

MD/KL/NSI 015 21

20 May 2021

To: All NSI Guarding Gold & Guarding Silver approved companies and ACP members

Dear Colleague,

NCP 119 CODE OF PRACTICE FOR THE PROVISION OF LABOUR IN THE SECURITY AND EVENTS SECTOR

We have taken the decision to amend the requirements to NCP 119 and, whilst continuing to advocate your organisation incorporates the code of practice in supply chain policy, allow you choice in how you apply it.

From 31st December 2021, all companies approved under the NSI Security Services Gold/Silver scheme (Guarding, Cash and Specialist Services), are required to:

- a) only source additional labour from labour providers approved by NSI to NCP 119 - *The provision of labour in the security and events sector* or equivalent; or
- b) demonstrate at audit your company has completed an internal audit of each labour provider against the requirements of NCP 119.

This decision to amend the requirements follows recent feedback received regarding the implementation of the code of practice, and an NSI survey of approved Guarding companies, ACS companies assessed by NSI and other stakeholders.

The survey results reaffirmed a strong belief that rogue labour has an adverse effect on both security of customer assets and safety of the public. 90% of respondents agreed the inadvertent use of rogue labour poses a significant risk to the brand and reputation of professional security providers. Furthermore it reflected the view the labour provision problem in the industry needs addressing widely, and not just by NSI.

Respondents also indicated the consequences in adopting the code as:

- the risk of shrinkage in the pool of labour available to NSI approved companies should labour providers not obtain approval; and
- labour costs may rise to cover the cost of approval.



We recognise labour flexibility is intrinsic to the workings of the security guarding market and will continue to promote responsible use of labour as demonstrated by NSI approved companies. We continue to lobby other stakeholders to support NCP 119 as a way to professionalise the labour supply market, ensure all security officers are paid correctly, and ensure guarding security contractors as buyers of security labour can have confidence in all deployed security staff being bona fide and of professional quality.

Yours sincerely,

A handwritten signature in black ink that reads 'Margaret Durr'.

Margaret Durr
Approval Schemes Manager (Services)

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