

Mgr Grzegorz Loose
e-mail: grzegorz.loose@taurus-ochrona.pl
ORCID: 0000-0002-6779-1949

DOI: 10.26410/SF_1/22/13

THE CONTEMPORARY DETERMINANTS OF FUNCTIONING OF THE SECURITY AGENCIES

Abstract

The article aims to show the selected challenges and pathologies that affect the private security agencies in Poland. The author first indicates problems related to the legal regulations concerning the protection of persons and property, the most important of which concerns the amendment of the acts regulating the performance of some professions; then he briefly defines the organizational problems of most companies in the security sector, pointing out that the entrepreneurs in the private security sector often have no idea how to develop their own companies, have great difficulties with adapting to the changing market of the security services, do not keep up with the innovations, which all lead to offering their customers the solutions that are already outdated. This article also describes significant problems related to the market trends, with the indication of the growing costs of the remuneration of employees in this sector and the use of various forms of employment and the irregularities related to it. Finally, some of the most important problems are listed as the pathologies of the entire industry. This leads to the conclusion that the private security agencies in Poland are an incredibly significant element of the functioning of the security system, which without significant legislative changes will not fully function as intended and in accordance with its function. The presented results prove that the research on the functioning of the security agencies should be carried out on a continuous basis due to their direct impact on the internal security of the country.

Keywords

security, public safety, deregulation, threats, security system, physical protection, qualified security guard, private security sector, professionalization

Introduction

Taking into account the current geopolitical events, the drastically growing problem of the refugees and the acts of terrorism, as well as being aware of the growing antagonisms and tensions affecting the whole of Europe, voices are beginning to appear that the risk of another global armed conflict is becoming more and more likely. Ensuring the safety of the citizens is the constitutional duty of the state. Currently, in the age of global terrorism, the obligation to ensure this security is starting to become a challenge, and the adaptation of the internal security system to the changing shape of contemporary terrorism requires increased work in many areas of its functioning¹. Observing the private security sector over the last 10 years, one can notice some disturbing changes, forced mainly by the market economic conditions and entities and entrepreneurs using the security services, but also by the inconsistent regulations. These changes clearly intensified after 10th August 2014, when the provisions of the Act of 13 June 2013 amending the acts regulating the performance of some professions, the so-called deregulation act², entered into force, and then after 1st January 2017, with the introduction of the provisions on the payment of a certain minimum

rate per working hour under the contract of mandate³.

This article presents selected problems of the security agencies. The industry has been struggling with many difficulties recently. These include, among others: legislative, personnel, financial, insurance and image problems, as well as the problems related to the coronavirus pandemic. For the purposes of this study, they have been divided into the following categories:

1. Legislative problems.
2. Organizational problems of the company.
3. Market trends.
4. Pathologies of the industry.

The public only sometimes learns via the media about various irregularities, and it happens only when a major tragedy occurs, e.g., the murder of the President of Gdańsk Paweł Adamowicz⁴ during an artistic event, which, as it turned out, was not secured in accordance with applicable law, i.e., as a mass event⁵. Unfortunately, a few days after the tragedy, everything returns to the previous state.

Methodological and methodical assumptions

The aim of this article is to demonstrate the need to study the rationalization of legal and organizational solutions regarding the conditions for functioning of

¹ More: K. Jąłoszyński, B. Wiśniewski, T. Wojtuszek (eds.), *Współczesne postrzeganie bezpieczeństwa*, WSA, Bielsko – Biała 2007; J. Stelmach, *Minimalizacja skutków zamachów terrorystycznych w budynkach użyteczności publicznej, dobre praktyki i rekomendacje*, Safety Project, Wrocław 2020, p. 5.

² Ustawa z dnia 13 czerwca 2013 r. zmianie ustaw regulujących wykonywanie niektórych zawodów (Dz. U. z 2013, poz. 829).

³ Ustawa z dnia 10 października 2002 r. o minimalnym wynagrodzeniu za pracę, Dz.U.2020.2207.

⁴ <https://www.tvn24.pl/wiadomosci-z-kraju,3/atak-na-prezydenta-gdanska-zarzut-zabojstwa-i-areszt-dla-napastnika,900161.html> [06.04.2022].

⁵ Ustawa z dnia 20 marca 2009 r. o bezpieczeństwie imprez masowych, Dz. U. 2009 Nr 62 poz. 504.

the security agencies in the country. This is directly connected with the research problem formulated as the following question: what areas of the functioning of the private security sector require improvement. Having regard to the complexity of this specific research problem, the theoretical and empirical methods, techniques, and research tools were used in the research process accompanying the preparation of this article. During the research, in order to achieve the assumed aim which, according to the opinion of Radosław Zenderowski, should be understood not only as the solution to the problem itself (which is obvious) but also as the achievement of the desired results of the research and analyses carried out⁶, the analyses were primarily used. The analysis of the selected theories and definitions, including the views of security industry specialists was for the author the important source of knowledge to collect the research material.

Legislative problems

The first companies dealing with the protection of persons and property started to appear in Poland after the political transformation in 1989. They were usually established by former officers of the civic militia (Milicja Obywatelska), the Security Service, as well as anti-terrorists and GROM soldiers. Initially, their activity was not regulated by law. The relevant act was passed on 22nd August 1997⁷.

The supervision of the security agencies was entrusted to the police. The companies operating in the industry had to undergo verification and obtain the license. The requirement of having the first- and second-degree physical security employee license and the first- and second-degree technical security worker license was introduced. The register of people authorized to practice the profession was also made, and the number of weapons possessed was verified. The introduction of the legal regulations in 1997 resulted in forcing out of the market the entities which did not meet the requirements specified in the act⁸.

The legal basis for the functioning of security guards in Poland are: the Act of August 22, 1997 on the protection of persons and property (Journal of Laws 2005, No. 145, item 1221, as last amended) and the Regulation of the Council of Ministers of December 19, 2013 on the detailed manner of action of the security guards (Journal of Laws of 30 December 2013, item 1681)⁹. The industry is also related to the Act of March 20, 2009, on the Safety of Mass Events and the Act of May 24, 2013, on Direct Coercive Measures and Firearms¹⁰.

Working in security includes many activities. The security officer is a person

⁶ R. Zenderowski, *Technika pisania prac magisterskich. Krótki przewodnik po metodologii pisania prac dyplomowych*, CeDeWu, Pl Wydawnictwa Fachowe, Warszawa 2008, p. 22.

⁷ Ustawa z dnia 22 sierpnia 1997 r. o ochronie osób i mienia, DzU 2005, nr 145, poz. 1221 z późn. zm.

⁸ M. Szczęsny, *Pracownicy ochrony w świetle ustawy deregulacyjnej*, [in:] *Polityka społeczna. Rocznik XLII (490)*, Warszawa 2015, p. 13.

⁹ H. Stankiewicz, *Pracownicy ochrony osób i mienia w systemie bezpieczeństwa publicznego w Polsce*, [in:] *Spółeczeństwo i ekonomia socjety and economics 1*, Wydawnictwo Uniwersytetu Ekonomicznego, Wrocław, 2014, p. 221.

¹⁰ E. Albrzykowska, *Ochrona obiektów sądowych na terenie Rzeczpospolitej Polskiej – Zarys problemu*, [in:] *Kultura Bezpieczeństwa Nr 36*, Wyższa Szkoła Bezpieczeństwa Publicznego i Indywidualnego Apeiron, Kraków 2019, p. 11.

responsible for the security in commercial establishments, workplaces, warehouses, public places, as well as a person securing mass events or escorting valuable items or means of payment. The security guard is also a person responsible for planning and implementing a security system for companies and institutions in the following aspects: protection of people, property, electronic security, fire protection systems and mass events¹¹.

The first serious statutory legal problems began over 8 years ago, because on 10th August 2014, the provisions of the Act of June 13, 2013, on amending the acts regulating the performance of some professions – the so-called deregulation act (Journal of Laws of 2013, item 829) came into force. It also applies to the employees in the personal and property security industry. Before it came into force, the security guards were divided into licensed and unlicensed. In 2013, over 132,000 people in Poland had the first- and second-degree security personnel licenses. In order to obtain the required license, it was necessary to pass an examination in front of the state commission, which consisted of people delegated from the police, the State Fire Service, psychologists. After the deregulation act came into force, the licenses were converted into qualifications and all licensed workers were placed on the lists of qualified security personnel¹².

The deregulation act facilitated access to the industry, but it also dramatically reduced the requirements for the candidates to work in the personal and property security sector. According

to this act, the concept of a security guard is understood as a person entered on the list of qualified physical security employees or qualified technical security employees and performing the security tasks under the internal security service or for an entrepreneur that has obtained the license to run a business activity in the field of personal and property security services. The statutory definition of a security guard also includes people performing the security tasks for the trader that has obtained a license to run a business activity in the field of security services for persons and property, even though they are not entered on the above-mentioned list. This applies to people who actually fulfil the tasks in the field of property supervision, and not directly protect people and property, such as, for example, porters, caretakers¹³.

The replacement of the license with an entry on the list of the qualified security personnel led to the withdrawal of the mandatory examination for the security personnel. The abolition of the examinations conducted at the Provincial Police Headquarters made it easier to obtain the title of a qualified security guard. The state examinations, which lasted three days, were abandoned. They consisted of the following parts: theoretical, physical and shooting. The failure to pass the second attempt at any of them required the repetition of the whole examination¹⁴.

¹³ M. Szczęsny, *op. cit.*, p. 17.

¹⁴ P. Nowosielska, *Papierowa ochrona. Ludzie z branży ochroniarskiej: To patologia bez szans na poprawę*, <https://serwisy.gazetaprawna.pl/praca-i-kariera/artykuly/1038040,branza-ochroniarska-patologia-bez-szans-na-poprawe.html>, [06.04.2022].

¹¹ H. Stankiewicz, *op. cit.*, p. 212.

¹² H. Stankiewicz, *op. cit.*, p. 213.

Not all security guards have to be entered on the list of qualified employees. The legislator does not require them to undergo any appropriate trainings and courses, or to undergo any specialist medical and psychological examinations. Therefore, people with a disability degree certificate can still be legally employed in the security industry, but only in positions for which the entry on the list of qualified security personnel is not required.

Performing the duties directly related to the protection of life, health and property requires specific physical and mental predispositions. Nevertheless, it should be made possible for people with some disabilities to work, for example in supporting the activities of a security agency for persons and property. The legislator did not take into account various types of diseases, as well as the degree of their severity, implying the application for a disability degree certificate. The deregulation act does not introduce for the qualified technical support workers an obligation to submit a document confirming the physical and mental ability to perform the profession, or to undergo a course or training, as in the case of qualified security personnel. Qualified technical support workers may therefore have a disability degree certificate¹⁵.

People working with weapons every three years undergo examinations extending the possibility of working only on the basis of their declaration that they do not have a certificate about disability, the doctor does not verify this fact.

The problem of the security industry is also the lack of cooperation with other services. Currently, there is no legal regulation relating to the possibility of establishing and conducting the cooperation of companies for the protection of persons and property with formations responsible for security other than the Police, the Municipal Police, the Civil Defence and the Fire Brigades. The Cooperation with entities of the government security sector such as: the Military Police, the Border Guard, the Prison Service, the Road Transport Inspection, the Forest Guard and the Railroad Security Guard is not only possible, but also desirable. The conducted research shows that the tasks and range of activities of these uniformed formations allow the use of the private sector support. In the case of the Border Guard, the Road Transport Inspection, the Forest Guard and the Railroad Security Guard, the cooperation could be based on principles similar to those with the Police. Whereas in the case of the Prison Service and the Military Police, it could be based on the rapid transfer of all information about the threats identified in the course of operation of the security companies of persons and property, which are of interest to the above-mentioned formations. This would contribute to a greater sense of cooperation with the security structure as a whole. It would also serve to organize the relations between the elements of the security system, improving their interaction aimed at achieving the common aim of ensuring security. As a result, this could contribute to increasing the effi-

¹⁵ M. Szczyński, *op. cit.*, p. 20.

ciency of the security structure and rising the effectiveness of its operation¹⁶.

The new problems in the people and property protection industry will be related to the consequences of the war in Ukraine. In order to counteract the threats in cyberspace, the Prime Minister Mateusz Morawiecki, in accordance with the Act on anti-terrorist activities, introduced the third CRP alert level (CHARLIE-CRP) throughout the entire country and the second BRAVO level for the Lublin Voivodeship and Podkarpackie Voivodeship. This means the extreme vigilance of the public institutions. The third level is introduced in the occurrence of an event confirming the probable target of a terrorist attack or obtaining reliable and confirmed information about the planned terrorist incident¹⁷.

According to Jarosław Stelmach, all the undertakings connected with the fight against terrorism can be divided into the basic elements of state activities in this area: prevention, identification of terrorist threats, protection against an attack, combating, and responding¹⁸.

The Act on the Defence of the Homeland¹⁹ provides for, among others, the appointment of 200,000 reservists²⁰,

for the military exercises, which is five times more than before, and in the case of the security industry concerns the qualified security personnel who may suddenly be missing at the posts. For comparison, in 2016 only 38,000 people were appointed to the military exercises²¹. Of course, the temporary lack of an employee may also apply to women with medical and psychological education.

Organizational problems of the company

The first private sector companies for the protection of persons and property, as has previously been indicated, began to emerge in Poland after the political transformation in 1989. These companies are currently facing the identity crisis. The companies are often still managed by their original founders, usually former state officials, used to the conservative system of protection, which is physical protection. Usually, these companies have no idea for their further development and have great difficulties with adapting to the changing market of security services. They often do not see the need to define the security design determinants, such as: mission, vision and security strategy²². Without a clearly defined goal, it is difficult to maintain the certain course of development.

The security industry in Poland is mostly (approx. 70%) composed of small and edium-sized enterprises for which the only appropriate way of development is to replace the old infra-

¹⁶ A. Czop, Proponowane zmiany w regulacjach prawnych zmierzające do podniesienia efektywności działania firm ochrony osób i mienia, [in:] Kultura Bezpieczeństwa. Nauka-Praktyka-Refleksje nr 20, Wyższa Szkoła Bezpieczeństwa Publicznego i Indywidualnego Apeiron, Kraków 2015, p. 174.

¹⁷ Ustawa z dnia 10 czerwca 2016 r. o działaniach antyterrorystycznych, Dz.U. 2016 poz. 904.

¹⁸ J. Stelmach, Minimalizacja skutków zamachów terrorystycznych w budynkach użyteczności publicznej, Safety Project, Wrocław 2020, p. 59.

¹⁹ Ustawa z dnia 11 marca 2022 r. o obronie Ojczyzny, Dz.U. 2022 poz. 655.

²⁰ <http://polska-zbrojna.pl/home/articleshow/35568> [10.04.2022].

²¹ <https://wkuwarszawa-ochota.wp.mil.pl/pl/pages/vademecum-rezerwisty-2018-09-24-z/> [10.04.2022].

²² B. Wiśniewski, Praktyczne aspekty badań bezpieczeństwa, Difin SA, Warszawa 2020, p. 65.

structure with the new solutions and cloud services, both in the form of SaaS (Security as a Service) and IaaS (Infrastructure as a Service). This is a worldwide trend. Many companies make the strategic mistake of adopting today the outdated solutions.

According to Krzysztof Ciesielski, the main problem complicating the security industry, including the services of monitoring the alarm signals and of remote video surveillance, will be the shortage of suitably qualified employees. Those who will be able to notice, develop, and then implement the new trends – both in the technical and organizational areas – and consequently earn money on it. The companies that currently do not have the well-functioning technical departments and the appropriate know-how will find it difficult to build it from scratch. For many of them the problem will be the lack of awareness of the changes we are currently observing – both in the technological and business areas. Many companies believe that they have modern technology, despite the fact that these solutions are outdated and ineffective²³.

Market trends

Legal provisions that are unfavourable for the security industry are related to the statutory increase in the minimum wage. For years the level of the minimum wage has been shaping the prices of services related to physical protection. This is due to the large number of companies on the market, strong price competition, customer pressure and the influence of

the public procurement sector, where the price is the criterion for selecting an offer. Looking for an opportunity to reduce costs some security companies use civil contracts although in many cases the nature of the work requires the application of an employment contract. The costs of remuneration constitute 75%-80% of the service performance costs. The changes introduced in the minimum wage should be reflected in the increase in the rates for services. The changes of the payroll costs constitute a challenge for both the security companies and their clients²⁴.

The rising labour costs are related to another already mentioned problem that affects the industry, i.e., shortage of staff. The difficulties with recruiting employees in the security industry occur not only in Poland, but throughout Europe.

The predominant forms of employment in the security sector are still the civil law contracts which discourage candidates from taking up the job. It is difficult to attract and retain young workers. Working in the security sector is neither interesting nor financially attractive for them. Due to the lack of interest, the vocational schools are closing courses educating security staff. There are few security companies in Poland that employ educated and experienced security personnel. In particular, there is a shortage of people with an entry on the list of qualified security personnel that have the firearms card. The older workers, such as former policemen, prison service staff and military police staff retire while young people do not

²³ K. Ciesielski, Przyszłość w monitoringu, <https://aspolska.pl/przyszlosc-w-monitoringu-2018/>, [06.04.2022].

²⁴ Ł. Koch, Szanse i wyzwania dla branży ochrony w 2020 roku, [in:] Zabezpieczenia 3/2020, <https://www.zabezpieczenia.com.pl/ochrona-fizyczna/szanse-i-wyzwania-dla-branzy-ochrony-w-2020-roku>, [06.04.2022].

want to work in this profession due to low salaries or irregularities in payments, e.g., payment every two months²⁵.

The issue of employment faced by the security companies is related to the image of the entire industry, which also includes many other elements. Irregularly paid and low salaries, various forms of employment, lack of opportunities for development and career paths are among the problems of many companies. The unfavourable image of the industry on the Internet, e.g., in social media, also discourages from taking the job in security. At the same time, the security companies do not take any actions aimed at presenting themselves in a positive way on the Internet, which, especially for young people, is often a decisive factor in choosing a job. Recruiting employees will require new actions in the future. Struggling against the negative image is a task planned for several years²⁶.

The security workers are one of the worst-paid professional groups in Poland. The promotion in the security structures has a horizontal character and does not guarantee a significant increase in remuneration. People who protect public utility buildings (courts, prosecutor's offices, agencies), construction sites and housing estates are in the worst situation. In practice, the employees without any professional qualifications usually act as porters and supervise the entrusted facility²⁷.

The increase in labour costs is also a serious challenge for clients in the personal

and property protection industry. The vast majority of them rather search for savings and reduce the expenses than invest in the security services. Therefore, they are not willing to accept an increase in rates for protection. Clients compare offers by directing inquiries to other companies, which may result in the loss of contracts. The process of negotiating the increases with clients is difficult and will lead to the limited use of physical protection and to the increased interest in remote services based on technical solutions, including mobile ones. After the increase in prices, customers will pay even more attention to the quality of services provided, the performance indicators, guarantees, the impact of protection on the development of their businesses and additional values. The opportunity for security companies may be openness to changes and implementation of new solutions that will enable the reduction of costs. The public procurement market where the only selection criterion is still the price will be a much more challenging issue²⁸.

The labour market and the opportunities of the customers in the security industry definitely need a new approach. The solutions that will enable further cooperation with clients thanks to active modification of the existing protection system seem to be the most desirable ones. To achieve this goal, it is advisable to use to a greater extent the technical solutions enabling the reduction of the number of working hours. The funds saved in this way should be spent on expanding the security system and increasing the salaries of employees. It is also necessary to get away from the calculation based

²⁵ <https://www.money.pl/gospodarka/firmy-ochroniarskie-placa-swoim-pracownikom-pensje-co-dwa-miesiace-przez-panstwo-6735793629604576a.html> [06.04.2022].

²⁶ Ł. Koch, op. cit.

²⁷ M. Szczęsny, op. cit., p. 13.

²⁸ Ł. Koch, op. cit.

on minimum wages for working hours. One need to construct the solutions based on budgets in order to provide the customer with greater stability and predictability of costs over a long period of time and, at the same time, offer qualified employees the remuneration higher than the minimum rate. It should also enable the recruitment of better employees and raise quality and the effectiveness of the services offered²⁹.

The increase in minimum wages meant that the companies dealing with physical protection had to renegotiate the prices with their clients. Most investors were not prepared for higher prices. The number of employees protecting the facilities has been reduced, but the need to ensure the appropriate level of security has remained. As a result of those changes, a new security model was developed – the protected objects were equipped with cameras and some employees were transferred to remote video surveillance centres. Unfortunately, due to the lack of developed standards, there was freedom in the provision of these services. The companies charge similar fees but offer different services under the same name – video surveillance. Some of them offer the transfer of permanent video surveillance, which was carried out directly in the facility, some the video verification of alarm causes, and some periodic inspection with the use of cameras³⁰.

Other problems that should be noticed are related to the work of security

during the coronavirus pandemic and its effects. After the introduction of the restrictions related to COVID-19, the security teams were the first, and in many cases the only ones, to address the needs in the field of anti-infection prevention. The security workers measured the temperature manually or electronically. The temperature control slowed down the flow of people, which was particularly visible in industrial plants. At the same time, these processes took place without any proper preparation³¹.

Due to the pandemic, the demand for services from the security industry has decreased. The cancellation of mass events and the periods of lock down contributed to this.

Pathologies of the industry

From 1st January 2014, a qualified physical security worker is required to undergo every 5 years a training or a course in the field of shooting, self-defence, intervention techniques and the knowledge of legal provisions related to the protection of persons and property, and to present the certificate of its completion to the competent provincial police commander. The introduction of obligatory, periodic trainings and courses for the security personnel, and thus the continuous improvement of qualifications is a positive issue, however, only on the condition of the high quality of these trainings and courses³².

²⁹ Ł. Koch, *op. cit.*

³⁰ D. Kamiński, Zdalny nadzór wizyjny sposobem na obniżenie kosztów ochrony, w *Zabezpieczenia* 3/2020, <https://www.zabezpieczenia.com.pl/ochrona-fizyczna/szanse-i-wyzwania-dla-branzy-ochrony-w-2020-roku>, [06.04.2022].

³¹ J. Grzechowiak, IK w czasie pandemii, czyli stara atmosfera w nowym klimacie, online: *IK w czasie pandemii, czyli stara atmosfera w nowym klimacie – a&s Polska* (aspolska.pl), [06.04.2022].

³² E. Albrzykowska, *op. cit.*, p. 15.

The experience of recent years shows that there is no verification of the quality of these types of trainings. The unfair training companies have offered the option of purchasing the entitlements to be entered on the list of qualified security personnel or the certificates of passing the qualification course³³.

A common occurrence in the personal and property security industry is the employment of people with a disability certificate. It is related to the staffing and financial problems in the industry. This group of people is keen to be employed in security because employers receive co-financing from the State Fund for Rehabilitation of Disabled People (PFRON), thanks to which they can reduce the rates for services provided to their clients, including the property supervision, which makes them more competitive on the market. However, it often happens that the disabled person is sent to a workplace with characteristics that contain contraindications in relation to their specific disease. The employees agree to take the position because they want to work despite the health risk. Therefore, while employing people with a disability certificate, it is particularly important to choose the appropriate workplace. The security companies often form partnerships as sheltered workshops and employ in their structures people with certificates of disability in various psychophysical conditions. Such workers often require the constant supervision of third parties and the working conditions specially adapted to their limitations.

It is worth noting that various degrees of disability are adequately co-financed. For each of the three levels of disabilities, you can get the additional 'bonus' for one of the special diseases, i.e., mental illness (02-P), mental retardation (01-U), pervasive developmental disorders (12-C) or epilepsy (06-E) and blind to a significant and moderate degree (04-O)³⁴.

The employers often do not provide the security workers with decent or proper working conditions by: lack of summer, winter and rain-proof clothing, even though the security workers are a uniformed service in accordance with the law, the occurrence of shortages of appropriate convoy equipment – bullet-proof vests, lack of bulletproof Kevlar (protective helmets for the head), abandonment concerning the provision of water by the employer during heat above 40 degrees during the 12-hour service, failure to provide a change of security guard at a position on the facility or a mass event from which the employee cannot leave, has short breaks or simply cannot stop work. There are known cases of the continuous operation lasting more than 20 hours³⁵.

Conclusion

The modern security industry is struggling with many problems. Some of them are mainly specific to securi-

³³ <https://gazetawroclawska.pl/wielka-afeta-z-lewymizaswiadczeniami-dla-ochroniarzy-fala-zatrzyman/ar/c1-16018121> [06.04.2022].

³⁴ <https://www.pfron.org.pl/pracodawcy/dofinansowanie-wynagrodzen/wysokosc-dofinansowania-dowynagrodzen-pracownikow-niepelnosprawnych/> [06.04.2022].

³⁵ A. Malczewska, Analiza wartości etycznych na przykładzie wybranej grupy społecznej – pracowników ochrony osób i mienia. Zeszyt Naukowy 3, Wyższa Szkoła Bezpieczeństwa Publicznego i Indywidualnego Apeiron, Kraków 2010.

ty – for example, mass hiring of people with a disability certificate disability or the lack of administrative and internal control over the courses and trainings. Others are commonly found throughout the whole labour market and include minimum wage or employment under civil law contracts with no overtime payment. The working time of over 300 hours per month is also found in other professions. For employment under a contract of mandate, one only need a declaration of no criminal record, there is no need to submit a criminal record certificate.

The conducted analysis allowed for the following findings:

1. A significant part of the problems affecting the security agencies and the entire security industry is the result of legislative conditions. These include, among others, facilitating access to the profession with a significant reduction in the quality of the employee (lack of state exams), enabling people with a disability certificate, including those with mental problems, to work in security and the lack of proper medical verification of such people.
2. Some of the problems result from the internal organization of entities providing services for the protection of persons and property, and they include the lack of a clearly defined aim (mission, vision) and sticking to the old protection system based mainly on physical protection.
3. The market trends are another area which generates problems in the private security sector. The market problems include, among other, minimum wage influencing the prices of services, staff shortages caused by the low attractiveness of the profession and low income or the need to adapt the security companies to the situation caused by the COVID-19 pandemic, during which the security personnel took temperature measurements at workplaces without any preparation and proper protection.
4. The last and the most serious diagnosed area turns out to be the pathological situations affecting the industry, which include, among others, the lack of state supervision over training and the possibility of buying on the market the entitlements without training or employing in the security industry the disabled people, including those with mental problems, because such a disease gives the highest co-financing from the State Fund for Rehabilitation of Disabled People.

The presented content confirms that there are opportunities to improve the quality of services provided by the security companies and the tasks performed by the security staff.

The author believes that his scientific achievements, as well as the achievements of the other researchers will lead to the professionalization and higher prestige of the security guard profession and will also increase the safety of the clients and staff of the security agencies.

Bibliography

- Albrzykowska E., Ochrona obiektów sądowych na terenie Rzeczypospolitej Polskiej – Zarys problemu, [in:] *Kultura Bezpieczeństwa* Nr 36, Wyższa Szkoła Bezpieczeństwa Publicznego i Indywidualnego Apeiron, Kraków 2019.
- Ciesielski K., Przyszłość w monitoringu, <https://aspolska.pl/przyszlosc-w-monitoringu-2018/>, [06.04.2022].
- Czop A., Proponowane zmiany w regulacjach prawnych zmierzające do podniesienia efektywności działania firm ochrony osób i mienia, [in:] *Kultura Bezpieczeństwa. Nauka-Praktyka-Refleksje* nr 20, Wyższa Szkoła Bezpieczeństwa Publicznego i Indywidualnego Apeiron, Kraków 2015.
- Grzechowiak J., IK w czasie pandemii, czyli stara atmosfera w nowym klimacie, online: *IK w czasie pandemii, czyli stara atmosfera w nowym klimacie – a&s Polska* (aspolska.pl), [06.04.2022].
- <http://polska-zbrojna.pl/home/article-show/35568> [10.04.2022].
- <https://gazetawroclawska.pl/wielka-afeta-z-lewym-zaswiadczeniami-dla-ochroniarzy-fala-zatrzyman/ar/c1-16018121> [06.04.2022].
- <https://wkuwarszawa-ochota.wp.mil.pl/pl/pages/vademecum-rezerwisty-2018-09-24-z/> [10.04.2022].
- <https://www.money.pl/gospodarka/firmy-ochroniarskie-placa-swoim-pracownikom-pensje-co-dwa-miesiace-przez-panstwo-6735793629604576a.html> [06.04.2022].
- <https://www.pfron.org.pl/pracodawcy/dofinansowanie-wynagrodzen/wysokosc-dofinansowania-do-wynagrodzen-pracownikow-niepelnosprawnych/> [06.04.2022].
- <https://www.tvn24.pl/wiadomosci-z-kraju,3/atak-na-prezydenta-gdanska-zarzut-zabojstwa-i-areszt-dla-napastnika,900161.html> [06.04.2022].
- Jałoszyński K., Wiśniewski B., Wojtuszek T. (ed.), *Współczesne postrzeganie bezpieczeństwa*, WSA, Bielsko – Biała 2007.
- Kamiński D., Zdalny nadzór wizyjny sposobem na obniżenie kosztów ochrony, [in:] *Zabezpieczenia* 3/2020, <https://www.zabezpieczenia.com.pl/ochrona-fizyczna/szanse-i-wyzwania-dla-branzy-ochrony-w-2020-roku>, [06.04.2022].
- Koch Ł., Szanse i wyzwania dla branży ochrony w 2020 roku, [in:] *Zabezpieczenia* 3/2020, <https://www.zabezpieczenia.com.pl/ochrona-fizyczna/szanse-i-wyzwania-dla-branzy-ochrony-w-2020-roku>, [06.04.2022].
- Malczewska A., Analiza wartości etycznych na przykładzie wybranej grupy społecznej – pracowników ochrony osób i mienia. *Zeszyt Naukowy* 3, Wyższa Szkoła Bezpieczeństwa Publicznego i Indywidualnego Apeiron, Kraków 2010.
- Nowosielska P., Papierowa ochrona. Ludzie z branży ochroniarskiej: To patologia bez szans na poprawę, <https://serwis.gazetaprawna.pl/praca-i-kariera/artykuly/1038040,branza-ochroniarska-patologia-bez-szans-na-poprawe.html>, [06.04.2022].
- Stankiewicz H., Pracownicy ochrony osób i mienia w systemie bezpieczeństwa publicznego w Polsce, [in:] *Społeczeństwo i ekonomia socjety and economics* 1, Wydawnictwo Uniwersytetu Ekonomicznego, Wrocław, 2014.
- Stelmach J., Minimalizacja skutków zamachów terrorystycznych w budynkach użyteczności publicznej, Safety Project, Wrocław 2020.
- Szczęsny M., Pracownicy ochrony w świetle ustawy deregulacyjnej, [in:] *Polityka społeczna. Rocznik XLII* (490), Warszawa 2015.
- Ustawa z dnia 10 czerwca 2016 r. o działaniach antyterrorystycznych, Dz.U. 2016 poz. 904.
- Ustawa z dnia 10 października 2002 r. o minimalnym wynagrodzeniu za pracę, Dz.U.2020.2207.
- Ustawa z dnia 11 marca 2022 r. o obronie Ojczyzny, Dz.U. 2022 poz. 655.

Ustawa z dnia 13 czerwca 2013 r. zmianie ustaw regulujących wykonywanie niektórych zawodów (Dz. U. z 2013, poz. 829).

Ustawa z dnia 20 marca 2009 r. o bezpieczeństwie imprez masowych, Dz. U. 2009 Nr 62 poz. 504.

Ustawa z dnia 22 sierpnia 1997 r. o ochronie osób i mienia, Dz.U. 2005, nr 145, poz. 1221 z późn. zm.

Wiśniewski B., Praktyczne aspekty badań bezpieczeństwa, Difin SA, Warszawa 2020.

Zenderowski R., Technika pisania prac magisterskich. Krótki przewodnik po metodologii pisania prac dyplomowych, CeDeWu, Pl Wydawnictwa Fachowe, Warszawa 2008.

About the Autor

Grzegorz Loose, the protection of persons and property manager. His interests include broadly understood security, as well as the improvement and professionalization of the sector of private security services.