



Momentum Security/ Security Management Today Annual Recruitment Survey



momentum

Leading security and risk recruitment specialist **Momentum Security** has joined forces with **Security Management Today (SMT)** to conduct an in-depth survey on the issues surrounding recruitment and employment across the security industry. We'd like to uncover your views on key issues such as the effects of the events of 7/7 and the introduction of SIA licensing, your concerns regarding pending legislation and changes in the industry and trends in the recruitment process as a whole. We've prepared this in-depth questionnaire and would be grateful if you could spend a few minutes completing the form and return it to the address/fax number provided. The response data will be collated and presented to you in the February 2007 edition of **SMT**. **Every respondent will be entered into a prize draw with the chance to win an iPod Nano***

Momentum specialises in supplying security professionals at all levels to end users and security providers alike. A division of The Security Watchdog Ltd, the company has an unrivalled knowledge of the security industry enabling it to provide high calibre candidates and a market leading service that's specifically tailored to the industry's requirements. For more information visit www.momentumsecurity.co.uk, telephone **020 8780 9988** or send an e-mail to: info@momentumsecurity.co.uk
**Please Note: No cash alternative will be provided to the iPod Nano*

Your details

Name:

Position:

Company:

Telephone number:

e-mail:

If you would like Momentum to telephone you about its services please tick this box

Please note your details will not be passed on to any third party organisations for marketing purposes.

Questionnaire

What are the biggest problems you face when recruiting security officers?

(select three choices from the following list and rank them 1, 2 and 3 in order of importance)

- quality of candidates
- volume of candidates (not enough people in the market)
- bias towards ex-uniform services candidates
- turnover of staff
- the cost of licensing
- the time it takes to recruit someone
- other (please specify)

Did the events of 9/11 and 7/7 change your selection criteria for security officers and managers? Yes/No

- (a) If yes, how?
- (b) If not, why not?

What are the biggest problems you face when recruiting for management positions?

(select three choices from the following list and rank them 1, 2 and 3 in order of importance)

- my colleagues' unwillingness to consider people from outside of the industry
- the image of the industry prevents good quality candidates working in other fields from considering a career in security
- finding the best candidates
- an over-reliance on networking/personal contacts
- low management salaries
- other (please specify)

Are you aware of the new age discrimination legislation? Yes/No

- (a) If Yes, will it affect your recruitment strategy? Yes/No
- (b) If No, would you like some information from Momentum? Yes/No

What possible change to the security industry concerns you most - and why? (please tick relevant options)

- the licensing of in-house/corporate security officers and teams
- the introduction of BS 7858:2006
- other (please specify)

Have the salaries of your organisation's security personnel increased or decreased in the last year? Yes/No If they have increased, by approximately what percentage?

What benefits do you provide for:

- security officers?
- middle managers?
- senior managers?

What is your annual rate of turnover (in percentage terms) at:

- officer and security team level?
- middle and senior management level?

What do you believe to be the biggest challenge facing the security industry during:

- the next 12 months?
- the next five years?

What effect has licensing had on the recruitment process? (please tick relevant options)

- it's easier to find candidates
- it has slowed the recruitment process down

- it's harder to fill vacancies at officer level
- it has had no real effect
- we've chosen to use an in-house team that doesn't need licenses
- it has diverted management time and so makes the recruitment process far harder
- it has increased the cost of recruitment to such a degree that we no longer have a budget for employing a recruitment consultancy
- other (please specify)

Has licensing improved the calibre of officer level recruits who are entering the industry...

- (a) in the corporate/in-house sector? Yes/No
 (b) in the contract security guarding sector? Yes/No

What effect (if any) has licensing had on the employment packages of people working in...

- (a) corporate/in-house security?
 (b) contract security guarding?

Do you expect to see/are you already seeing an increase in the number of people entering security from other industries/professions since licensing came into force? Yes/No

From which industry(ies) are the majority of your management recruits sourced? (please tick relevant options)

- security
- facilities management
- the police service/armed forces
- other (please specify)

Do you think licensing has changed the image of the security industry? Yes/No If so, how?

What methods do you use to recruit for security officers and managers? (please tick relevant options)

- advertising in magazines and trade press
- recruitment agencies
- word of mouth
- JobCentres
- websites
- in-house recruitment team
- overseas resources/networks

If you use website advertising, do you usually (please tick relevant options):

- pay for space?
- use sites on which it's free to advertise?
- only use your own company's website?

Do you feel online advertising is too expensive? Yes/No/Don't know

What's your preferred method of recruitment at:

- security officer level?
- manager level?
- senior management level?

Do you ever use a recruitment consultancy to find staff? Yes/No

- (a) If yes, how often and why?
 (b) If no, why not?

Is there a recruitment method you would like to use more? Yes/No If so, what is it?

Why don't you use this method of recruitment more frequently?

Are you using temporary staff? Yes/No

Is the number of temporary staff you employ increasing or decreasing and why?

What are the advantages of using temporary staff for your organisation? (please tick box as appropriate)

- fast solution
- they are a flexible resource

What are the disadvantages of using temporary staff for your organisation? (please tick box as appropriate)

- they're often unreliable
- lack of continuity
- lack of site knowledge
- other (please specify)

If you use a recruitment consultancy, do you feel your recruiter:

- gives you sufficient attention? Yes/No
- understands the security industry and your requirements well? Yes/No
- assesses candidates sufficiently before they are forwarded to you? Yes/No

What percentage of candidates sent to you by recruitment consultancies are capable of performing the required role? (please tick box)

- 100%
- more than 75%
- less than half
- less than one-in-four
- none

PLEASE POST TO: Security Management Today Survey, c/o Momentum Security, 180-182 Upper Richmond Road, Putney, London SW15 2SH
 OR FAX BACK ON: 020 8780 5533

On behalf of **Momentum Security** and **SMT**, Thank You for completing this questionnaire



Brian Sims, Editor, SMT