

Incidental Security Work - Consultation Document -

The new *Security Services Act* (SSA) expands licensing to include new groups of security workers, such as door security at licensed liquor establishments, and individuals working as security guards and private investigators for businesses that are not “security” businesses, such as retail stores, universities and hospitals. Employees of these types of businesses may fulfill a number of functions and security work may be only a minor part of their responsibilities. In recognition of this, section 2 of the SSA allows an individual to perform security work without a licence if “the registrar determines that the security work in which the individual is engaged is incidental to the individual’s primary work.” This provision allows the registrar to determine, on a case by case basis, whether an individual needs to be licensed under the SSA in order to perform security work.

The registrar is developing policies to assist with determining whether security work is incidental to an individual’s primary work. The following policies are proposed:

1. In order to be incidental, the security work in question:
 - cannot be the primary work of the individual
 - must be related to the primary work of the individual
 - must be meaningfully connected to the primary work of the individual
 - must be subordinate to the primary work, and
 - must relate to carrying out the function of the primary work.

2. To determine whether security work is incidental to the primary work of an individual, the registrar may consider a variety of factors, including:
 - the individual’s job title
 - the individual’s job description
 - the nature of the primary work of the individual
 - the nature of the security work of the individual
 - whether and how the primary work and security work are related or connected
 - the percentage of time the individual spends on the security work
 - the frequency of the security work, e.g. every day or on occasion
 - whether other individuals engaged in the same type of primary work are engaged in similar security work to the same extent, and
 - whether it is reasonable to expect the individual would engage in that type of security work when carrying out his or her primary work.

The purpose of this consultation document is to solicit input from the security industry and other interested stakeholders on these proposed policies.

If you have any questions or want to provide feedback on this consultation document, please e-mail SPDSSA@gov.bc.ca by November 18, 2007.