash-In-Transit (CIT)

Monitoring and remote surveillance

Other segment, i.e. bodyguarding

#### Controls and sanctions

Competent national authority in charge of controls and inspections for the private security industry: Ministry of the Interior

Competent national authority in charge of imposing the below sanctions for the private security industry

Administrative sanctions: Ministry of the Interior

Penal sanctions: Ministry of the Interior

Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 100-40 000

One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

Temporary or definite suspension or withdrawal of the licence depending on the infraction

#### Collective labour agreements

There are sector-specific binding collective labour agreements in place for the private security industry

#### Entrance requirements and restrictions

Entrance requirements (vetting procedure) for the private security industry

At company level

Adequate premises and human resources

At least 15 contracted employees

Financial guarantee up to € 45,000 given to the Ministry of the Interior

Liability insurance of minimum € 250,000 for Cash-In-Transit companies

Theft insurance of minimum € 2,000,000

Headquarters or subsidiary must be located in Portugal

A minimum share capital is required (except for companies licensed and operating in the EU with a subsidiary in Portugal)

€ 50,000 for monitoring and remote surveillance services

€ 125,000 for general guarding and surveillance services

€ 250,000 for Cash-In-Transit operations

At personal level

Minimum age of 18

Minimum mandatory education (9 years)

Proof of physical and mental aptitude

Clean criminal record

Entrance restrictions for the private security industry

On the background of owners of private security companies

Not have performed functions or duties of public control in private security for three years

No previous conviction for the last three years for serious transgressions with respect to private security legislation

Not have been dismissed from the army, information services or public security forces

On the background of private security personnel

Not have performed functions or duties of public control in private security for three years

No previous conviction for the last three years for serious transgressions with respect to private security legislation

Not have been dismissed from the army, information services or public security forces

Minimum age for private security guards to be able to enter the private security profession

Managers: 18

Operational staff: 18

### Specific requirements

There are specific requirements related to the uniforms of private security personnel

There are specific requirements related to the identification card (ID card) of private security personnel

Mandatory ID card issued by the Ministry of the Interior

Valid for 5 years

Renewable after refresher training

### Powers and competences

Private security guards are allowed to perform a search and seizure

A search and seizure is allowed in the following cases

At entrance points to sports venues, airports and port facilities

Personnel qualified to control these points may conduct personal and baggage searches using the necessary equipment

This constitutes a limited search and seizure

### Weapons

#### Company level

A special licence is required for private security companies providing armed private security services  
For professional security purposes, an additional authorisation from the employing company is required

A special licence is required for private security companies owning weapons

There are legal requirements for storing weapons after hours

There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register

There are limitations as to the type and/or number of weapons used and/or to the ammunition used

#### Personal level

A special licence is required for private security guards providing armed private security services

The licence is renewable

Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons

Number of training hours: 58 hours of basic training (30 additional hours for staff carrying firearms and 42 additional hours for Cash-In-Transit operations)

The training is provided by state schools and training centres approved for this purpose by the Ministry of the Interior

### K9 (dogs)

Dogs can be used for the provision of private security services

A special licence is required for private security companies using dogs for the provision of private security services

Competent national authority issuing the licence: Police authorities

Duration of the licence: Only as long as authorised in writing

The licence is renewable

Private security guards must follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

This training comprises: Theory and practical exercises

The training is provided by accredited training centres

### Horses

Horses cannot be used for the provision of private security services

## Training and related provisions

There is an obligation for private security guards to follow basic guard training

This training programme is mandatory by law: Ordinance ('Portaria') No. 1325/2001 determining the duration and content of initial basic training for guards and bodyguards

Number of training hours: 58 hours of mandatory basic training for operational staff on the following terms

58 hours general basic training

42 hours additional training for those engaged in the transport of valuables, guarding and protection of persons, the protection of goods and guarding of buildings

30 hours additional training for staff carrying firearms

36 hours additional training for bouncers in pubs and clubs where guests are able to dance

Staff must pass two written examinations

The training is provided by state schools and training institutes approved for this purpose by the Ministry of the Interior

The training is financed by the company

There are no compensation schemes in place for companies whose employees are following basic training

Upon successfully completing the basic training, private security guards are issued with a certificate of competence

Mandatory specialised training exists (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)

Follow-up or refresher training exists

Specialised training is foreseen for the following types of private security activities

Bodyguarding (close protection) – duration: 72 hours

Bouncing – duration: 36 hours

Cash-In-Transit services (including cash handling/processing) – duration: 42 hours

Guarding and protection of persons – duration: 42 hours

Protection of goods and guarding of buildings – duration: 42 hours

Staff carrying firearms – duration: 30 hours

These specialised trainings are provided by entities that hold a licence or specialised agencies authorised under the applicable Decrees and special regulations

When applying for an individual private security guard licence, the law requires the private security guard in question to undergo

A medical examination

There are specific work situations for which a private security guard must undergo a medical examination, namely for carrying weapons

A psychotechnical /psychological examination

There are specific work situations for which a private security guard must undergo a psychotechnical/psychological examination, namely for carrying weapons

A background check/security check

This background check/security check is carried out by the police authorities and companies

The basic conditions for a private security guard to pass this check are: No criminal conviction for fraud or other offences involving wilful intent

#### Fight against piracy on the high seas

Private security can provide services and activities aimed at combating piracy on board of commercial vessels



## ROMANIA

### General information

Population: 20 020 074

Gross National Income (GNI): € 347.8 billion PPP dollars

Ratio security force/population: 1/176,22

Ratio police force/population: 1/350

### Economic aspects

#### Private security market

Yearly turnover (2012) of the private security industry: € 497 789 002,66

Percentage of growth in 2010 compared to 2009: - 3%

Percentage of growth in 2011 compared to 2010: 7%

Percentage of growth in 2012 compared to 2011: 2,4%

Combined market share (2013) of the top three private security companies (market concentration): 43%

Repartition of yearly turnover (2012) by private security industry segment

General guarding (excluding the segment listed hereafter): € 170 383 818,09

Monitoring and remote surveillance: € 327 438 369,39

Most used security technology/equipment in technology or combined solutions: remote surveillance equipment

Future expectations for the next 5-10 years:

Technology solutions: positive

Human input solutions: negative

Combined solutions: positive

Number of armoured cars currently (2010) in use in the private security industry for Cash-In-Transit (CIT) operations: 300

#### Private security companies

Licensing for private security companies is mandatory by law

The fiscal criteria on relicensing the security companies were removed

Total number of private security companies (2014): 1 860

Approximately 90% of these companies actively carry out private security services

A 'specialty principle' for private security companies<sup>82</sup> is not embodied in the legislation governing the private security industry

#### Private security guards

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<sup>82</sup> The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

Licensing for private security guards is mandatory by law

Total number of private security guards (2013): 121 041

Number of licensed private security guards (2013): 121 041

Number of individual licence holders actively carrying out private security activities (2010): 61 200

Number of private security guards allowed to carry weapons (2010): 18 000

Cost compulsory license for private security guards/officers: € 77,77

The licence fee is financed by the company or the guard

Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 80%

Maximum number of working hours in the private security industry

According to national legislation

A maximum of 12 hours per day

A maximum of 48 hours per week

Overtime: 8 hours

Weekend and nights: 8 hours; 48 hours per weekend

Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)

Gross: € 350

Net<sup>83</sup>: € 250

Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)

Gross: € 279.94

Net<sup>84</sup>: € 233.28

Average age of a private security guard working in the private security industry: 35

Percentage of men and women active in the private security industry

Men: 85%

Women: 15%

An Equal Opportunities (EO) Policy is not in place in the private security industry in line with general national provisions

Policies and/or legislations determining the EO Policy: Labour Code

Annual staff turnover rate<sup>85</sup> in the private security industry: ± 40%

This percentage does not include transfers of contracts and/or other considerations

## **Legal aspects**

### Private security legislation

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<sup>83</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

<sup>84</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

<sup>85</sup> The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

The private security industry is regulated by law

Law regulating the private security industry: Law No. 333, enacted in 2003

Updates and/or amendments introduced since: Law No. 40, enacted in 2010

Online information can be found here

[http://www.apcs.ro/uploads/legislatie\\_pdf/lege\\_333\\_2003\\_paza\\_objectivelor.pdf](http://www.apcs.ro/uploads/legislatie_pdf/lege_333_2003_paza_objectivelor.pdf)

[http://www.apcs.ro/uploads/legislatie\\_pdf/Legea\\_333\\_din\\_2003\\_modificata\\_in\\_vigoare\\_la\\_12.08\\_2010\\_.pdf](http://www.apcs.ro/uploads/legislatie_pdf/Legea_333_din_2003_modificata_in_vigoare_la_12.08_2010_.pdf)

<http://www.apcs.ro/ro/legislatie.html>

The law regulating the private security industry allows armed private security services

Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of the Interior through the General Inspectorate of the police

Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry

General guarding (excluding the segments listed hereafter)

Airport security

Maritime security

Cash-In-Transit (CIT)

Monitoring and remote surveillance

Technology and equipment only based services

#### Controls and sanctions

Competent national authority in charge of controls and inspections for the private security industry:

General Inspectorate of the police

Competent national authority in charge of imposing the below sanctions for the private security industry

Administrative sanctions: General Inspectorate of the police

Penal sanctions: General Inspectorate of the police and courts

Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 11 104,94 or 3 years imprisonment

One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

#### Collective labour agreements

There are no sector-specific binding collective labour agreements in place for the private security industry

#### Entrance requirements and restrictions

Entrance requirements (vetting procedure) for the private security industry

At company level:

Licence

Directors of the security companies must be law graduated or they must follow a security management security course

A security detail larger than 5 security posting must be supervised by a shift leader and a dedicated security supervisor

Companies should employ regular continuous training with an authorized training supplier company

Security companies should perform security incident revision on a monthly base

(2013) Administrators and directors of security companies must have academic education (bachelor of law)

The CEO/General Manager must have a licence from the General Police Inspectorate, this licence is given only if the CEO/General Manager is a European Union citizen, is over 21 years old, has no criminal record and has a Certificate for Security Manager.

At personal level

Psychological test

Medical examination

Pass a basic health test

Basic private security training

Romanian citizenship

Aged 18 years or over

No criminal record for crimes committed with intent

Have completed primary education

Entrance restrictions for the private security industry

On the background of owners of private security companies

Aged 18 years or over

Pass a basic health test

No criminal record

On the background of private security personnel

Romanian citizenship or they must be citizens of the European Union

Aged 18 years or over

Pass a basic health test

No criminal record

Professionally certified

Minimum age for private security guards to be able to enter the private security profession

Managers: 21

Operational staff: 18

### Specific requirements

There are specific requirements related to the uniforms of private security personnel

There are two types of uniforms

Duty uniform

Protection uniform

These differ for each organisation

Uniforms must be approved by the national police

They must only be worn during working hours

They must not create confusion with those of the public authorities

The company is forbidden to have balaclavas, handcuffs and face protection

There are specific requirements related to the identification card (ID card) of private security personnel

The ID card must contain the name and the surname of the guard, his position, the name of the employing company, the serial number of the guards certificate and the company that issued the certificate

### Powers and competences

Private security guards have the following powers and competences

Deny access to unauthorised individuals

Stop and apprehend individuals when committing a criminal act

Perform first responder functions in case of fire or other disasters

#### A. Key competency units

Unit 1 : Communication in the official language

Unit 2 : Communication in foreign languages

Unit 3 : Basic Skills in mathematics , science and technology

Unit 4 : Computer skills

Unit 5 : The power to learn

Unit 6 : Social and civic competences

Unit 7: Entrepreneurial Skills

Unit 8: The power of cultural expression

#### B. Units of general competence

Unit 1 : Application of health and safety rules at work place

Unit 2 : Application of environmental protection rules at work place

Unit 3 : Maintain effective working relationships

#### C. Units of competence specified :

Unit 1 : Management of material resources and equipment at the work place

Unit 2 : Filling-in specific documents for security services

Unit 3 : Ensuring security policy at the work place

Unit 4 : Solving security incidents at the work place

Unit 5 : Providing operational information according with the security policy at the work place

They are allowed to perform a search and seizure: if the security agent catches a criminal he can search him/her, detain any object and fill in a written report

Security guards/officers are allowed to arrest or provisional hold people, i.e. when the agent catches a criminal it is mandatory to hold him/her until the police arrives, and than turn him/her in. This arrest is limited

Security guards/officers are allowed to perform any other actions that go beyond the normal competences of every citizen

### Weapons

## Company level

A special licence is not required for private security companies providing armed private security services

A special licence is not required for private security companies owning weapons

There are legal requirements for storing weapons after hours: Secure weapons room

There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register

There are no limitations as to the type and/or number of weapons used and/or to the ammunition used

## Personal level

A special licence is required for private security guards providing armed private security services

Competent national authority issuing the licence: the Board of weapons, explosives and toxic substances

The duration of the license is limitless

The licence is not renewable

Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons

This training comprehends: Theory and practical exercises (training must comply with law no 295/2004)

Number of training hours: 40

The training is provided by certified companies that provide specialised and obligatory training

## K9 (dogs)

Dogs can be used for the provision of private security services

Dogs are used in the following areas/segments of the private security industry

Commercial manned guarding (preventive and detection method)

Beat patrol (preventive and detection method)

Mobile alarm response and call-out services (preventive and detection method)

In-house manned security (preventive and detection method)

Event security (crowd control) (preventive and detection method)

Door supervision (preventive and detection method)

Bodyguarding (close protection) (preventive and detection method)

Private investigation (preventive and detection method)

Private security guards are not required to follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

All dog races can be legally used for private security activities

## Horses

The use of horses is not specified in the law

#### Training and related provisions

There is an obligation for private security guards to follow basic guard training

This training programme is mandatory by law

Number of training hours: 360

The training is provided by specialised companies approved by the Ministry of the Interior

The training is financed by the company or the guard

There are no compensation schemes in place for companies whose employees are following basic training

Upon successfully completing the basic training, private security guards are issued with a certificate of competence

Basic training is not compulsory for all types of security activities

There is no compulsory specialised training for activities for which a basic training is not compulsory

Mandatory specialised training exists (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)

Duration mandatory specialised training: 120 hours

Follow-up or refresher training exists

This follow-up or refresher training is organised every year

This follow-up or refresher training is mandatory by law

There is no special training for just one activity: the training is made for all private security categories

These specialised trainings are provided by specialised companies approved by the Ministry of the Interior

When applying for an individual private security guard licence, the law requires the private security guard in question to undergo

A medical examination

There are specific work situations for which a private security guard must undergo a medical examination, namely when carrying weapons

A psychotechnical /psychological examination

There are specific work situations for which a private security guard must undergo a psychotechnical/psychological examination, namely when carrying weapons

A background check/security check

This background check/security check is carried out by the police

The basic conditions for a private security guard to pass this check are: No criminal record

Customers are not allowed to employ private security unless they are performing beforehand a security risk and threats assessment on their property:

The risk exposure is calculated on a local criminality scoring provided by police

Security measures should be employed appropriately in order to cover the identified threats and risks

(2013) A risk assessment is mandatory to be completed before contracting security services

### Public-Private cooperation

In general, the relation between the private security industry and police are good. However, questions remain unanswered over some partnership protocols. Also, security laws and regulation are still not consistently enforced throughout all regions of the country.

### Fight against piracy on the high seas

Private security services cannot legally provide services and activities aimed at combating piracy on board of commercial vessels (private security law).



## **SERBIA**

### **General information**

Population: 7 186 862

Gross National Income (GNI): 32 396 756 877,85

Ratio security force/population: 1/38.000

Ratio police force/population: 1/42.000

### **Economic aspects**

#### Private security market

Yearly turnover (2013) of the private security industry: € 153 million

Market growth of the private security industry (based on yearly turnover)

Percentage of growth in 2007 compared to 2006: 10%

Percentage of growth in 2008 compared to 2007: 12%

Percentage of growth in 2009 compared to 2008: 14%

Percentage of growth in 2010 compared to 2009: 20%

Percentage of growth in 2011 compared to 2010: 20%

Percentage of growth in 2012 compared to 2011: 21%

Percentage of growth in 2013 compared to 2012: 17%

Combined market share (2013) of the top three private security companies (market concentration): 61%

Repartition of yearly turnover (2013) by private security industry segment

General guarding (excluding the segments listed hereafter): € 88 million

Airport security: € 1,1 million

Cash-In-Transit (CIT): € 58.5 million

Monitoring and remote surveillance: € 1.8 million

Technology and equipment only based services: € 3,2 million

Other segments

Electronic security: € 20 million

Share of solutions based only on technology: 30%

Share of solutions based only on manned guarding: 40%

Share of solutions based upon a combined solution (human input – technology): 30%

Most used security technology/equipment in technology or combined solutions: CCTV, Remote surveillance equipment

Future expectations for the next 5-10 years:

Technology solutions: positive

Human input solutions: negative

Combined solutions: positive

Number of armoured cars currently (2013) in use in the private security industry for Cash-In-Transit (CIT) operations: ± 800

#### Private security contracts

Number of commercial contracts for the private market (private customers): 7 950  
Percentage of short-term commercial contracts for the private market: 70%  
Average duration of short-term commercial contracts for the private market: 12 months  
Percentage of long-term commercial contracts for the private market: 30%  
Average duration of long-term commercial contracts for the private market: 3 years  
Number of commercial contracts for the public market (public customers): 5 800  
Percentage of short-term commercial contracts for the public market: 84%  
Average duration of short-term commercial contracts for the public market: 12 months  
Percentage of long-term commercial contracts for the public market: 15%  
Average duration of long-term commercial contracts for the public market: 3 years  
Number of in-house activities: 110  
Percentage of in-house private security activities/operations compared to the total value of all private security activities: 10%  
Share of public contracts: 40%  
Share of private contracts: 60%  
The number of public contracts has not increased over the last 5 years  
Operational private security hours performed each year: 15 million  
Operational private security hours in man/years: 100 million

#### Private security companies

Licensing for private security companies is mandatory by law  
Total number of private security companies (2013): 780  
Number of private security companies (2013) actively carrying out private security services: 460  
A 'specialty principle' for private security companies<sup>86</sup> is embodied in the legislation governing the private security industry  
Percentage of single-service private security companies (only carrying out private security activities): 70%  
Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 30%

#### Private security guards

Licensing for private security guards is mandatory by law  
Total number of private security guards (2013): 30 000

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<sup>86</sup> The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

Number of licensed private security guards (2013): no one, due to a fact that the Law will be fully in force since 6 of May 2014

Number of private security guards allowed to carry weapons (2013): approximately 50%

Compulsory license: licencing will start after 6 of May 2014

The licence fee is financed jointly by the guard and the company

Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 20%

Maximum number of working hours in the private security industry

According to the collective labour agreement

A maximum of 12 hours per day

A maximum of 42 hours per week

Overtime: 2 hours per day

Weekend and nights: 50%

Stand-by: 10%

According to national legislation

A maximum of 8 hours per day

A maximum of 40 hours per week

Overtime: 2 hours per day

Weekend and nights: 50%

Stand-by: 10%

Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)

Gross: € 270

Net<sup>87</sup>: € 200

Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)

Gross: € 270

Net<sup>88</sup>: € 200

Average age of a private security guard working in the private security industry: 35

Percentage of men and women active in the private security industry

Men: 80%

Women: 20%

An Equal Opportunities (EO) Policy is not in place in the private security industry

Annual staff turnover rate<sup>89</sup> in the private security industry: 27%

This percentage includes transfers of contracts and/or other considerations

## Legal aspects

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<sup>87</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

<sup>88</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

<sup>89</sup> The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

### Private security legislation

The private security industry is regulated by law

Law regulating the private security industry: Law on Private Security, enacted in 2014

Online information can be found here: [www.pks.rs](http://www.pks.rs)

The law regulating the private security industry allows armed private security services (in accordance with the Law on Weapons and Ammunition)

Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of the Interior

Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry

General guarding (excluding the segments listed hereafter)

Airport security

Cash-In-Transit (CIT)

Monitoring and remote surveillance

Technology and equipment only based services

Other segments

Technical protection

Private investigation

### Controls and sanctions

Competent national authority in charge of controls and inspections for the private security industry:

Ministry of Interior Commission, with representatives from the Association of private security

Competent national authority in charge of imposing the below sanctions for the private security industry

Administrative sanctions: Magistrate

Penal sanctions: Court

Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 10 000 (company); € 500 (guard or security manager)

One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

### Collective labour agreements

There are no sector-specific binding collective labour agreements in place for the private security industry

### Entrance requirements and restrictions

Entrance requirements (vetting procedure) for the private security industry

At company level

The company has to have uniforms, a logo, a main office, storage for weapons and munition... for responsible person, a security check

Security check

Minimum of completed secondary education

Serbian nationality

Attestation of physical and mental fitness

Minimum age of 18

At least one member of the managerial staff must also be in possession of a guard licence

At personal level

Security check

Licence

Psychological and physical skills

Clean criminal record

Minimum of completed secondary education

Serbian nationality

Attestation of physical and mental fitness

Minimum age of 18

Basic relevant vocational training and a completed vocational examination

Entrance restrictions for the private security industry

On the background of owners of private security companies: None

On the background of private security personnel

Clean criminal record

Minimum of completed secondary education

Serbian nationality

Psychological and physical skills

Attestation of physical and mental fitness

Minimum age of 18

Basic relevant vocational training and a completed vocational examination

Minimum age for private security guards to be able to enter the private security profession

Managers: 18

Operational staff: 18

### Specific requirements

There are specific requirements related to the uniforms of private security personnel

They must be clearly distinct from those worn by the police

There are specific requirements related to the identification card (ID card) of private security personnel

### Powers and competences

Private security guards have the following powers and competences: The law stipulates powers and competences in relation to the use of weapons, prohibitions, directives, provisory arrest, handcuffs, physical force, dogs and the power of restraint and sets limits to their use and exercise

They are allowed to perform a search and seizure

A search and seizure is allowed in the following cases: If a crime is being committed or can be prevented

This constitutes a limited search and seizure

Private security guards/officers are allowed to perform arrests or provisional holdings of persons in the following cases: when a person enters a protected area without permission or when a person is caught in flagrante delicto

This constitutes a limited arrest

Private security guards/officers are allowed to perform actions to go beyond the normal competences of citizens in the following case: they have the right to check personal documents of people entering protected areas

## Weapons

### Company level

A special licence is required for private security companies providing armed private security services

Competent national authority issuing the licence: Police

Duration of the licence: Open-ended, but can be revoked

The license is renewable

A special licence is required for private security companies owning weapons

Competent national authority issuing the licence: Police

Duration of the licence: Open-ended as long as the company is in operation

There are legal requirements for storing weapons after hours: In a secure storeroom at the company premises

There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register

There are limitations as to the type and/or number of weapons used and/or to the ammunition used  
9 mm calibre

No more than 50% of the total number of employees can be authorised to carry weapons

### Personal level

A special licence is required for private security guards providing armed private security services

Competent national authority issuing the licence: Police

The duration of the licence is open-ended

The licence is renewable

Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons

This training comprises: Theory, target practice and an examination

Number of training hours: 5 hours

The training is provided by a certified rifle range with a police representative present

#### K9 (dogs)

Dogs can be used for the provision of private security services

A special licence is required for private security companies using dogs for the provision of private security services

Competent national authority issuing the licence: Certified training centres

Duration of the licence: Open-ended, but can be revoked

Dogs are used in the following areas/segments of the private security industry

Commercial manned guarding (detection method)

Mobile alarm response and call-out services (detection method)

In-house manned security (prevention and detection method)

Event security – crowd control (preventive method and detection method)

Critical infrastructure protection (preventive method and detection method)

Private security guards must follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

This training comprises: Theory, practice and an examination

Number of training hours: 50 hours of basic training and an additional 30 hours of specialised training depending on the work being performed

The training is provided by certified training centres

Dogs which can be legally used for private security activities: Retriever, German and Belgian sheep dog, Rottweiler

There is a compulsory training of test for these dogs

#### Horses

Horses cannot be used for the provision of private security services

#### Training and related provisions

There is an obligation for private security guards to follow basic guard training

This training programme is mandatory by law

Number of training hours: 60 + 40 hours

The training is provided by certified training centres

The training is financed by the guard

There are compensation schemes in place for companies whose employees are following basic training

Upon successfully completing the basic training, private security guards are issued with a certificate of competence

Basis training is compulsory for types of private security activities

Mandatory specialised training exists (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)

Number of training hours: 30

Follow-up or refresher training exists

This follow-up or refresher training is organised every year

This follow-up or refresher training is mandatory by law

Specialised training is foreseen for the following types of private security activities

Commercial manned guarding – duration: 50 + 30 hours

Beat patrol – duration: 50 + 30 hours

Mobile alarm response and call-out services – duration: 50 + 30 hours

In-house manned security – duration: 50 + 30 hours

Event security (crowd control) – duration: 50 + 30 hours

Door supervision (bouncing) – duration: 50 + 30 hours

Bodyguarding (close protection) – duration: 50 + 30 hours

Cash-In-Transit services (including cash handling/processing) – duration: 50 + 30 hours

Alarm and CCTV monitoring – duration: 50 + 30 hours

Aviation security – duration: 50 + 30 hours

Critical infrastructure protection – duration: 50 + 30 hours

Fire prevention and protection services – duration: 50 + 30 hours

Receptionist/concierge services – duration: 50 + 30 hours

Private investigation – duration: 80 hours

Security consulting – duration: 80 hours

Private security training – duration: 15 hours

These specialised trainings are provided by certified training centres

When applying for an individual private security guard licence, the law requires the private security guard in question to undergo

A medical examination

There are specific work situations for which a private security guard must undergo a medical examination, namely when using weapons

A psychotechnical /psychological examination

There are specific work situations for which a private security guard must undergo a psychotechnical/psychological examination

A background check/security check

This background check/security check is carried out by the police

The basic conditions for a private security guard to pass this check are: Clean criminal record

#### Public-private cooperation

Private security companies cannot provide services and activities that are/would normally be reserved to police forces or other public security authorities

#### Fight against piracy on the high seas



Private security companies cannot provide services and activities aimed at combating piracy on board of commercial vessels

## **SLOVAKIA**

### **General information**

Population: 5 424 925

Gross National Income (GNI): € 59.99 billion

Ratio security force/population: 1/314

Ratio police force/population: 1/251

### **Economic aspects**

#### Private security companies

Licensing for private security companies is not mandatory by law

#### Private security guards

Licensing for private security guards is not mandatory by law

Total number of private security guards (2008): ± 17 200

Maximum number of working hours in the private security industry

According to national legislation

A maximum of 12 hours per day

A maximum of 40 hours per week

Overtime: 150 hours per year

An Equal Opportunities (EO) Policy is in place in the private security industry

### **Legal aspects**

#### Private security legislation

The private security industry is regulated by law

Law regulating the private security industry

Act of the National Council of the Slovak Republic No. 379/1997 on the Operation of Private Security Services

Act No. 225/2000, Act No. 440/2004, Act No. 418/2004 and Act No. 181/2004

Regulation of the Ministry of the Interior of the Slovak Republic No. 550/2001 in execution of certain provisions of Act No. 100/2004

Updates and/or amendments introduced since: Act No. 473/2005 of September 23, 2005 on the provisions of private security services and on amendments and supplements to certain laws (Private Security Act)

Online information can be found here:

<http://www.privatesecurityregulation.net/files/2005%20Law%20on%20Private%20Security%20Services.pdf>

The law regulating the private security industry allows allow armed private security services  
Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of the Interior  
Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry  
General guarding (excluding the segments listed hereafter)  
Cash-In-Transit (CIT)  
Monitoring and remote surveillance  
The Private Security Act states “Any security service provision licence holder under this Act shall be authorised to provide all kinds of security service and technical service (...)”

#### Controls and sanctions

Competent national authority in charge of controls and inspections for the private security industry:  
Ministry of the Interior  
Competent national authority in charge of imposing the below sanctions for the private security industry  
Administrative sanctions: Ministry of the Interior  
Penal sanctions: Ministry of the Interior  
Maximum amount of a (financial) sanction or maximum sentence that can be imposed: Up to € 33 140.05  
One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

#### Collective labour agreements

There are no sector-specific binding collective labour agreements in place for the private security industry

#### Entrance requirements and restrictions

Entrance requirements (vetting procedure) for the private security industry  
At company level  
Minimum 21 years of age  
Physically and mentally fit  
High school education  
7-day training course  
At personal level  
Criminal records check is required  
Physical fitness  
Integrity  
Reliability  
Permanent residence or reported and registered residence in the Slovak Republic

Entrance restrictions for the private security industry

On the background of owners of private security companies

EU Member State, EEA, or Swiss citizen

Minimum 21 years of age

Unlimited legal capacity

Integrity

Reliability

Physical fitness

Required professional qualifications

On the background of private security personnel

EU Member State, EEA, or Swiss citizen

Minimum 21 years of age

Unlimited legal capacity

Integrity

Reliability

Physical fitness

Required professional qualifications

Minimum age for private security guards to be able to enter the private security profession

Managers: 21

Operational staff: 21

#### Specific requirements

There are specific requirements related to the uniforms of private security personnel

Uniforms are optional

The police must be informed about the type and design of uniforms used by a private security company

There are specific requirements related to the identification card (ID card) of private security personnel

#### Powers and competences

Private security guards have the following powers and competences

Hold offender until the police arrives

Secure evidence

They are allowed to perform a search and seizure

A search and seizure is allowed in the following cases: If the interests protected by a security service are jeopardised or violated

This constitutes a limited search and seizure

#### Weapons

Company level

A special licence is required for private security companies providing armed private security services

Competent national authority issuing the licence: Ministry of the Interior

A special licence is required for private security companies owning weapons

Competent national authority issuing the licence: Ministry of the Interior

There are legal requirements for storing weapons after hours

Must be stored in safes

Ammunition must be stored in rooms separately from the weapons

There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register

There are limitations as to the type and/or number of weapons used and/or to the ammunition used:

Category A weapons

#### Personal level

A special licence is required for private security guards providing armed private security services

Competent national authority issuing the licence: Ministry of the Interior

Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons

This training comprises: Theory and target practice

#### K9 (dogs)

Dogs can be used for the provision of private security services

A special licence is not required for private security companies using dogs for the provision of private security services

Private security guards must not follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

#### Horses

Horses can be used for the provision of private security services

#### Training and related provisions

There is an obligation for private security guards to follow basic guard training

This training programme is mandatory by law

Number of training hours: 40

Upon successfully completing the basic training, private security guards are issued with a certificate of competence

Mandatory specialised training exists (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)

Follow-up or refresher training exists

This follow-up or refresher training is organised every year

This follow-up or refresher training is not mandatory by law

Specialised training is foreseen for the following types of private security activities

Beat patrol – duration: 4 hours

Alarm and CCTV monitoring – duration: 2 hours

Fire prevention and protection services – duration: 7 hours

Receptionist/concierge services – duration: 3 hours

Other areas/segments – duration: 24 hours

When applying for an individual private security guard licence, the law requires the private security guard in question to undergo

A medical examination

A psychotechnical /psychological examination

A background check/security check

This background check/security check is carried out by the police authorities

The basic conditions for a private security guard to pass this check are: Clean criminal record

## **SLOVENIA**

### **General information**

Population: 2 058 821

Gross National Income (GNI): € 36.78 billion

Ratio security force/population: 1/326

Ratio police force/population: 1/256

### **Economic aspects**

#### Private security market

Yearly turnover (2010) of the private security industry: € 1.3 million

Combined solutions: cameras, alarm, transmission of alarms to centres

Future expectations for the next 5-10 years:

Combined solutions: positive growth

#### Private security companies

Licensing for private security companies is mandatory by law

Total number of private security companies (2013): 135

Number of private security companies (2013) actively carrying out private security services: 135

A 'specialty principle' for private security companies<sup>90</sup> is embodied in the legislation governing the private security industry

Percentage of single-service private security companies (only carrying out private security activities): 1%

Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 99%

#### Private security guards

Licensing for private security guards is mandatory by law

Total number of private security guards (2013): 7 520

Number of licensed private security guards (2013): 7 520

Number of private security guards allowed to carry weapons (2013): 7 520

Cost compulsory license: € 696

The licence fee is financed by the company or the private security guard/officer

Maximum number of working hours in the private security industry

According to national legislation

A maximum of 8 hours per day

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<sup>90</sup> The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

A maximum of 40 hours per week

Overtime: A maximum of 20 hours per month

Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)

Gross: € 780

Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)

Gross: € 780

Percentage of men and women active in the private security industry

Men: 95%

Women: 5%

An Equal Opportunities (EO) Policy is in place in the private security industry in line with general national legislation

Policies and/or legislations determining the EO Policy: Labour Code

Annual staff turnover rate<sup>91</sup> in the private security industry: 25%

## **Legal aspects**

### Private security legislation

The private security industry is regulated by law

Law regulating the private security industry

Private Security Act, enacted in the year 2011

Private Security Act (Official Gazette No. 126/2003)

Detective Activities Act (Official Gazette No. 7/2003)

Online information can be found here: <http://www.uradni-list.si/1/objava.jsp?urlid=201117&stevilka=690>

The law regulating the private security industry allows armed private security services for CIT and critical infrastructure (by the decision of private security company)

Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of Interior, Chamber for development of Slovenian Private Security

Regulation for establishing standards that are mandatory in the field of private security was fully adopted on a proposal of the Chamber for Development of Slovenian Private Security. They were published in the Official Gazette RS, no. 24/2012 and as such are mandatory for all private security providers in the Republic of Slovenia, dealing with technical protection.

Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry

General guarding (excluding the segments listed hereafter)

Airport Security

Maritime Security

Cash-In-Transit (CIT)

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<sup>91</sup> The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.



Monitoring and remote surveillance  
Technology and equipment only based services  
Other segments  
Private investigation  
Protection of persons (bodyguarding)  
Protection of property  
Event security

#### Controls and sanctions

Competent national authority in charge of controls and inspections for the private security industry:  
Ministry of the Interior, Inspectorate, Chamber for development of Slovenian Private Security  
Competent national authority in charge of imposing the below sanctions for the private security industry  
Administrative sanctions: Ministry of the Interior  
Penal sanctions: Ministry of Interior  
Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 12 000 and withdrawal of the licence  
One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

#### Collective labour agreements

There are no sector-specific binding collective labour agreements in place for the private security industry

#### Entrance requirements and restrictions

Entrance requirements (vetting procedure) for the private security industry  
At company level  
Fulfilment of the conditions by the Private Security Act  
Entrance requirements depend on the type of licence  
General conditions are as follows  
Criminal records check  
Hold a valid guarding licence  
Employ a minimum number of qualified employees  
Business registration in Slovenia  
At personal level  
Fulfilment of the conditions by Private Security Act  
Educational degree  
Work experience  
Work experience in private security  
Minimum age of 18

EU or EEA citizenship  
Minimum professional training  
Criminal records check  
Passed physical and psychological health assessment  
Proficiency in Slovenian  
Entrance restrictions for the private security industry  
On the background of owners of private security companies  
Impunity  
Fulfilment of the conditions by Private Security Act  
Must not perform services or tasks that are incompatible with the security function (such as persecution of a person committing a crime, enforcement of debts etc.)  
Must not work for national or foreign defense, security or counterintelligence services  
On the background of the Managers or Board of Directors  
Impunity  
Fulfilment of the conditions by Private Security Act  
On the background of private security personnel  
Impunity  
Fulfilment of the conditions by Private Security Act  
Must not perform services or tasks that are incompatible with the security function (such as persecution of a person committing a crime, enforcement of debts etc.)  
Must not work for national or foreign defense, security or counterintelligence services  
Minimum age for private security guards to be able to enter the private security profession  
Managers: 18 and at least 3 years of working experience  
Operational staff: 18

#### Specific requirements

There are specific requirements related to the uniforms of private security personnel  
They must be clearly distinguishable from those worn by the police and the army  
There are specific requirements related to the identification card (ID card) of private security personnel  
Issued by the Ministry of the Interior

#### Powers and competences

Private security guards have the following powers and competences  
Communicative, ethnicity, trusted, professional trained  
In case an individual on the guarded premises threatens to endanger life, personal safety, property or public order, private security guards may  
Issue a warning  
Request identification  
Carry out a surface inspection  
Deny entry or exit from a protected area

Detain a suspect

Use proportional physical force to restrain an individual

They are allowed to perform a search and seizure in case of superficial examination of outerwear and luggage, if so is provided by the order recorded in secure area and if this is necessary for protection of people and property

This search and seizure is a limited one: until the police arrives or max. 2 hours

Provisional holdings or arrests can be performed if the person was caught in circumstances that indicate on officially persecuted service of offense; if the person refuses to superficial examination; if the person refuses to find out the identity; if the person ignores the verbal order of security guard

These holdings or arrests are limited: until the police arrives or max. 2 hours

Private security guards/officers are allowed to perform other actions that go beyond the normal competences of citizens: they can verbally order certain acts or omissions; if the person is aggressive they perform a superficial examination of outerwear, luggage and cars

### Weapons

Company level

A special licence is not required for private security companies providing armed private security services

A special licence is not required for private security companies owning weapons

There are legal requirements for storing weapons after hours: regulations for record storage, testing the wearing of arms, ammunition records

There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register

There are limitations as to the type and/or number of weapons used and/or to the ammunition used: for short barrelled weapon

Personal level

A special licence is required for private security guards providing armed private security services

National authority issuing the license: administrative unit

This license is renewable

Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons

This training comprehends: Theory, target practice and specific activities

Hours of training: 4

The training is provided by a certified security training institute

### K9 (dogs)

Dogs can be used for the provision of private security services

A special licence is required for private security companies using dogs for the provision of private security services

This licence is renewable

Dogs are used for event security/crowd control (preventive method), aviation security (preventive method), critical infrastructure protection (preventive method), receptionist/concierge services (preventive method) and private security training (preventive method)

In all areas, dogs need to be on a leash with a muzzle and both security guard and dog need to have followed a specific training programme set down by the Ministry of the Interior

Private security guards must follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

This training comprehends: theory, practice, and an exam

Number of training hours: Defined in connection with the training programme

The training is provided by a certified security training institute

A new law to be passed in 2011 lays down a new training curriculum, which is currently being prepared by the Slovenian Chamber of Commerce and the Ministry of the Interior

### Horses

Horses cannot be used for the provision of private security services

### Training and related provisions

There is an obligation for private security guards to follow basic guard training

This training programme is mandatory by law

Number of training hours: 102

The training is provided by a certified security training institute

The training is financed by the company, the guard or the employment office

There are no compensation schemes in place for companies whose employees are following basic training

Upon successfully completing the basic training, private security guards are issued with a certificate of competence

Basic training is compulsory for all private security activities

Mandatory specialised training exists (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)

Number of training hours: 80

Follow-up or refresher training exists

This follow-up or refresher training is organised every 5 years

This follow-up or refresher training is mandatory by law

Specialised training is foreseen for the following types of private security activities

Event security (crowd control) – duration: 45 hours

Cash-In-Transit services (including cash handling/processing) – duration: 39 hours

Other area/segment, namely handling the X-Ray device (private security guard)

These specialised trainings are provided by a certified security training institute

When applying for an individual private security guard licence, the law requires the private security guard in question to undergo

A medical examination

Specific work conditions for which a private security guard must undergo a medical examination: security guards handling X-Ray devices

A psychotechnical /psychological examination

Specific work conditions for which a private security guard must undergo a psychotechnical: security guards using weapons

A background check/security check

This background check/security check is carried out by the Ministry of the Interior

The basic conditions for a private security guard to pass this check are: No conviction of a criminal offence

As a result of establishing the Institute in the Chamber and to determine the suitability and quality of the equipment and systems for technical security, whose task is also to check the quality of technical equipment, which is used in the field of private security, we decided to change the organization of the Chambers functioning and founded an Chambers Academy for private security, covering a school for private security, a unit for training and education of security personnel, an institute to determine the suitability and quality of equipment and systems for technical security and a unit for research and publishing activity and development of private security.

#### Public-private cooperation

Private security companies cannot provide services and activities that are/would normally be reserved to police forces or other public security authorities

#### Fight against piracy on the high seas

Private security companies cannot provide services and activities aimed at combating piracy on board of commercial vessels

## SPAIN

### General information

Population: 46 704 308

Gross National Income (GNI): € 1 368,805 billion

Ratio security force/population: 1/606

Ratio police force/population: 1/189

### Economic aspects

#### Private security market

Yearly turnover (2013) of the private security industry: € 3 392 million

Market growth of the private security industry (based on yearly turnover)

Percentage of growth in 2004 compared to 2003: 5.1%

Percentage of growth in 2005 compared to 2004: 6.9%

Percentage of growth in 2006 compared to 2005: 7.2%

Percentage of growth in 2007 compared to 2006: 6.9%

Percentage of growth in 2008 compared to 2007: 4.4%

Percentage of growth in 2009 compared to 2008: -5.5%

Percentage of growth in 2010 compared to 2009: -4.1%

Percentage of growth in 2011 compared to 2010: -5,1%

Percentage of growth in 2012 compared to 2011: -6,9%

Percentage of growth in 2013 compared to 2012: -8,0%

Combined market share (2013) of the top three private security companies (market concentration): 44%

Repartition of yearly turnover (2013) by private security industry segment

General guarding (excluding the segments listed hereafter): € 2 159 million

Airport security: € 139 million

Maritime security: € 3 million

Cash-In-Transit (CIT): € 293 million

Other segments

Security systems and Alarm Receiving Centre-related activities: € 940 million

Future expectations for the next 5-10 years:

Technology solutions: positive

Human input solutions: negative

Combined solutions: very positive

The amount of armoured cars used in for cash-in-transit operations: 854

The amount of private security companies which have obtained a license for cross-border transportation of euro cash, based upon the EU regulation 1214/2011: 2

#### Private security contracts

Number of commercial contracts for the private market (private customers): 379 950  
There are a total of 51,783 guarding and personal protection contracts  
± 79% of total guarding services are performed for private entities  
Number of commercial contracts for the public market (public customers): ± 21% of total guarding services are performed for public entities  
Share public contracts: 21%  
Share private contracts: 79%  
The number of public contracts has not increased over the last 5 years  
Number of operational guarding hours (commercial hours sold and thus paid for by the customer) performed each year in the private security industry: approximately 143 500 000 hours, which represent 77 100 man years<sup>92</sup>

#### Private security companies

Licensing for private security companies is mandatory by law  
Total number of private security companies (2013): 1 490  
Number of private security companies (2013) actively carrying out private security services: 1 100  
A 'specialty principle' for private security companies<sup>93</sup> is embodied in the legislation governing the private security industry

#### Private security guards

Licensing for private security guards is mandatory by law  
Total number of private security guards (2013): 223 936  
Number of licensed private security guards (2013): 77 100  
Number of individual licence holders actively carrying out private security activities (2013): 77 100  
Number of private security guards allowed to carry weapons (2013): 20% perform armed services  
Cost of a compulsory license for private security guards/officers: € 61,04  
Unless a special agreement exists with the company, the licence fee is financed by the guard before he/she accesses training. The same principle applies for licensing costs.  
Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 84%  
Maximum number of working hours in the private security industry  
According to national legislation  
A maximum of 40 hours per week  
Overtime: 80 hours per year  
Starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)

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<sup>92</sup> Calculating man years is a method of describing the amount of work performed by a private security guard throughout the entire year. A man year takes the amount of hours worked by a private security guard during the week and multiplies it by 52 (or the number of weeks worked in a year).

<sup>93</sup> The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

Gross: € 1,045 per month € 15 781,50 per year

Net<sup>94</sup>: € 13,400 per year

Average salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)

Gross: € 20 000 per year

Net<sup>95</sup>: € 17,500 per year

Average age of a private security guard working in the private security industry: 42

Percentage of men and women active in the private security industry

Men: 87%

Women: 13%

An Equal Opportunities (EO) Policy is in place in the private security industry

Policies and/or legislations determining the EO Policy: Act 3/2007

Annual staff turnover rate<sup>96</sup> in the private security industry: 14%

This percentage includes transfers of contracts and/or other considerations

## **Legal aspects**

### Private security legislation

The private security industry is regulated by law

Law regulating the private security industry: Act 5/2014, enacted in 2014

Updates and/or amendments introduced since: None

Online information can be found here:

[http://www.policia.es/org\\_central/seguridad\\_ciudadana/normativa/ley\\_5\\_2014.pdf](http://www.policia.es/org_central/seguridad_ciudadana/normativa/ley_5_2014.pdf)

The law regulating the private security industry allows armed private security services: CIT, explosives, antipiracy services, depending on special conditions for prisons, detention centres for foreigners, army premises and any other official premises protection and those armed services specifically authorised case by case (Act 5/2014)

Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of the Interior drafts and amends implementing regulations; the Acts are approved by the Spanish Parliament

Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry

General guarding (excluding the segments listed hereafter)

Airport security

Maritime security

Cash-In-Transit (CIT)

Monitoring and remote surveillance

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<sup>94</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

<sup>95</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

<sup>96</sup> The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.



### Controls and sanctions

Competent national authority in charge of controls and inspections for the private security industry: Ministry of the Interior; Catalan, Basque and Navarra police authorities in their respective regions

Competent national authority in charge of imposing the below sanctions for the private security industry

Administrative sanctions: Ministry of the Interior; competent regional authorities for the Basque, Catalan and Navarra regions

Penal sanctions: No penal sanctions are specifically foreseen for private security activities; Courts apply normal penal sanctions

Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 600 000

One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence (Act 23/1992)

### Collective labour agreements

There are sector-specific binding collective labour agreements in place for the private security industry

### Entrance requirements and restrictions

Entrance requirements (vetting procedure) for the private security industry

At company level: Special checks in the specific authorisation procedures for private security activities

At personal level

Clean criminal record (no criminal convictions in the last five years; Act 23/1992 and implementing provisions)

EU or EEA citizenship

Not have been dismissed from armed forces or state security forces

Not have been in charge of the inspection of private security companies in the two years before applying for the licence

Pass the examinations (medical examinations and psychotechnical tests)

Not have been condemned for improper conduct related to fundamental rights in the last five years before applying for the licence (right to honour, personal or family privacy, personal image, private communications, other fundamental rights)

Between 18-55 years of age

Basic compulsory education

Not have held managerial positions in bodies, services or proceedings regarding private security, surveillance or investigation, nor of its staff or means, such as members of state security forces, in the two years prior to the application

Entrance restrictions for the private security industry

On the background of owners of private security companies

Clean criminal record for administrators

Not have been in charge of the inspection of private security companies in the two years before applying for the licence

No sanctions specifically related to security issues

On the background of private security personnel

Clean criminal record (no criminal convictions in the last five years)

EU or EEA citizenship

Not have been expelled from armed forces or state security forces

Not have been in charge of the inspection of private security companies in the two years before applying for the licence

Pass the examinations (medical examinations and psychotechnical tests)

Not have been condemned for improper conduct related to fundamental rights in the last five years before applying for the licence (right to honour, personal or family privacy, personal image, private communications, other fundamental rights)

Between 18-55 years of age

Basic compulsory education

Not have held managerial positions in bodies, services or proceedings regarding private security, surveillance or investigation, nor of its staff or means, such as members of state security forces, in the two years prior to the application

Minimum age for private security guards to be able to enter the private security profession

Managers: 18

Operational staff: 18

### Specific requirements

There are specific requirements related to the uniforms of private security personnel

(Article 39 of Act and articles 22 to 24 Annex VIII implementing Order on personnel issues)

Uniforms are mandatory

They must be approved

Their use is restricted to working time

Uniforms must be clearly distinguishable from those worn by public security forces

Guards must also wear the company logo and an official identification card (ID card)

There are specific requirements related to the identification card (ID card) of private security personnel

Online information can be found here: <http://www.interior.gob.es/normativa-89/ordenes-int-1325/orden-int-318-2011-de-1-de-febrero-1476>

### Powers and competences

Private security guards have the following powers and competences (article 32 Act 5/2014)

Guard and protect goods and people

Control identity

Prevent criminal activities

Provide public forces people and items related

They are allowed to perform a search and seizure

A search and seizure is allowed in the following cases

Cooperation with public authorities (direct instructions, e.g. airports)

To prevent criminal activities when a risk for the guard exists

This constitutes a limited search and seizure.

Security guards/officers are allowed to arrest or provisional hold people, i.e. criminal activities. This arrest is limited. Security must immediately dispose the person to public authorities.

Security guards are allowed to perform identity controls.

### Weapons

#### Company level

A special licence is required for private security companies providing armed private security services

Competent national authority issuing the licence: Ministry of the Interior

Duration of the licence: Term of employment, linked to the provision of services

The license is renewable

A special licence is required for private security companies owning weapons

Competent national authority issuing the licence: Ministry of the Interior

Duration of the licence: Term of employment

The license is renewable

There are legal requirements for storing weapons after hours: Minimum requirements for storage sites (act 5/2014)

There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register (act 23/1992)

There are limitations as to the type and/or number of weapons used and/or to the ammunition used: Specific arms and weapons are allowed depending on the task being performed

There are differences for guarding and CIT activities

There are special war weapons for specific services in vessels (international environment; specifically authorised)

#### Personal level

A special licence is required for private security guards providing armed private security services

Competent national authority issuing the licence: Guardia Civil; Ministry of the Interior

Duration of the licence: Term of employment

The license is renewable

Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons

This training comprehends: Target practice

Duration of training: 20 hours/year

The training is provided on certified premises for target practice

### K9 (dogs)

Dogs can be used for the provision of private security services

A special licence is not required for private security companies using dogs for the provision of private security services

Dogs are used in the following areas/segments of the private security industry

Beat patrol (preventive method)

Door supervision (detection method)

Urban security (train/metro stations, city patrols complementing the police etc.; preventive method)

Critical infrastructure protection (preventive method)

Private security guards must follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

This training comprises: Not specified

Number of training hours: 10

The training is provided by certified security training institutes

### Horses

Horses cannot be used for the provision of private security services

### Training and related provisions

There is an obligation for private security guards to follow basic guard training

This training programme is mandatory by law

Number of training hours: 180

The training is provided by certified security training institutes

The training is financed by the guard unless there is a specific agreement with the company

There are no compensation schemes in place for companies whose employees are following basic training

Upon successfully completing the basic training, private security guards are issued with a certificate of competence

Basic training is not compulsory for all kinds of private security activities (not for ARCs)

Specialized training exist for activities which do not require compulsory basis training

Mandatory specialised training exists (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO). This is only applicable for operational personnel (inspectors, basic license) and 'JEFE DE SEGURIDAD' (security head of companies).

Follow-up or refresher training exists

This follow-up or refresher training is organised every year; a licensed guard must pass an additional 20 hours of recurrent training

Yearly follow-up or refresher training is mandatory by law

Specialised training is foreseen for the following types of private security activities

Bodyguarding (close protection) – duration: 60 hours

Cash-in-transit services

Alarm and CCTV monitoring – duration: 10 hours

Aviation security – duration: 10 hours and specific air security provisions

Maritime security – duration: 10 hours

Canine (K9) services – duration: 10 hours

Private investigation – duration: 1,800 hours

These specialised trainings are provided by certified security training institutes

When applying for an individual private security guard licence, the law requires the private security guard in question to undergo

A medical examination

A psychotechnical /psychological examination

There are specific work situations for which a private security guard must undergo a psychotechnical/psychological examination

A background check/security check

This background check/security check is carried out by the Ministry of Justice

The basic conditions for a private security guard to pass this check are

Clean criminal record (no criminal convictions in the last five years)

Not have been condemned for improper conduct related to fundamental rights in the last five years before applying for the licence (right to honour, personal or family privacy, personal image, private communications, other fundamental rights)

No sanctions specifically related to serious or very serious violations relating to security in the last two or four years, respectively

Not have been dismissed from armed forces or state security forces

Not have held managerial positions in bodies, services or proceedings regarding private security, surveillance or investigation, nor of its staff or means, such as members of state security forces, in the two years prior to the application

#### Public-Private cooperation

Private security services can provide services and activities that would normally be reserved to police forces or other public security authorities.

These services are: To be developed. To be performed in a complementary way to the public police forces. Article 41.3 d) establishes that as long as it is established by the competent organism and by strictly following the instructions of the public police forces, we can perform services in prisons, foreign detention centers, public premises and "participate in provision of services mandated to the public security, in a complementary way to the police action".

Legal basis: Act 5/2014

#### Fight against piracy on the high seas

Private security services can legally provide services and activities aimed at combating piracy on board of commercial vessels (private security law). Private security companies do not require a general or specific license.

Special training exists for security guards/officers.

Private security guards/officers can use war weapons on board.

## **SWEDEN**

### **General information**

Population: 9 651 531

Gross National Income (GNI): € 403,69 billion

Ratio security force/population: 1/467

Ratio police force/population: 1/467

### **Economic aspects**

#### Private security market

Yearly turnover (2013) of the private security industry: € 896 million

Market growth of the private security industry (based on yearly turnover)

Percentage of growth in 2004 compared to 2003: 5%

Percentage of growth in 2005 compared to 2004: 6%

Percentage of growth in 2006 compared to 2005: 5%

Percentage of growth in 2007 compared to 2006: 7%

Percentage of growth in 2008 compared to 2007: 7%

Percentage of growth in 2009 compared to 2008: 6%

Percentage of growth in 2010 compared to 2009: 5%

Percentage of growth in 2011 compared to 2010: 2,5 %

Percentage of growth in 2012 compared to 2011: 1,5 %

Combined market share (2013) of the top three private security companies (market concentration): 86%

Repartition of yearly turnover (2013) by private security industry segment

General guarding (excluding the segments listed hereafter): € 551 million

Airport security: € 55.1 million

Maritime security: € 11 million

Cash-In-Transit (CIT): € 154 million

Monitoring and remote surveillance: € 44 million

Other segments: € 66,1 million

Number of armoured cars currently (2013) in use in the private security industry for Cash-In-Transit (CIT) operations: 9 (374 non armoured cars)

#### Private security contracts

Number of commercial contracts for the private market (private customers): 64 000

Percentage of short-term commercial contracts for the private market: < 5%

Average duration of short-term commercial contracts for the private market: 12 months

Percentage of long-term commercial contracts for the private market: > 95%

Average duration of long-term commercial contracts for the private market: 3 years

Number of commercial contracts for the public market (public customers): 2 800  
Percentage of short-term commercial contracts for the public market: < 5%  
Average duration of short-term commercial contracts for the public market: 1,5 years  
Percentage of long-term commercial contracts for the public market: > 95%  
Average duration of long-term commercial contracts for the public market: 3 years  
Number of in-house contracts: 150  
Percentage of short-term in-house contracts: < 5%  
Average duration of short-term in-house contracts: 12 months  
Percentage of long-term in-house contracts: > 95%  
Average duration of in-house contracts: 3 years  
Number of operational guarding hours (commercial hours sold and thus paid for by the customer) performed each year in the private security industry: 22 500 000 hours, which represent 1 790 man years<sup>97</sup>

#### Private security companies

Licensing for private security companies is mandatory by law  
Total number of private security companies (2013): 250  
Number of private security companies (2013) actively carrying out private security services: 250; the regulation requires that there is activity in the security company  
A 'specialty principle' for private security companies<sup>98</sup> is embodied in the legislation governing the private security industry  
Percentage of single-service private security companies (only carrying out private security activities): 100%  
Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 0%

#### Private security guards

Licensing for private security guards is mandatory by law  
Total number of private security guards (2013): 20 000  
Number of licensed private security guards (2013): 20 000  
Number of private security guards allowed to carry weapons (2013): 300  
The licence fee is financed by the company  
Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 60%  
Maximum number of working hours in the private security industry  
According to the collective labour agreement  
A maximum of 13 hours per day

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<sup>97</sup> Calculating man years is a method of describing the amount of work performed by a private security guard throughout the entire year. A man year takes the amount of hours worked by a private security guard during the week and multiplies it by 52 (or the number of weeks worked in a year).

<sup>98</sup> The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.



A maximum of 52 hours per week  
 Overtime: 200 hours per year (maximum 350 hours if local agreement with the trade union)  
 Weekend and nights: No restrictions  
 Stand-by: Yes, if agreed with the individual/trade union  
 According to national legislation  
 A maximum of 40 hours per week (average)  
 Overtime: 50 hours per month  
 Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)  
 Gross: € 1 973  
 Net<sup>99</sup>: € 1 586  
 Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)  
 Gross: € 2 571  
 Net<sup>100</sup>: € 2 021  
 Average age of a private security guard working in the private security industry: 30  
 Percentage of men and women active in the private security industry  
 Men: 70%  
 Women: 30%  
 An Equal Opportunities (EO) Policy is in place in the private security industry  
 Policies and/or legislations determining the EO Policy: Equality Act and most companies have a gender policy  
 Annual staff turnover rate<sup>101</sup> in the private security industry: 7% (full-time employed)  
 This percentage includes transfers of contracts and/or other considerations

## **Legal aspects**

### Private security legislation

The private security industry is regulated by law  
 Law regulating the private security industry: Security Companies Act, enacted in 1974  
 Updates and/or amendments introduced since: 1st of July 2006 (regarding transitional provisions)  
 Online information can be found here: <http://www.notisum.se/rnp/sls/lag/19740191.htm>  
 The law regulating the private security industry allows armed private security services (FAP 694-1)  
 Competent national authority in charge of drafting and amending legislation regulating the private security industry: Police Administrative Board regulates and the County Administrative Board supervises

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<sup>99</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

<sup>100</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

<sup>101</sup> The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry

General guarding (excluding the segments listed hereafter)

Airport security

Maritime security

Cash-In-Transit (CIT)

Monitoring and remote surveillance

Crowd Control

Critical Infrastructure

Personal Protection

Training

#### Controls and sanctions

Competent national authority in charge of controls and inspections for the private security industry:

County Administrative Board

Competent national authority in charge of imposing the below sanctions for the private security industry

Administrative sanctions: County Administrative Board

Penal sanctions: County Administrative Board

Maximum amount of a (financial) sanction or maximum sentence that can be imposed: Barred from work in the private security industry

One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

#### Collective labour agreements

There are sector-specific binding collective labour agreements in place for the private security industry

#### Entrance requirements and restrictions

Entrance requirements (vetting procedure) for the private security industry

At company level: No criminal convictions

At personal level

Annual criminal records check

Proficiency in the national language is mandatory to work in the industry

Entrance restrictions for the private security industry

On the background of owners of private security companies: No criminal convictions

On the background of private security personnel: Annual criminal records check

Minimum age for private security guards to be able to enter the private security profession

Managers: (20) There is no minimum age, but you have to have at least 2 years of experience in the private security industry

Operational staff: 18

### Specific requirements

There are specific requirements related to the uniforms of private security personnel (with the exception of store detectives and personal protection guards)

There are specific requirements related to the identification card (ID card) of private security personnel

### Powers and competences

Private security guards have the following powers and competences: Same powers as any other citizen

They are allowed to perform a search and seizure

A search and seizure is allowed in the following cases: Only when an individual has been arrested

This constitutes a limited search and seizure

### Weapons

#### Company level

A special licence is required for private security companies providing armed private security services

Competent national authority issuing the licence: Administrative Board

Duration of the licence: Term of the contract

The licence is renewable

A special licence is required for private security companies owning weapons

Competent national authority issuing the licence: Police department

Duration of the licence: 5 years

The licence is renewable

There are legal requirements for storing weapons after hours: in secure alarmed lockers (in accordance with the Weapons Law 1996:67).

There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register

There are limitations as to the type and/or number of weapons used and/or to the ammunition used: 9 mm semi-automatic

#### Personal level

A special licence is required for private security guards providing armed private security services

Competent national authority issuing the licence: Local police department

Duration of the licence: As long as the armed guard is working on the assignment

The licence is renewable

Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons

This training comprehends: Law, carrying and using the weapon, technical knowledge, practical training and final tests

Number of training hours: 43

The training is provided by anyone who is approved as a weapons instructor by the police department

#### K9 (dogs)

Dogs can be used for the provision of private security services

A special licence is required for private security companies using dogs for the provision of private security services

Competent national authority issuing the licence: Police department

Duration of the licence: 5 years

The licence is renewable

Dogs are used in the following areas/segments of the private security industry

Commercial manned guarding

Mobile alarm response and call-out services

Aviation security

Maritime security

Critical infrastructure protection

Private security guards must follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

This training comprehends: Knowledge about the law and the dog, practical training with the dog

Number of training hours: 39

The training is provided by anyone who is licensed by the police department for these purposes

#### Horses

Horses cannot be used for the provision of private security services

#### Training and related provisions

There is an obligation for private security guards to follow basic guard training

This training programme is mandatory by law

Number of training hours: 288

The training is provided by certified security training institutes

The training is financed by the private security sector

There are no compensation schemes in place for companies whose employees are following basic training

Upon successfully completing the basic training, private security guards are issued with a certificate of competence

Mandatory specialised training exists (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)

Number of training hours: 44

Follow-up or refresher training exists

This follow-up or refresher training is organised every fourth year

This follow-up or refresher training is mandatory by law

Specialised training is foreseen for the following types of private security activities

Event security (crowd control) – duration: 110 hours

Door supervision (bouncing) – duration: 80 hours

Bodyguarding (close protection) – duration: 92 hours

Cash-In-Transit services (including cash handling/processing) – duration: 50 hours

Aviation security – duration: 60 hours

Maritime security – duration: 80 hours

Urban security (train/metro stations, city patrols complementing the police etc.) – duration: 80 hours

Critical infrastructure protection – duration: 80 hours

Canine (K9) services – duration: 39 hours

Some of these specialised trainings are provided by certified security training institutes; some by the police department (e.g. crowd control, bouncing and maritime security training are provided by the police department)

When applying for an individual private security guard licence, the law requires the private security guard in question to undergo

A background check/security check

Who performs this background check/security check depends on the nature of the assignment

The basic conditions for a private security guard to pass this check are: Clean criminal record

When applying for an individual private security guard licence, the law does not require the private security guard in question to undergo

A medical examination

However, there are specific work situations for which a private security guard must undergo a medical examination: Guards, who work most of the time during the night, are offered a medical examination by their employer

Psychotechnical/psychological examination

## SWITZERLAND

### General information

Population: 8 039 060

Gross National Income (GNI): € 507 740 million

Ratio security force/population: 1/495

Ratio police force/population: 1/468

### Economic aspects

#### Private security market

Yearly turnover (2013) of the private security industry: € 849 696 502,08

Market growth of the private security industry (based on yearly turnover)

Percentage of growth in 2004 compared to 2003: 3%

Percentage of growth in 2005 compared to 2004: 3%

Percentage of growth in 2006 compared to 2005: 5%

Percentage of growth in 2007 compared to 2006: 5%

Percentage of growth in 2008 compared to 2007: 10%

Percentage of growth in 2009 compared to 2008: -2%

Percentage of growth in 2010 compared to 2009: 3%

Percentage of growth in 2011 compared to 2010: 2%

Percentage of growth in 2012 compared to 2011: 2%

Percentage of growth in 2013 compared to 2012: 2%

Combined market share (2013) of the top three private security companies (market concentration): 65%

Repartition of yearly turnover (2013) by private security industry segment

General guarding (excluding the segments listed hereafter): € 527 678 702,30

Airport security: N/A

Maritime security: N/A

Cash-In-Transit (CIT): € 67 425 611,96

Monitoring and remote surveillance: € 85 014 902,04

Technology and equipment only based services: N/A

Other segment: € 170 219 426,54

Share of solutions based only on technology: 45%

Share of solutions based only on manned guarding: 45%

Share of solutions based upon a combined solution (human input – technology): 10%

Growth of the technological solutions over the last 5 years: 15%

Growth of manned guarding solutions over the last 5 years: 7%

Growth of combined solutions (human input-technology) over the last 5 years: 60%

Most used security technology/equipment in technology or combined solutions: remote surveillance equipment

Future expectations for the next 5-10 years:

Technology solutions: positive

Human input solutions: positive

Combined solutions: positive

Armoured cars currently (2013) in use for Cash-in-Transit (CIT) operations: N/A

The amount of private security companies which have obtained a license for cross-border transportation of euro cash, based upon the EU regulation 1214/2011: N/A

#### Private security contracts

Number of commercial contracts for the private market (private customers): 70%

Percentage of short-term commercial contracts for the private market: 40%

Average duration of short-term commercial contracts for the private market: 2-3 weeks

Percentage of long-term commercial contracts for the private market: 60%

Average duration of long-term commercial contracts for the private market: 2-3 years

Number of commercial contracts for the public market (public customers): 30%

Percentage of short-term commercial contracts for the public market: 40%

Average duration of short-term commercial contracts for the public market: 2-3 weeks

Percentage of long-term commercial contracts for the public market: 60%

Average duration of long-term commercial contracts for the public market: 2-3 years

Share of public contracts: 30%

Share of private contracts: 70%

The number of public contracts increased over the last 5 years with 7%

Number of operational guarding hours (commercial hours sold and thus paid for by the customer) performed each year in the private security industry: 20 000 000 hours, which represent 10 000 man years<sup>102</sup>

#### Private security companies

Licensing for private security companies is mandatory by law

Total number of private security companies (2013): 1 135

Number of private security companies (2013) actively carrying out private security services: N/A

A 'specialty principle' for private security companies<sup>103</sup> is not embodied in the legislation governing the private security industry

Other activities performed by private security companies next to private security activities: Facility management, security consulting, investigation services and others

#### Private security guards

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<sup>102</sup> Calculating man years is a method of describing the amount of work performed by a private security guard throughout the entire year. A man year takes the amount of hours worked by a private security guard during the week and multiplies it by 52 (or the number of weeks worked in a year).

<sup>103</sup> The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

Licensing for private security guards is mandatory by law

Total number of private security guards (2013): 16 220

Number of private security guards allowed to carry weapons (2013): 2 058

A compulsory license exists and costs € 29,35 - € 293,48

The licence fee is financed by the guard

Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 40%

Maximum number of working hours in the private security industry

According to the collective labour agreement

A maximum of 14 hours per day

A maximum of 50 hours per week

Overtime: 140 hours per year

Weekend and nights: 9 hours per day

According to national legislation

A maximum of 14 hours per day

A maximum of 50 hours per week

Overtime: 140 hours per year

Weekend and nights: 9 hours per day

Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)

Gross: € 4 223,29

Net<sup>104</sup>: € 3 589,79

Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)

Gross: € 4 804,97

Net<sup>105</sup>: € 4 087,52

Average age of a private security guard working in the private security industry: 35

Percentage of men and women active in the private security industry

Men: 82%

Women: 18%

An Equal Opportunities (EO) Policy is in place in the private security industry

Policies and/or legislations determining the EO Policy: Gender Equality Act

Annual staff turnover rate<sup>106</sup> in the private security industry: 13% (full-time) and 23% (part-time)

This percentage includes transfers of contracts and/or other considerations

## Legal aspects

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<sup>104</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

<sup>105</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

<sup>106</sup> The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.



## Private security legislation

The private security industry is regulated by law

Law regulating the private security industry: 26 different cantonal regulations

Online information can be found here: [www.vssu.org](http://www.vssu.org)

The law regulating the private security industry allows armed private security services (in accordance with the Firearms Act)

Competent national authority in charge of drafting and amending legislation regulating the private security industry: 26 different cantonal authorities

Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry

General guarding (excluding the segments listed hereafter)

Airport security

Cash-In-Transit (CIT)

Monitoring and remote surveillance

## Controls and sanctions

Competent national authority in charge of controls and inspections for the private security industry: 26 cantonal Police and Justice Departments, 26 cantonal Work Control Offices, National Joint Supervisory Commission (PAKO – trade union and VSSU)

Competent national authority in charge of imposing the below sanctions for the private security industry

Administrative sanctions: 26 cantonal Police and Justice Departments, 26 cantonal Work Control Offices, National Joint Supervisory Commission (PAKO – trade union and VSSU)

Penal sanctions: 26 cantonal Police and Justice Departments, 26 cantonal Work Control Offices, National Joint Supervisory Commission (PAKO – trade union and VSSU)

Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 97 857,89 (National Joint Supervisory Commission)

One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

## Collective labour agreements

There are sector-specific binding collective labour agreements in place for the private security industry: Collective Labour Agreement for the Security Service Sector concluded between the Association of Swiss Security Service Companies (VSSU) and the UNiA trade union organisation, Berne, of September 4, 2003, valid as of January 1, 2004 – 2009 edition

## Entrance requirements and restrictions

Entrance requirements (vetting procedure) for the private security industry

At company level: 26 different cantonal regulations

At personal level: 26 different cantonal regulations  
Private security operational personnel: 26 different cantonal regulations  
Impeccable reputation  
Well-ordered financial situation  
No previous convictions  
Not have committed any criminal offences  
Any such occurrences must be immediately notified to the employer without being asked  
A serious offence against the Penal Code or concealed financial problems can be grounds for immediate dismissal  
The loss of a licence possibly required (regulated at regional or cantonal level) to perform the work shall also be regarded as a reason for immediate dismissal  
Criminal records check  
Request must be submitted to the Central Criminal Records by employees at the employer's request  
The costs involved shall be carried by the employer  
The check is performed by the federal and cantonal authorities  
Proficiency in the regional language is required to work in the sector (French/German/Italian)  
Entrance restrictions for the private security industry  
On the background of owners of private security companies: 26 different cantonal regulations  
On the background of private security personnel: 26 different cantonal regulations  
Minimum age for private security guards to be able to enter the private security profession  
Managers: 22  
Operational staff: 18

#### Specific requirements

There are specific requirements related to the uniforms of private security personnel: No resemblance with police uniforms  
There are specific requirements related to the identification card (ID card) of private security personnel  
Mandatory and worn in a visible place  
26 different cantonal regulations

#### Powers and competences

Private security guards have the following powers and competences  
Same powers as any other citizen  
Right of public access  
The authorities shall set out whether and to what degree the security function to be performed requires the use of police control and restraint techniques and police measures in conformity with the law  
They are allowed to perform a search and seizure  
A search and seizure is allowed in the following cases: Enforcement of domiciliary rights and coercive measures (delegated by the authorities)

This constitutes a search and seizure without genital search

Private security guards/officers are allowed to perform any kind of arrest or provisional holding of persons in case of offenses and crimes

These arrests or provisional holdings are limited

Security guards/officers are allowed to perform any other actions that go beyond the normal competences of every citizen in case of public delegations: prisoner transport, administrative penalty and others

### Weapons

#### Company level

A special licence is not required for private security companies providing armed private security services

A special licence is required for private security companies owning weapons

Competent national authority issuing the licence: Determined by the Firearms Act

Duration of the licence: One-time for purchasing

The licence is renewable

There are no legal requirements for storing weapons after hours

There is no legal obligation for a private security company providing armed private security services to keep a detailed weapons register

There are limitations as to the type and/or number of weapons used and/or to the ammunition used:

Automatic weapons, hard core or explosive ammunition

#### Personal level

A special licence is required for private security guards providing armed private security services

Competent national authority issuing the licence: Cantonal Police Department

Duration of the licence: 1-5 years

The licence is renewable

Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons

The nature, duration and provision of the training depends on the individual

### K9 (dogs)

Dogs can be used for the provision of private security services

A special licence is required for private security companies using dogs for the provision of private security services

Competent national authority issuing the licence: 26 different cantonal regulations

Duration of the licence: 26 different cantonal regulations

The licence is renewable

Dogs are used in the following areas/segments of the private security industry

Commercial manned guarding

Beat patrol

Mobile alarm response and call-out services

In-house manned security

Event security (crowd control)

Urban security (train/metro stations, city patrols complementing the police etc.)

Critical infrastructure protection

Private security guards must follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

### Horses

Horses cannot be used for the provision of private security services

### Training and related provisions

There is an obligation for private security guards to follow basic guard training

This training programme is mandatory by law

Number of training hours: 20

The training is provided by the company

The training is financed by the company

There are no compensation schemes in place for companies whose employees are following basic training

Upon successfully completing the basic training, private security guards are issued with a certificate of competence

Mandatory specialised training exists (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)

Follow-up or refresher training exists

This follow-up or refresher training is organised every year

This follow-up or refresher training is mandatory by law

Specialised training is foreseen for the following types of private security activities

Commercial manned guarding – duration: 20 hours

Beat patrol – duration: 20 hours

Mobile alarm response and call-out services – duration: 20 hours

In-house manned security - duration: 20 hours

Event security (crowd control) – duration: 20 hours

Bodyguarding (close protection) – duration: 20 hours

Cash-In-Transit services (including cash handling/processing) – duration: 20 hours

Alarm and CCTV monitoring – duration: 20 hours

Aviation security – duration: 20 hours

Urban security (train/metro stations, city patrols complementing the police etc.) – duration: 20 hours

Critical infrastructure protection – duration: 20 hours

Canine (K9) services – duration: 20 hours

Receptionist/concierge services – duration: 20 hours

These specialised trainings are provided by companies and certified security training institutes

When applying for an individual private security guard licence, the law requires the private security guard in question to undergo

A background check/security check

This background check/security check is carried out by the cantonal Police and Justice Departments

The basic conditions for a private security guard to pass this check are: No criminal offence

When applying for an individual private security guard licence, the law does not require the private security guard in question to undergo

A medical examination

However, there are specific work situations for which a private security guard must undergo a medical examination, namely when working at a nuclear power plant, migration centre or other

#### Public-private cooperation

Private security companies provides services and activities that are/would normally be reserved to police forces or other public security authorities

Services concerned: prisoner transport, prison services, railway security, migration services

There is specific legislation for these services and activities

There are no ad hoc agreements with the police (national and local)

There is an increasing trend of transferring police competences towards private security companies, i.e. delegation of not core competences such as parking control and railway security

Fields where respondents foresee more 'public' activities for private security companies: traffic, prisons, patrolling, parking lots

#### Fight against piracy on the high seas

Private security companies cannot provide services and activities aimed at combating piracy on board of commercial vessels

## **TURKEY**

### **General information**

Population: 75 627 384

Gross National Income (GNI): € 679 408 992 506,96

Ratio security force/population: 1/0,32%

Ratio police force/population: 1/0,58 %

### **Economic aspects**

#### Private security market

Yearly turnover (2013) of the private security industry: € 2 832 317 487,88

Market growth of the private security industry (based on yearly turnover)

Percentage of growth in 2004 compared to 2003: 12%

Percentage of growth in 2005 compared to 2004: 14%

Percentage of growth in 2006 compared to 2005: 12%

Percentage of growth in 2007 compared to 2006: 9%

Percentage of growth in 2008 compared to 2007: 14%

Percentage of growth in 2009 compared to 2008: 12%

Percentage of growth in 2010 compared to 2009: 7%

Percentage of growth in 2011 compared to 2010: 10%

Percentage of growth in 2012 compared to 2011: 12%

Percentage of growth in 2013 compared to 2012: 10%

Combined market share (2013) of the top three private security companies (market concentration): 12%

Repartition of yearly turnover (2013) by private security industry segment

General guarding (excluding the segments listed hereafter): € 1 713 719 441,77

Airport security: € 74 509 540,95

Maritime security: € 93 136 926,18

Cash-In-Transit (CIT): € 85 703 213,50

Monitoring and remote surveillance: € 22 357 360,04

Technology and equipment only based services: € 447 147 200,86

Other segments: € 5 589 506,63

Share of solutions based only on technology: 15%

Share of solutions based only on manned guarding: 83%

Share of solutions based upon a combined solution (human input – technology): 2%

Growth of the technological solutions over the last 5 years: 100%

Growth of manned guarding solutions over the last 5 years: 100%

Growth of combined solutions (human input-technology) over the last 5 years: 10%

Most used security technology/equipment in technology or combined solutions: PDA, remote video solutions, access control, alarm, monitoring, CCTV...

Future expectations for the next 5-10 years:

Technology solutions: positive, but technology should always exist under specialization

Human input solutions: negative

Combined solutions: positive

Armoured cars currently (2013) in use for Cash-in-Transit (CIT) operations: 800

The amount of private security companies which have obtained a license for cross-border transportation of euro cash, based upon the EU regulation 1214/2011: 0, as mentioned in 1.3 section of the EU Regulation 1214/2011 Turkey is not sited in the scope of geographical coverage

#### Private security contracts

Number of commercial contracts for the private market (private customers): 4,500

Percentage of short-term commercial contracts for the private market: 85%

Average duration of short-term commercial contracts for the private market: 12 months

Percentage of long-term commercial contracts for the private market: 15%

Average duration of long-term commercial contracts for the private market: 3 years

Number of commercial contracts for the public market (public customers): 3,800

Percentage of short-term commercial contracts for the public market: 80%

Average duration of short-term commercial contracts for the public market: 12 months

Percentage of long-term commercial contracts for the public market: 20%

Average duration of long-term commercial contracts for the public market: 3 years

Number of in-house contracts: 320

Percentage of short-term in-house contracts: 50%

Average duration of short-term in-house contracts: 12 months

Percentage of long-term in-house contracts: 50%

Average duration of in-house contracts: 2 years

Share of public contracts: 55%

Share of private contracts: 45%

The number of public contracts has increased over the last five years with 10 %

Operational private security hours performed each year: 624 million

In man/years: 260 000

#### Private security companies

Licensing for private security companies is mandatory by law

Total number of private security companies (2013): 1 303

Number of private security companies (2013) actively carrying out private security services: 293

A 'specialty principle' for private security companies<sup>107</sup> is embodied in the legislation governing the private security industry

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<sup>107</sup> The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

Percentage of single-service private security companies (only carrying out private security activities): 90%

Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 10%

#### Private security guards

Licensing for private security guards is mandatory by law

Total number of private security guards (2013): 596 121

Number of licensed private security guards (2013): 245 090

Number of individual licence holders actively carrying out private security activities (2013): 35 103

Number of private security guards allowed to carry weapons (2013): 65 000

Cost compulsory license: € 354

The licence fee is financed by the guard

Maximum number of working hours in the private security industry

According to the collective labour agreement

A maximum of 8 hours per day

A maximum of 45 hours per week

Overtime: 3 hours per day

Weekend and nights: 7.5 hours

Stand-by: 1 day per week

According to national legislation

A maximum of 11 hours per day

A maximum of 45 hours per week

Overtime: 3 hours per day

Weekend and nights: 7.5

Stand-by: 1 day per week

Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)

Gross: € 430,39

Net<sup>108</sup>: € 307,42

Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)

Gross: € 521,23

Net<sup>109</sup>: € 372,63

Average age of a private security guard working in the private security industry: 26 – 28 years

Percentage of men and women active in the private security industry

Men: 80%

Women: 20%

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<sup>108</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

<sup>109</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.



There is an equal Opportunities (EO) Policy in place in the private security industry

Annual staff turnover rate<sup>110</sup> in the private security industry: 50%

This percentage includes transfers of contracts and/or other considerations

## **Legal aspects**

### Private security legislation

The private security industry is regulated by law

Law regulating the private security industry: Law No. 5188 on Private Security Services, enacted in 2004

Updates and/or amendments introduced since: 2005 (Articles amended: 3, 5, 10, 11, 14 and 28) and 2008 (Articles amended: 7, 10, 19, 20, 21, 23 and 25)

Online information can be found here: <http://www.ozelguvenliktr.com/5188-nolu-kanun/> / <http://www.mevzuat.gov.tr/Metin.Aspx?MevzuatKod=7.5.7190&MevzuatIliski=0&sourceXmlSearch>

The law regulating the private security industry allows armed private security services (pistol, semi-automatic pistol, long-barrel rifle) Law 5188

Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of the Interior, Head of Police, Private Security Directorate

Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry

General guarding (excluding the segments listed hereafter)

Airport security

Maritime security

Cash-In-Transit (CIT)

Monitoring and remote surveillance

### Controls and sanctions

Competent national authority in charge of controls and inspections for the private security industry: Ministry of the Interior

Competent national authority in charge of imposing the below sanctions for the private security industry

Administrative sanctions: Ministry of Interior

Penal sanctions: Ministry of the Interior

Maximum amount of a (financial) sanction or maximum sentence that can be imposed: 2500 Euro, a 2-year prison sentence, the withdrawal of the company licence

One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

### Collective labour agreements

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<sup>110</sup> The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

There are no sector-specific binding collective labour agreements in place for the private security industry

#### Entrance requirements and restrictions

Entrance requirements (vetting procedure) for the private security industry

At company level: Clean criminal record

At personal level: Clean criminal record

Entrance restrictions for the private security industry

On the background of owners of private security companies

Turkish citizenship

At least 8 years of education (in accordance with Article 10 a-b of Law No. 5188 on Private Security Services)

Clean criminal records

On the background of the Managers & Board of Directors:

Turkish citizenship

High School Graduate

Minimum 18 years of age

Clean criminal records (not have been sentenced to imprisonment for more than six months or-in case pardon is granted-not have been convicted of crimes against the state or the following crimes: embezzlement, insubordination, bribery, theft, swindling, breach of confidence, falsification, fraudulent, bankruptcy, smuggling, illicit public tenders and purchases, disclosing state intelligence, verbal and sexual harassment and molestation, rape, kidnapping, incitement to or acting as intermediary in prostitution, using or smuggling drugs)

Enjoy full public rights

No mental or physical disabilities preventing the performance of the assignment

Have successfully completed basic private security training

On the background of private security personnel

Turkish citizenship

Graduate of high school or an equivalent school

Minimum 18 years of age

No criminal offences

Not have been sentenced to imprisonment for more than six months or – in case pardon is granted – not have been convicted of crimes against the state or the following crimes: embezzlement, insubordination, bribery, theft, swindling, breach of confidence, falsification, fraudulent bankruptcy, smuggling, illicit public tenders and purchases, disclosing state intelligence, verbal and sexual harassment and molestation, rape, kidnapping, incitement to or acting as intermediary in prostitution, using or smuggling drugs

Enjoy full public rights

No mental or physical disabilities preventing the performance of the assignment

Have successfully completed basic private security training (in accordance with Article 10-14 of Law No. 5188 on Private Security Services)

Minimum age for private security guards to be able to enter the private security profession

Managers: 22

Operational staff: 18

### Specific requirements

There are specific requirements related to the uniforms of private security personnel

Uniforms must only be worn during working hours

They should be approved by the Minister of Interior

Special permission can be granted not to wear uniforms for particular assignments

Uniforms and related apparel must be clearly distinguishable from those worn by the Turkish Armed Forces, police forces or private police forces (different colour and design)

Uniforms must bear the name and logo of the employing company

There are specific requirements related to the identification card (ID card) of private security personnel

The ID card is issued by the local authority

The card must state the name and surname of the private security guard

In addition, it must mention whether the guard is licensed or not to carry a weapon

The ID card is attached to the collar of the uniform throughout the duration of the assignment (in accordance with Article 11-12 of Law No. 5188 on Private Security Services)

### Powers and competences

Private security guards have the following powers and competences

Ensure that individuals wishing to enter the guarded site pass through a metal detector

Perform a search by means of a manual metal detector

Ask individuals to pass their belongings through an X-ray machine or similar security systems

During mass events such as meetings, concerts, stage performances or similar activities, and during funeral and wedding ceremonies, guards may ask visitors or participants for identification; also in these cases, private security guards can ensure that individuals pass through a metal detector and perform a search by means of a manual metal detector

Ask individuals to pass their belongings through an X-ray machine or similar security systems

In accordance with Criminal Procedures Law, Turkish Civil Law and Law No. 5188 on Private Security Services, private security guards may enter work places and residences at the guarded site in case of natural catastrophes (fire, earthquake etc.) or in case assistance is needed

Ask individuals for identification

Ensure that individuals pass through a metal detector at public facilities such as public transportation facilities, airports, ports, railways or other facilities

Retain objects found during a search which are hazardous, illicit or may be evidence related to a crime; in these cases, private security guards must immediately notify the police

Retain lost and found articles

Apprehend an individual in order to protect him/her from imminent and life-threatening danger or health hazards

Guard the scene of a crime and evidence related to a crime (in accordance with Article 157 of the Criminal Procedures Law)

Use force (in accordance with Article 981 of Turkish Civil Law and Article 7 of Law No. 5188 on Private Security Services)

They have limited police rights (Private Security Law 5188)

They are allowed to perform a search and seizure

A search and seizure is allowed in the following cases: Guards are allowed to apprehend and search – in the building or area they are guarding – when the criminal incident occurs in the place of duty – individuals for whom a search warrant or arrest warrant is issued (in accordance with Article 7-d of Law No. 5188 on Private Security Services)

This constitutes a limited search and seizure (only under the police observations and presence and only for weapons and at company level)

Limited provisional holdings can be performed on the place of duty (until the police arrive)

They cannot perform other actions that go beyond the normal competences of every citizen

### Weapons

#### Company level

There is a special licence required for private security companies providing armed private security services

Competent national authority issuing the licence: Police

Duration of the licence: 5 years

The licence is renewable

A special licence is required for private security companies owning weapons

Competent national authority issuing the licence: Ministry of the Interior

Duration of the licence: Open-ended

There are legal requirements for storing weapons after hours: Weapons must be stored in a locked strongbox

There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register

There are limitations as to the type and/or number of weapons used and/or to the ammunition used:

Limited by law depending on the nature of the assignment

#### Personal level

A special licence is required for private security guards providing armed private security services

Competent national authority issuing the licence: Ministry of the Interior and legal authorities

Duration of the licence: 5 years

The licence is renewable

Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons

This training comprehends: Theory and target practice

Number of training hours: 90h for unarmed training + 30h for armed training

The training is provided by a certified security training institute

### K9 (dogs)

Dogs can be used for the provision of private security services

A special licence is not required for private security companies using dogs for the provision of private security services

Dogs are used in the following areas/segments of the private security industry

Beat patrol

Event security (crowd control)

Door supervision (bouncing)

Aviation security

Maritime security

Urban security (train/metro stations, city patrols complementing the police etc.)

Critical infrastructure protection

Private security guards must not follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

Races of dogs legally used for private security activities: races accredited for K9 training

There is a compulsory training or test for these dogs

### Horses

Horses cannot be used for the provision of private security services

### Training and related provisions

There is an obligation for private security guards to follow basic guard training

This training programme is mandatory by law

Number of training hours: 90

The training is provided by a certified security training institute

The training is financed by the guard

There are no compensation schemes in place for companies whose employees are following basic training

Upon successfully completing the basic training, private security guards are issued with a certificate of competence

Basic training is compulsory for all types of private security activities

Activities which require specialized training: theoretical training and practice, first aid training, target training for armed forces

Mandatory specialised training does not exist (by law) for private security managers (the same as basic guard training)

Follow-up or refresher training exists

Every five years a follow up or refresher training is organised. This is mandatory by law.

Specialised training is foreseen for the following types of private security activities

Commercial manned guarding – duration: 30 hours

Aviation security – duration: 51 hours

Private security training – duration: 90 + 30 hours

These specialised trainings are provided by a certified security training institute

When applying for an individual private security guard licence, the law requires the private security guard in question to undergo

A medical examination (general health report)

A psychotechnical /psychological examination

A background check/security check

This background check/security check is carried out by the police

The basic conditions for a private security guard to pass this check are: Clean criminal record

#### Public-private cooperation

Private security companies cannot provide services and activities that are/would normally be reserved to police forces or other public security authorities

#### Fight against piracy on the high seas

Private security companies cannot provide services and activities aimed at combating piracy on board of commercial vessels

## UNITED KINGDOM

### General information

Population: 62 008 048

Gross National Income (GNI): € 1,956.84 billion

Ratio security force/population: 1/170

Ratio police force/population: 1/382

### Economic aspects

#### Private security market

Yearly turnover (2010) of the private security industry: € 3.97 billion

Market growth of the private security industry (based on yearly turnover)

Percentage of growth in 2006 compared to 2005: 6.6%

Percentage of growth in 2007 compared to 2006: 5.9%

Percentage of growth in 2008 compared to 2007: 7.4%

Percentage of growth in 2009 compared to 2008: -2.7%

Combined market share (2010) of the top three private security companies (market concentration): 46%

Repartition of yearly turnover (2010) by private security industry segment

General guarding (excluding the segments listed hereafter): € 3 billion

Cash-In-Transit (CIT): € 1.04 billion

Other segments

Police and public services: € 903.04 million

Number of armoured cars currently (2010) in use in the private security industry for Cash-In-Transit (CIT) operations: 3 500

#### Private security contracts

Number of operational guarding hours (commercial hours sold and thus paid for by the customer) performed each year in the private security industry: 8 520 000 hours, which represent 3,120 man years<sup>111</sup>

#### Private security companies

Licensing for private security companies is not mandatory by law

Total number of private security companies (2010): 2 500

Number of private security companies (2010) actively carrying out private security services: 2 500

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<sup>111</sup> Calculating man years is a method of describing the amount of work performed by a private security guard throughout the entire year. A man year takes the amount of hours worked by a private security guard during the week and multiplies it by 52 (or the number of weeks worked in a year).

A 'specialty principle' for private security companies<sup>112</sup> is not embodied in the legislation governing the private security industry

Other activities performed by private security companies next to private security activities: Facility management and related services

Percentage of single-service private security companies (only carrying out private security activities): 80%

Percentage of multi-service private security companies (carrying out auxiliary/additional activities next to private security activities): 20%

### Private security guards

Licensing for private security guards is mandatory by law

Licences are valid for a period of three years

A fee of € 293.86 will be charged to obtain a licence

Total number of private security guards (2010): 364 586

Number of licensed private security guards (2010): 364 586

Number of individual licence holders actively carrying out private security activities (2010): 225 000

Number of private security guards allowed to carry weapons (2010): None

Licences are either funded by the guard, the company or costs are passed on to the security buyer

Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 2%

Maximum number of working hours in the private security industry

According to the collective labour agreement

A maximum of 48 hours per week

According to national legislation

A maximum of 13 hours per day

A maximum of 78 hours per week

Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)

Gross: € 2 181.51

Net<sup>113</sup>: € 1 739.19

Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)

Gross: € 2 293.33

Net<sup>114</sup>: € 1 823.53

An Equal Opportunities (EO) Policy is not in place in the private security industry beyond the general provisions of equal opportunities legislation applicable in the United Kingdom

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<sup>112</sup> The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

<sup>113</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

<sup>114</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.



Annual staff turnover rate<sup>115</sup> in the private security industry: 23.58%

This percentage does not include transfers of contracts and/or other considerations

## **Legal aspects**

### Private security legislation

The private security industry is regulated by law

Law regulating the private security industry: Private Security Industry Act, enacted in 2001

Updates and/or amendments introduced since: Amendment to schedule 2 in 2006

Online information can be found here: <http://www.legislation.gov.uk/ukxi/2007/810/contents/made>

The law regulating the private security industry does not allow armed private security services

Competent national authority in charge of drafting and amending legislation regulating the private security industry: Security Industry Authority (SIA)

Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry

General guarding (excluding the segments listed hereafter)

Airport security

Maritime security

Cash-In-Transit (CIT)

Monitoring and remote surveillance

Other segments

Door supervisors

Close protection (bodyguarding)

### Controls and sanctions

Competent national authority in charge of controls and inspections for the private security industry: Security Industry Authority (SIA)

Competent national authority in charge of imposing the below sanctions for the private security industry

Administrative sanctions: Security Industry Authority (SIA)

Penal sanctions: Security Industry Authority (SIA)

Maximum amount of a (financial) sanction or maximum sentence that can be imposed: If convicted at Crown Court, High Court of Justice or sheriff and jury trial, an unlimited fine or imprisonment

One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

### Collective labour agreements

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<sup>115</sup> The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

There are no sector-specific binding collective labour agreements in place for the private security industry

#### Entrance requirements and restrictions

Entrance requirements (vetting procedure) for the private security industry

At company level: None

At personal level

Proof that an individual has no previous convictions

At present, to comply with BS 7858 vetting standards, prospective employers need to ask in a criminal records check for unspent convictions (as defined by the Rehabilitation of Offenders Act). These should be available from the local police station. Under the Security Industry Authority (SIA) licensing regime, all licensable workers are checked by the Criminal Record Bureau (CRB) against the 'Standard Disclosure' which includes both spent and unspent convictions. If there is a reason to get an 'Enhanced Disclosure', such as where a security guard is working with vulnerable adults or children, this will be obtained through the client (i.e. a local authority), or through a registered body.

Entrance restrictions for the private security industry

On the background of owners of private security companies: Completing a Criminal Record Bureau (CRB) criminal records check

On the background of private security personnel: Completing a Criminal Record Bureau (CRB) criminal records check

Minimum age for private security guards to be able to enter the private security profession

Managers: 18

Operational staff: 18

#### Specific requirements

There are no specific requirements related to the uniforms of private security personnel

There are specific requirements related to the identification card (ID card) of private security personnel: The Security Industry Authority (SIA) licence must be displayed

#### Powers and competences

Private security guards have the following powers and competences: Same as any other citizen unless accredited under the Community Safety Accreditation Scheme (CSAS)

They are not allowed to perform a search and seizure

#### K9 (dogs)

Dogs can be used for the provision of private security services

Heavily regulated by a range of domestic criminal and civil laws)

Metropolitan Police Act of 1839

Town Police Clauses Act of 1847

Animals Act of 1975

Dangerous Dogs Act of 1991 (as amended)

A special licence is not required for private security companies using dogs for the provision of private security services

Dogs are used in the following areas/segments of the private security industry

Commercial manned guarding

Beat patrol

In-house manned security

Aviation security

Maritime security

Urban security (train/metro stations, city patrols complementing the police etc.)

Critical infrastructure protection

Other area/segment, namely as search dogs

Private security guards must not follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

### Horses

Horses can be used for the provision of private security services

A special licence is not required for private security companies using horses for the provision of private security services

Private security guards must not follow specialised and obligatory training (by law) in order to be able to use horses for the provision of private security services

### Training and related provisions

There is an obligation for private security guards to follow basic guard training. Individuals applying for a Security Industry Authority (SIA) licence must prove that they have the appropriate qualifications for the job. The qualification requirements differ depending on the type of licence that is needed.

This training programme is mandatory by law

Number of training hours: 20.5

The training is provided by the company or other training providers

A mixture of funding is available to finance the training

There are no compensation schemes in place for companies whose employees are following basic training

Upon successfully completing the basic training, private security guards are not issued with a certificate of competence

Mandatory specialised training does not exist (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)

Follow-up or refresher training exists

This follow-up or refresher training is not mandatory by law

Specialised training is foreseen for the following types of private security activities

Door supervision (bouncing) – duration: 30 hours

Bodyguarding (close protection) – duration: 145.5 hours

Cash-In-Transit services (including cash handling/processing) – duration: 21 hours

Alarm and CCTV monitoring – duration: 27 hours

These specialised trainings are provided by a mixture of the company, colleges and training providers

When applying for an individual private security guard licence, the law requires the private security guard in question to undergo

A background check/security check

This background check/security check is carried out by the Criminal Record Bureau (CRB)

The basic conditions for a private security guard to pass this check are

Normally, no criminal offences committed within a set period

However, each case is judged individually depending on the severity of the offence committed

When applying for an individual private security guard licence, the law does not require the private security guard in question to undergo

A medical examination

A psychotechnical /psychological examination

#### Fight against piracy on the high seas

Private security can provide services and activities aimed at combating piracy on board of commercial vessels

A general or specific license is needed

Special training for security guards/officers who execute services and activities aimed at combatting piracy on board of commercial vessels sailing under the flag of their country exists

Private security guards/officers can use weapons on board

## THE NETHERLANDS

### General information

Population: 16 779 575

Gross National Income (GNI): € 612.49 billion

Ratio security force/population: 1/0,0017

Ratio police force/population: 1/0,0038

### Economic aspects

#### Private security market

Yearly turnover (2013) of the private security industry: € 1.3 billion

Market growth of the private security industry (based on yearly turnover)

Percentage of growth in 2008 compared to 2007: 12.2%

Percentage of growth in 2009 compared to 2008: -0.7%

Percentage of growth in 2010 compared to 2009: 2.8%

Percentage of growth in 2011 compared to 2010: -2.2%

Percentage of growth in 2012 compared to 2011: -7%

Percentage of growth in 2013 compared to 2012: -2.4%

Combined market share (2013) of the top three private security companies (market concentration): 78.44%

Repartition of yearly turnover (2013) by private security industry segment

General guarding (excluding the segments listed hereafter): 62%

Airport security: 16%

Cash-In-Transit (CIT): 5%

Monitoring and remote surveillance: 12%

Technology and equipment only based services: 5%

Most used security technology/equipment in technology or combined solutions: CCTV and electronic access systems

Future expectations for the next 5-10 years:

Technology solutions: positive

Human input solutions: negative

Combined solutions: stabile

The amount of private security companies which have obtained a license for cross-border transportation of euro cash, based upon the EU regulation 1214/2011: 1

#### Private security contracts

The number of public contracts has increased over the last five years

#### Private security companies

Licensing for private security companies is mandatory by law

Total number of private security companies (2013): 1 168

Number of private security companies (2013) actively carrying out private security services: 681

A 'specialty principle' for private security companies<sup>116</sup> is not embodied in the legislation governing the private security industry

Other activities performed by private security companies next to private security activities: hospitality, receptionist services, facilitating services

#### Private security guards

Licensing for private security guards is mandatory by law

Total number of private security guards (2013): 28 550

Number of licensed private security guards (2013): 28 550

Number of private security companies (2013) actively carrying out private security services: 28 550

Private security guards/officers are not allowed to carry weapons

The licence fee is financed by the company

Cost compulsory license: € 88

The company finances the license fee

Percentage of the workforce that operates under an individual labour contract that is full-time and open-ended: 39%

Maximum number of working hours in the private security industry

According to the collective labour agreement

A maximum of 13 hours per day

A maximum of 60 hours

Overtime: 22 hours

Stand-by: 14 days

According to national legislation

A maximum of 13 hours per day

A maximum of 60 hours per week

Overtime: 22 hours

Stand-by: 14 days

Monthly starting salary of a licensed, full-time, non-armed private security guard performing basic tasks (not taking into account overtime, weekend, evening, night and/or other allowances)

Gross: € 1 789,23

Net: € 1 037,76

Average monthly salary (not covering social security charges paid by the employer) of all private security guards (including overtime, weekend, evening, night and/or other allowances)

Gross: € 2 337

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<sup>116</sup> The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

Net<sup>117</sup>: € 1 355

Average age of a private security guard working in the private security industry: 45

Percentage of men and women active in the private security industry

Men: 77,4%

Women: 22,6%

An Equal Opportunities (EO) Policy is not in place in the private security industry

Annual staff turnover rate<sup>118</sup> (2010) in the private security industry: 0,05%

## **Legal aspects**

### Private security legislation

The private security industry is regulated by law

Law regulating the private security industry: Law on private guarding organisations ('Wet Particuliere Beveiligingsorganisaties en Recherchebureaus (WPBR)'), enacted in 1999

Online information can be found here:

[http://wetten.overheid.nl/BWBR0008973/geldigheidsdatum\\_29-12-2014](http://wetten.overheid.nl/BWBR0008973/geldigheidsdatum_29-12-2014)

The law regulating the private security industry does not allow armed private security services

Competent national authority in charge of drafting and amending legislation regulating the private security industry: Ministry of Security and Justice and Parliament

Areas/segments of the private security industry specifically covered by the legislation regulating the private security industry

General guarding (excluding the segments listed hereafter)

Airport security

Maritime security

Cash-In-Transit (CIT)

Monitoring and remote surveillance

Technology and equipment only based services

### Controls and sanctions

Competent national authority in charge of controls and inspections for the private security industry: the Police and the Ministry of Security and Justice

Competent national authority in charge of imposing the below sanctions for the private security industry

Administrative sanctions: the 'Justis' service of the Ministry of Security and Justice

Penal sanctions: Courts

Maximum amount of a (financial) sanction or maximum sentence that can be imposed: € 12 000 and/or loss of the company licence

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<sup>117</sup> By net salary we understand the amount of cash the private security guard receives after taxes and other (legal) deductions.

<sup>118</sup> The staff turnover rate can be calculated by taking the average numbers of leavers in a set period divided by the average numbers of people employed over the same period.

One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence

### Collective labour agreements

There are sector-specific binding collective labour agreements in place for the private security industry

### Entrance requirements and restrictions

Entrance requirements (vetting procedure) for the private security industry

At company level: None

At personal level

No criminal record

Mandatory vocational training

A permit is required to work in the sector

The permit is granted for three years then renewable if the individual does not have any criminal convictions for the last four years or any criminal convictions in the last eight years which are subject to a term of imprisonment

Permits are granted by the regional police

Proficiency in the national language is required

Language training can be obtained through language institutes

Entrance restrictions for the private security industry

On the background of owners of private security companies: No criminal record

On the background of private security personnel

No criminal record

Mandatory vocational training

A permit is required to work in the sector

The permit is granted for three years then renewable if the individual does not have any criminal convictions for the last four years or any criminal convictions in the last eight years which are subject to a term of imprisonment

Permits are granted by the regional police

Proficiency in the national language is required

Language training can be obtained through language institutes

Minimum age for private security guards to be able to enter the private security profession

Managers: 18

Operational staff: 18

### Specific requirements

There are specific requirements related to the uniforms of private security personnel

Uniforms are mandatory for all employees except for managerial staff

They must have visible and recognisable identification



They must be clearly distinct from the uniforms worn by the police

There are specific requirements related to the identification card (ID card) of private security personnel: Issued by the regional police

### Powers and competences

Private security guards have the following powers and competences: Same powers as any other citizen

They are not allowed to perform a search and seizure

### K9 (dogs)

Dogs can be used for the provision of private security services

A special licence is not required for private security companies using dogs for the provision of private security services

Dogs are used in the following areas/segments of the private security industry

Commercial manned guarding

Beat patrol

Mobile alarm response and call-out services

Aviation security

Maritime security

Critical infrastructure protection

Private security guards must follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services

### Horses

Horses cannot be used for the provision of private security services

### Training and related provisions

There is an obligation for private security guards to follow basic guard training

This training programme is mandatory by law

Number of training hours: 1 year of training

The training is provided by schools and companies

The training is financed by the company

There are compensation schemes in place for companies whose employees are following basic training: Subsidies are granted by the European Social Fund and through some sectoral arrangements  
Upon successfully completing the basic training, private security guards are issued with a certificate of competence

Mandatory specialised training does not exist (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)

Follow-up or refresher training does not exist

Specialised training is foreseen for the following types of private security activities

Mobile alarm response and call-out services

Event security (crowd control)

Door supervision (bouncing)

Bodyguarding (close protection)

Cash-In-Transit services (including cash handling/processing)

Alarm and CCTV monitoring

Aviation security

Maritime security

Urban security (train/metro stations, city patrols complementing the police etc.)

Canine (K9) services

Private investigation

These specialised trainings are provided by the company, certified training institutes and technical schools

When applying for an individual private security guard licence, the law requires the private security guard in question to undergo

A background check/security check

This background check/security check is carried out by the police

The basic conditions for a private security guard to pass this check are

No conviction in the last eight years

A criminal offence or even 'information' about the person can be a reason to refuse the licence

When applying for an individual private security guard licence, the law does not require the private security guard in question to undergo

A medical examination

A psychotechnical /psychological examination

#### Public-private cooperation

Private security companies provides services and activities that are/would normally be reserved to police forces or other public security authorities

Services concerned: surveillance in public areas

There is general legislation for these services and activities, i.e. municipal laws and local authorities

#### Fight against piracy on the high seas

Private security companies cannot provide services and activities aimed at combating piracy on board of commercial vessels

## **Fight against piracy on the high seas – Maritime Security**

This section gives a short overview of maritime security in the aforementioned 34 European countries. We briefly discuss the methodology. Subsequently, we will provide an overview of maritime security.

### *Methodology*

As mentioned in the summary, we could not obtain data from all European countries. This overview on maritime security collects information from the questionnaires, CoESS documents on maritime security and online information (judicial information). We also contacted public authorities in order to have additional data.

We do not have information on maritime security of the following countries: Austria, Bosnia Herzegovina, Bulgaria, Hungary, Latvia, Slovakia, the Czech Republic, Luxembourg, Macedonia, Romania and Sweden. This is either due to non-response or to a lack of information from the questionnaires.

We received incomplete information from the following countries: Italy, Malta, Norway, Cyprus, Malta, Denmark, Lithuania, Portugal and the United Kingdom. This means that we cannot provide information for every section of this overview.

This overview provides information on the following issues:

- Whether or not private security companies can provide services and activities aimed at combating piracy on board of commercial vessels;
- Legislation;
- Whether or not companies need a specific license;
- Training;
- The use of weapons.

### *Maritime Security in Europe*

Private security companies cannot provide services and activities aimed at combating piracy on board of commercial vessels sailing under the flag of their respective countries in: Croatia, Estonia, France (not administratively authorised), Lithuania, Ireland, Serbia, Slovenia, Turkey, Portugal, Switzerland and the Netherlands.

Private security companies can provide services and activities aimed at combating piracy on board of commercial vessels sailing under the flag of their respective countries in: Belgium, Finland, Italy, Germany, Cyprus, Malta, Denmark, Portugal, Norway, Spain and the United Kingdom.

This is based upon the following legislation:

<b>Legislation for private security companies which can provide services and activities aimed at combating piracy on board of commercial vessels sailing under the flag of their respective countries</b>	
Belgium	Law of January 16 <sup>th</sup> 2013 concerning different measures in the fight against piracy
Cyprus	The Protection of Cyprus Ships Against Acts of Piracy and Other Unlawful Acts Law of 2012 (Law 77(I)/2012)
Denmark	New rules entered into force by 1 July 2012
Finland	Private Security Act 282/2002
Germany	§ 31 Abs. 1 GewO
Greece	Law 4058 of 22 March 2012
Italy	<ul style="list-style-type: none"> <li>• Decree of the Ministry of Interior Affairs no. 266 (December 28<sup>th</sup> 2012)</li> <li>• Decree no. 349/2013</li> </ul>
Malta	<ul style="list-style-type: none"> <li>• Must be in compliance with Legal Notice 19 of 2013</li> <li>• Merchant Shipping Notice 106</li> </ul>
Norway	Forskrift om sikkerhet, pirat- og terrorberedskapstiltak og bruk av maktmidler om bord på skip og flyttbare boreinnretninger (Sikkerhetsforskriften)
Poland	The use of PSASP is approved by Polish law. The main legal basis is “the protection of person and property act” from 22th August, 1997
Spain	Private Security Law
United Kingdom	NA

Private security companies doing this type of activity need a general or specific license in: Belgium, Germany, Norway, Malta, Cyprus, the United Kingdom and Greece.

The amount of companies holding such a license:

- Belgium: one private security company holds a provisional license and one foreign private security company (period of one year).
- Germany: seven companies have a BAFA license (BAFA = Federal Economics and Export Control).

Private security companies doing this type of activity do not need a general or specific license in: Finland and Spain.

Special training for security guards/officers who execute services and activities aimed at combating piracy on board of commercial vessels sailing under the flag of their respective countries exists in: Belgium (basic training of 127 hours and specialized training of 40 hours), Germany, Italy, Spain, Malta and the United Kingdom.

Special training for security guards/officers who execute services and activities aimed at combating piracy on board of commercial vessels sailing under the flag of their respective countries does not exist in: Finland.

Private security guards/officers can use weapons on board in the following countries: Belgium, Finland (although legislation is not 100% clear on this matter), Germany, Italy, Norway, Spain, Malta, Denmark, Greece and the United Kingdom.

Type of weapons used:

- Belgium: weapons of a calibre of maximum .50.
- Finland: handguns.
- Germany: all weapons are allowed on board, except military weapons.
- Italy: IMDG class 1.4s “explosives” ammunition.
- Norway: small arms.
- Spain: war weapons.

Private security guards/officers cannot use weapons on board in the following countries: Poland (no legal ground).

## **Public-Private Cooperation**

This section gives an overview of public-private cooperation in 34 European countries. We will briefly discuss the methodology. Subsequently, we will provide an overview of the data.

### *Methodology*

This overview on public-private cooperation collects information from the questionnaires, CoESS documents and online information (judicial information). We also contacted public authorities in order to have additional data.

We do not have information of the following countries: Bosnia Herzegovina, Bulgaria, Cyprus, the Czech Republic, Denmark, France, Hungary, Latvia, Lithuania, Luxembourg, the Netherlands, Portugal, Slovakia, Sweden and the United Kingdom. This is either due to non-response or to a lack of information from the questionnaires.

We received information from the following countries: Austria, Belgium, Croatia, Estonia, Finland, Germany, Greece, Ireland, Italy, Macedonia, Malta, Norway, Poland, Romania, Serbia, Slovenia, Spain, Switzerland and Turkey.

Information is incomplete for the following countries: Austria, Estonia, Germany, Italy, Macedonia.

This overview provides information on the following issues:

- Whether or not private security companies can provide services and activities that are/would normally be reserved to police forces or other public security authorities;
- Which services private security companies can provide;
- The legal basis of these services (general legislation – specific legislation – ad hoc agreements with the police);
- Whether or not there is an increasing trend of transfer (totally or in support) of police competences towards private security companies;
- A description of these trends;
- Fields where the respondents foresee more “public” activities for private security companies.

### *Public-private cooperation in Europe*

Private security companies cannot provide services and activities that are/would normally be reserved to police forces or other public security authorities in: Ireland, Malta, Poland, Romania, Serbia, Slovenia and Turkey.

Private security companies can provide services and activities that are/would normally be reserved to police forces or other public security authorities in: Austria, Belgium, Croatia, Estonia, Italy, Finland, Germany, Greece, Norway, Spain and Switzerland.

These services are:

- Belgium: supporting police forces, making statements regarding the immediately observable situation of goods on the public domain, as an assignment given by the public authority or by the concessionaire, accompanying of groups of persons with the objective to guarantee the road safety, accompanying exceptional vehicles with the objective to guarantee the road safety.
- Croatia: airport security.
- Estonia: handling of speed cameras (the pictures are directly transferred to the police authorities for a fee per picture).
- Finland: investigations, stewards (guard training as well) assist the police to keep the public order and security in listed places like Shopping Centers (Public Order Act).
- Germany: transfer of duties for the security staff in the aviation sector.
- Greece: guarding services at embassies and athletic events.
- Norway: special services, embassy guarding. However, this must always be cleared by the police.
- Switzerland: prisoner transport, prison services, railway security, migration services.
- Spain: services in prisons, foreign detention centers, public premises and "participate in provision of services mandated to public security, in a complementary way to police activities". However, these services are yet to be developed and must be performed in a complementary way to public police forces.

This is based upon the following legislation:

<b>Legal basis for private security companies which can provide services and activities that are/would normally be reserved to police forces or other public security authorities</b>	
General legislation	Belgium, Spain (Act 5/2014)
Specific legislation	Germany, Finland (Public Order Act 612/2003), Switzerland
Ad hoc agreements with the police	Greece, Italy, Norway

In Macedonia, the Ministry of Interior formed a separate department that works exclusively with the private security sector. They organise seminars and workshops for the implementation of the new law.

There is an increasing trend of transferring police competences (totally or in support) towards private security companies in:

- Croatia: airport security.
- Greece: guarding services in embassies and athletic events.

- Switzerland: delegation of activities which do not belong to the core competences of police services, such as parking control and railway security.

There is no increasing trend of transferring police competences (totally or in support) towards private security companies in Finland and Norway.

Following countries foresee more “public” activities for private security companies in:

- Croatia: airport security.
- Greece: guarding services in embassies and athletic events.
- Switzerland: traffic services, prison services; patrolling and guarding parking lots.



## EU Legislative Mapping

The present EU legislative mapping reflects on the level of strictness of national-level private security legislations across Europe and provides an analysis of the responses to the questions within the legal aspects section of the Facts & Figures 2014 questionnaire.



The answers provided to a number of relevant questions, i.e. answers related to private security legislation at national level, were used to produce a rating on the strictness of private security legislation for each country. A numerical value was allocated to each country on the basis of the answers given. Points were allocated to each country depending on the answer given and the value was subsequently calculated from the total number of points. Five judgment criteria were devised: very strict, strict, medium, low, weak or non-existent. These criteria were then given numerical values as can be seen below. The countries could be assigned to different brackets and this assessment could then be transferred to a graphical overview to indicate the different levels of strictness.

Rating	Category
<b>0</b>	<b>Non-existent</b>
<b>1-5</b>	<b>Weak</b>
<b>6-13</b>	<b>Low</b>
<b>14-20</b>	<b>Medium</b>
<b>21-27</b>	<b>Strict</b>
<b>28-34</b>	<b>Very strict</b>

The questions that were used to formulate a rating related to the provisions and requirements that were found within national level legislation. For example, it was key to establish if the private security services industry is regulated by law and if so, which areas of the industry are covered. Furthermore, it was necessary to determine whether sanctions are enforced and whether there are entrance requirements or restrictions in place.

Low	Medium	Strict	Very strict
<ul style="list-style-type: none"> <li>•Austria</li> <li>•Czech Republic</li> <li>•Poland</li> </ul>	<ul style="list-style-type: none"> <li>•Ireland</li> <li>•United Kingdom</li> <li>•France</li> <li>•Germany</li> <li>•Bulgaria</li> <li>•Latvia</li> <li>•Cyprus</li> </ul>	<ul style="list-style-type: none"> <li>•Turkey</li> <li>•Greece</li> <li>•Macedonia</li> <li>•Romania</li> <li>•Bosnia and Herzegovina</li> <li>•Croatia</li> <li>•Slovenia</li> <li>•Slovakia</li> <li>•Italy</li> <li>•Switzerland</li> <li>•The Netherlands</li> <li>•Estonia</li> <li>•Lithuania</li> <li>•Denmark</li> <li>•Norway</li> <li>•Finland</li> <li>•Malta</li> </ul>	<ul style="list-style-type: none"> <li>•Serbia</li> <li>•Hungary</li> <li>•Belgium</li> <li>•Sweden</li> <li>•Portugal</li> <li>•Spain</li> <li>•Luxembourg</li> </ul>

## CONCLUSIONS

This section provides a consolidated overview of the facts and figures gathered for the 34 targeted countries, i.e. the 28 EU Member States and six additional European countries: Bosnia & Herzegovina, Macedonia, Norway, Serbia, Switzerland and Turkey.

### Economic aspects

#### Private security market

Total yearly turnover of the private security industry	± € 34.572 billion
Average combined market share, at national level, of the top three private security companies (market concentration)	± 52.93%
Average number of armoured cars in use for Cash-In-Transit (CIT) operations	± 15 955
Technology based solutions <sup>119</sup>	± 20.2%
Solutions based on manned guarding <sup>120</sup>	± 40.4%
Combined solutions <sup>121</sup>	± 27.6%
Estimated growth for the next 5-10 years <sup>122</sup> :	
<ul style="list-style-type: none"><li>• Technology: positive (±92,31%), negative (±7,69%), stable (±0%)</li><li>• Human input: positive (± 38.46%), negative (± 53.85%), stable (±7,69%)</li><li>• Combined solutions: positive (±92,31%), negative (±0%), stable (±7,69%)</li></ul>	

#### Private security contracts

Average percentage of commercial contracts for the private market (private customers) <sup>123</sup>	± 79.5%
Average percentage of commercial contracts for the public market (public customers) <sup>124</sup>	± 19.6%
Average number of operational guarding hours performed each year in the private security industry	± 1 952 184 576

#### Private security companies

Licensing for private security companies is mandatory by law	± 94%
Total number of private security companies	± 41 300

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<sup>119</sup> Response rate: 17,65%

<sup>120</sup> Response rate: 14,71%

<sup>121</sup> Response rate: 14,71%

<sup>122</sup> Response rate: 38,24%

<sup>123</sup> Response rate: 17,65%

<sup>124</sup> Response rate: 14,71%

A 'specialty principle' for private security companies<sup>125</sup> is embodied in the legislation governing the private security industry ± 40%

### Private security guards

Licensing for private security guards is mandatory by law	± 86,67%
Total number of private security guards	± 2 017 313
Average age of a private security guard working in the private security industry	± 36.04
Average percentage of men active in the private security industry	± 83%
Average percentage of women active in the private security industry	± 17%
An Equal Opportunities (EO) Policy is in place in the private security industry	± 76.47%
Average annual staff turnover rate in the private security industry	± 32.71%

### **Legal aspects**

#### Private security legislation

The private security industry is regulated by sector-specific legislation	± 79.41%
Does legislation allow armed private security services	± 73.53%
Competent national authority in charge of drafting and amending legislation regulating the private security industry	<ul style="list-style-type: none"> <li>- Ministry of the Interior (± 53%)</li> <li>- Other (± 25%)</li> <li>- Ministry of Justice (± 16%)</li> <li>- Police (± 6%)</li> </ul>

#### Controls and sanctions

Competent national authority in charge of controls and inspections for the private security industry	<ul style="list-style-type: none"> <li>- Police (± 41%)</li> <li>- Ministry of the Interior (± 38%)</li> <li>- Other (± 18%)</li> <li>- Ministry of Justice (± 3%)</li> </ul>
Competent national authority in charge of imposing administrative sanctions	<ul style="list-style-type: none"> <li>- Ministry of the Interior (± 38%)</li> <li>- Police (± 29%)</li> <li>- Other (± 18%)</li> <li>- Ministry of Justice/Courts (± 15%)</li> </ul>
Competent national authority in charge of imposing penal sanctions	<ul style="list-style-type: none"> <li>- Courts (± 38%)</li> <li>- Police (± 25%)</li> <li>- Ministry of the Interior (± 22%)</li> </ul>

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<sup>125</sup> The 'specialty principle' in private security means that one single legal entity, officially recognised as a private security company, is only allowed to carry out private security services and not auxiliary or additional services.

	- Other (± 15%)	
One of the possible sanctions can result in the withdrawal of a company licence and/or an individual guard licence	100%	

### Collective labour agreements

There are sector-specific binding collective labour agreements in place for the private security industry	±57.58%
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### Entrance requirements

Entrance requirements at company level (owners)	- Clean criminal record (± 88%) - Background screening and/or testimonial of good moral character (± 87%)	
Entrance requirements at personal level (operational staff)	- Clean criminal record (± 97%) - Background screening and/or testimonial of good moral character (± 97%)	
Average minimum age for private security guards to be able to enter the private security profession as managers	± 19	
Average minimum age for private security guards to be able to enter the private security profession as operational staff	± 18	

### Specific requirements

There are specific requirements related to the uniforms of private security personnel	100%
Uniforms are mandatory	± 95%
There are specific requirements related to the identification card (ID card) of private security personnel	100%
ID cards are mandatory	± 98%

### Powers and competences

Private security guards have the same rights as any other citizen	± 59%
Private security guards can exercise additional powers	± 41%
Private security guards are allowed to perform a search and seizure (full or limited)	± 61.77%

### Weapons

The use of weapons is allowed (in most cases conditional)	± 82%
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### *Company level*

A special licence is required for private security companies providing armed private security services	± 82%
There are legal requirements for storing weapons after hours	± 88.46%
There is a legal obligation for a private security company providing armed private security services to keep a detailed weapons register	± 63%

#### *Personal level*

A special licence is required for private security guards providing armed private security services	± 96%
Private security guards must follow specialised and obligatory training (by law) in order to be able to carry and use weapons	± 96%

#### K9 (dogs)

Dogs can be used for the provision of private security services	± 91%
A special licence is required for private security companies using dogs for the provision of private security services	± 44.44%
Private security guards must follow specialised and obligatory training (by law) in order to be able to use dogs for the provision of private security services	± 57.14%

#### Horses

Horses can be used for the provision of private security services	± 37%
A special licence is required for private security companies using horses for the provision of private security services	± 29%
Private security guards must follow specialised and obligatory training (by law) in order to be able to use horses for the provision of private security services	0%

#### Training and related provisions

There is an obligation for private security guards to follow basic guard training	± 97%
This training programme is mandatory by law	± 97%
Average number of training hours	± 98.26
Upon successfully accomplishing the basic training, private security guards are issued with a certificate of competence	± 87%
Mandatory specialised training exists (by law) for private security managers, i.e. operational managerial staff influencing operations (from site supervisor to CEO)	± 57.58%

Follow-up or refresher training exists	± 76,67%
Specialised training exists for specific industry segments	<ul style="list-style-type: none"> <li>- Cash-In-Transit (CIT) services (including cash handling and processing) (± 75%)</li> <li>- Bodyguarding (close protection) (± 63%)</li> <li>- Alarm and CCTV monitoring (± 54%)</li> <li>- Aviation security (± 46%)</li> <li>- Event security (crowd control) (± 46%)</li> <li>- Mobile alarm response and call-out services (± 42%)</li> <li>- Door supervision (bouncing) (± 38%)</li> <li>- Commercial manned guarding (± 33%)</li> <li>- Beat patrol (± 33%)</li> <li>- Critical infrastructure protection (± 33%)</li> <li>- Fire prevention and protection services (± 29%)</li> <li>- Maritime security (± 25%)</li> <li>- Other (± 25%)</li> <li>- Canine (K9) services (± 21%)</li> <li>- Private security training (± 21%)</li> <li>- Urban security (train/metro stations, city patrols complementing the police etc.) (± 21%)</li> <li>- Receptionist/concierge services (± 21%)</li> <li>- In-house manned security (± 17%)</li> <li>- Private investigation (± 17%)</li> </ul>
When applying for an individual private security guard licence, the law requires the private security guard in question to undergo	<ul style="list-style-type: none"> <li>- A background check/security check (100%)</li> <li>- A psychotechnical/psychological examination (± 71%)</li> <li>- A medical examination (± 66%)</li> </ul>