

EMPLOYEE SCREENING FOR SECURITY CONTROL ROOM OFFICERS

The purpose of a Control Room is to conduct security surveillance and management control. It serves as a central space where services can be monitored and controlled.

The duties of control room officers often include:

- Capturing of reports and events
- Live Monitoring of CCTV
- Review of CCTV recordings
- Review of camera operations
- Filing of relevant documentation
- Communication of exception reports

Generally the candidate would require a:

- Grade 12;
- PSIRA Grade A;
- Course in body language / CCTV observation.
- 5 Years' experience within a CCTV control Room;
- CCTV technical knowledge.
- Excellent communication skills (written and verbal);
- Excellent observation skills;
- Good administration skills
- Ability to manage, control, organize;
- Computer literacy;
- Possess high concentration abilities for prolonged periods of times;
- Ability to operate within a 24/7 multi shift environment and perform extended hours of shift work;
- High level of integrity and honesty;
- Availability for overtime.

In order to ensure the correct candidate is employed for such a position the following employee screening checks are recommended:

VERIFICATION OF ID DOCUMENT:

Unfortunately, ID theft remains the top crime of all time, where over 930 million confidential records have been lost globally. A regular ID verification check through the Department of Home Affairs ensures that the ID has not been used in fraudulent activities in the country and has not been reported stolen.

CRIMINAL RECORD CHECK:

This check is done to establish if a subject has a criminal record and whether charges have been laid against the subject. In order to conduct the check, the individual must sign a consent form and must have his/her fingerprints taken on a SAPS approved biometric fingerprint reader. It should be noted that an individual with a criminal record is unable to be registered to legally work in the South African security industry.

SAP INTEGRITY ASSESSMENT:

The Security Assessment Profile (SAP) is an integrity assessment was specifically developed to serve the Security Industry in the wider context. It can be used with success at virtually any organisational level within this and related industries.

Without a minimum level of Cognitive Ability no one can be expected to make a success of any position in the security field and it is taken for granted that the people functioning in this sphere would have high Integrity. One does not want to put a wolf in charge of a flock of sheep – it will be disastrous and irresponsible on the part of the accountable employer.

Another generic factor that is essential for this industry is Work-Ethic as many of the employees often work without supervision and according to rather strict schedules; making the possession of this attribute an absolute prerequisite to work success.

INDEPENDENT REFERENCE CHECKS:

Candidates will often provide a potential employer with a CV containing details of referees. Never accept these as the genuine people who will give you the correct information about the individual.

Hire a professional company to verify the details of the previous employer and to gather relevant information that will assist in making a more informed decision about the employment of the individual.

Not only will the information provided in the CV or application be verified to be true but relevant questions will be asked to understand if the individual stands a chance of being re-hired at the previous employer that the actual earnings stated is correct, time keeping tendencies, etc.

VERIFICATION OF QUALIFICATIONS:

Qualification fraud is rife globally and no qualifications presented for employment or any other reason should be accepted at face value.

VERIFICATION OF PSIRA REGISTRATION:

To legally work within the South African security industry, an individual has to be registered with the Private Security Industry Regulatory Authority (PSIRA) and the individual has to meet the following requirements.

- Be 18 years of age and older,
- Be a permanent resident of South Africa,
- Not have committed any of the scheduled criminal offenses listed in the Private Security Industry Regulation Act,
- Have completed training at an accredited training centre,
- Not be a member of any official military, Security Police or intelligence force in South Africa or elsewhere (Clearance certificate is required for former members),
- Ensure that their PSIRA registration fees are up to date.

All PSIRA registrations can be verified via the website -
<https://onlineverification.psira.co.za/onlineverification/individual>